

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

Prevailing Wage Rates

MAURA HEALY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: MCLA City/Town: NORTH ADAMS

Contract Number: Robert Fortini

Description of Work: Remove existing asphalt grade and replace an 86'x14' walkway.

Job Location: 275 Church Street

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Issue Date: 06/05/2025 Wage Request Number: 20250603150226 Page 1 of 27

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| (2 AXLE) DRIVER - EQUIPMENT | 6/1/2025 | \$40.95 | \$15.57 | \$20.17 | \$0.00 | \$0.00 | \$76.69 |
| TEAMSTERS JOINT COUNCIL NO. 10 | 12/1/2025 | \$40.95 | \$15.57 | \$21.78 | \$0.00 | \$0.00 | \$78.30 |
| | 1/1/2026 | \$40.95 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$78.90 |
| | 6/1/2026 | \$41.95 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79.90 |
| | 12/1/2026 | \$41.95 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$81.64 |
| | 1/1/2027 | \$41.95 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82.24 |
| (3 AXLE) DRIVER - EQUIPMENT | 6/1/2025 | \$41.02 | \$15.57 | \$20.17 | \$0.00 | \$0.00 | \$76.76 |
| TEAMSTERS JOINT COUNCIL NO. 10 | 12/1/2025 | \$41.02 | \$15.57 | \$21.78 | \$0.00 | \$0.00 | \$78.37 |
| | 1/1/2026 | \$41.02 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$78.97 |
| | 6/1/2026 | \$42.02 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79.97 |
| | 12/1/2026 | \$42.02 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$81.71 |
| | 1/1/2027 | \$42.02 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82.31 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT | 6/1/2025 | \$41.14 | \$15.57 | \$20.17 | \$0.00 | \$0.00 | \$76.88 |
| TEAMSTERS JOINT COUNCIL NO. 10 | 12/1/2025 | \$41.14 | \$15.57 | \$21.78 | \$0.00 | \$0.00 | \$78.49 |
| | 1/1/2026 | \$41.14 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79.09 |
| | 6/1/2026 | \$42.14 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$80.09 |
| | 12/1/2026 | \$42.14 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$81.83 |
| | 1/1/2027 | \$42.14 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82.43 |
| ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 | 8/1/2024 | \$117.16 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$151.53 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | | |
| AIR TRACK OPERATOR LABORERS | 12/1/2024 | \$32.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.97 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) | 6/1/2025 | \$35.98 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.73 |
| LABORERS | 12/1/2025 | \$37.21 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.96 |
| | 6/1/2026 | \$39.25 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.00 |
| | 12/1/2026 | \$40.54 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$66.29 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | | |
| ASBESTOS WORKER (PIPES & TANKS) | 6/1/2025 | \$39.42 | \$14.50 | \$4.30 | \$6.25 | \$0.00 | \$64.47 |
| HEAT & FROST INSULATORS LOCAL 6 | 12/1/2025 | \$40.32 | \$14.50 | \$4.30 | \$6.25 | \$0.00 | \$65.37 |
| ASPHALT RAKER LABORERS | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) | 6/1/2025 | \$35.48 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.23 |
| LABORERS | 12/1/2025 | \$36.71 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.46 |
| | 6/1/2026 | \$38.75 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$64.50 |
| | 12/1/2026 | \$40.04 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | | |
| AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.49 |

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| BARCO-TYPE JUMPING TAMPER LABORERS | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98 | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER LABORERS | 12/1/2024 | \$32.29 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.97 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & | 6/1/2025 | \$35.98 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.73 |
| HIGHWAY) | 12/1/2025 | \$37.21 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.96 |
| LABORERS | 6/1/2026 | \$39.25 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.00 |
| | 12/1/2026 | \$40.54 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$66.29 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) |) | | | | | | |
| BOILER MAKER BOILERMAKERS LOCAL 29 | 1/1/2024 | \$48.12 | \$7.07 | \$14.60 | \$6.00 | \$0.00 | \$75.79 |

| | Appro | entice: BOILER MAI | KER | | | | | | |
|--------------------------------|------------------------------------|--------------------|-------------------------|---------|---------|---------|---------|------------------------------|---------------|
| | Effect | ive Date: 1/1/2024 | | | | | | | |
| | Step | Percent | Apprentice Base Wage |] | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 65.00 | \$31.28 | | \$7.07 | \$9.32 | \$3.90 | \$0.00 | \$51.57 |
| | 2 | 65.00 | \$31.28 | | \$7.07 | \$9.32 | \$3.90 | \$0.00 | \$51.57 |
| | 3 | 70.00 | \$33.68 | | \$7.07 | \$10.03 | \$4.20 | \$0.00 | \$54.98 |
| | 4 | 75.00 | \$36.09 | | \$7.07 | \$10.74 | \$4.50 | \$0.00 | \$58.40 |
| | 5 | 80.00 | \$38.50 | | \$7.07 | \$11.45 | \$4.80 | \$0.00 | \$61.82 |
| | 6 | 85.00 | \$40.90 | | \$7.07 | \$12.18 | \$5.10 | \$0.00 | \$65.25 |
| | 7 | 90.00 | \$43.31 | | \$7.07 | \$12.88 | \$5.40 | \$0.00 | \$68.66 |
| | 8 | 95.00 | \$45.71 | | \$7.07 | \$13.62 | \$5.70 | \$0.00 | \$72.10 |
| | | | | | | | | | |
| BRICK/STONE/ARTIFICIAL MASONRY | (INCL. | MASONRY | 2/1/2025 | \$54.21 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$87.16 |
| WATERPROOFING) | ATERPROOFING) ICKLAYERS LOCAL 3 | | 8/1/2025 | \$56.36 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$89.31 |
| DRICKLATERS LOCAL 3 | | | 2/1/2026 | \$57.71 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$90.66 |
| | | | 8/1/2026 | \$59.91 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$92.86 |
| | | | 2/1/2027 | \$61.31 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$94.26 |
| | | | | | | | | | |

Classification Effective Date Base Wage Health Pension Annuity Unemployment Rate

| Effect | tive Date: 2/1/2025 | | | | | | |
|--------|---------------------|-------------------------|---------|---------|---------|------------------------------|-------------|
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Tota Rat |
| 1 | 50.00 | \$27.11 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$60.0 |
| 2 | 60.00 | \$32.53 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$65.4 |
| 3 | 70.00 | \$37.95 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$70.9 |
| 4 | 80.00 | \$43.37 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$76.3 |
| 5 | 90.00 | \$48.79 | \$11.49 | \$15.57 | \$5.89 | \$0.00 | \$81.7 |

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

Effective Date: 8/1/2025

| | Step | Percent | Apprentice Base Wage | Н | ealth | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|---------|------------|-------------------------|---------|---------|---------|---------|------------------------------|---------------|
| | 1 | 50.00 | \$28.18 | \$1 | 11.49 | \$15.57 | \$5.89 | \$0.00 | \$61.13 |
| | 2 | 60.00 | \$33.82 | \$1 | 11.49 | \$15.57 | \$5.89 | \$0.00 | \$66.77 |
| | 3 | 70.00 | \$39.45 | \$1 | 11.49 | \$15.57 | \$5.89 | \$0.00 | \$72.40 |
| | 4 | 80.00 | \$45.09 | \$1 | 11.49 | \$15.57 | \$5.89 | \$0.00 | \$78.04 |
| | 5 | 90.00 | \$50.72 | \$1 | 11.49 | \$15.57 | \$5.89 | \$0.00 | \$83.67 |
| BULLDOZER/POWER SHOVEL/TREE : /CLAM SHELL OPERATING ENGINEERS LOCAL 98 | SHREDDI | ER | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPE | RATING | ENGINEERS" | | | | | | | |
| CAISSON & UNDERPINNING BOTTOM MAN | | | 6/1/2025 | \$48.85 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$77.80 |
| LABORERS | | | 12/1/2025 | \$50.35 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$79.30 |
| | | | 6/1/2026 | \$51.90 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$80.85 |
| | | | 12/1/2026 | \$53.40 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$82.35 |
| For apprentice rates see "Apprentice- LAB | ORER" | | | | | | | | |
| CAISSON & UNDERPINNING LABORE | ER | | 6/1/2025 | \$47.70 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.65 |
| LABORERS | | | 12/1/2025 | \$49.20 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$78.15 |
| | | | 6/1/2026 | \$50.75 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$79.70 |
| For apprentice rates see "Apprentice- LAB | ORER" | | 12/1/2026 | \$52.25 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$81.20 |
| CAISSON & UNDERPINNING TOP MA | N | | 6/1/2025 | \$48.03 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.98 |
| LABORERS | | | 12/1/2025 | \$49.53 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$78.48 |
| | | | 6/1/2026 | \$51.08 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$80.03 |
| | | | 12/1/2026 | \$52.58 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$81.53 |
| For apprentice rates see "Apprentice- LAB | ORER" | | | | | | | | |
| CARBIDE CORE DRILL OPERATOR LABORERS | | | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LAB | ORER" | | | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|-----------------------|-----------|--------|---------|---------|------------------------------|---------------|
| CARPENTER | 3/1/2025 | \$43.26 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$69.32 |
| CARPENTERS | 9/1/2025 | \$44.21 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$70.27 |
| | 3/1/2026 | \$45.11 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$71.17 |
| | 9/1/2026 | \$46.06 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$72.12 |
| | 3/1/2027 | \$46.96 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$73.02 |

| Appr | entice: CARPENT | ER | | | | | |
|--------|---------------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 3/1/2025 | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 45.00 | \$19.47 | \$7.91 | \$0.00 | \$1.38 | \$0.00 | \$28.76 |
| 2 | 45.00 | \$19.47 | \$7.91 | \$0.00 | \$1.38 | \$0.00 | \$28.76 |
| 3 | 55.00 | \$23.79 | \$7.91 | \$0.00 | \$2.76 | \$0.00 | \$34.46 |
| 4 | 55.00 | \$23.79 | \$7.91 | \$0.00 | \$2.76 | \$0.00 | \$34.46 |
| 5 | 70.00 | \$30.28 | \$7.91 | \$11.25 | \$4.14 | \$0.00 | \$53.58 |
| 6 | 70.00 | \$30.28 | \$7.91 | \$11.25 | \$4.14 | \$0.00 | \$53.58 |
| 7 | 80.00 | \$34.61 | \$7.91 | \$11.25 | \$5.52 | \$0.00 | \$59.29 |
| 8 | 80.00 | \$34.61 | \$7.91 | \$11.25 | \$5.52 | \$0.00 | \$59.29 |

| Appr | entice: CARPENT | ER | | | | | |
|--------|---------------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 9/1/2025 | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 45.00 | \$19.89 | \$7.91 | \$0.00 | \$1.38 | \$0.00 | \$29.18 |
| 2 | 45.00 | \$19.89 | \$7.91 | \$0.00 | \$1.38 | \$0.00 | \$29.18 |
| 3 | 55.00 | \$24.32 | \$7.91 | \$0.00 | \$2.76 | \$0.00 | \$34.99 |
| 4 | 55.00 | \$24.32 | \$7.91 | \$0.00 | \$2.76 | \$0.00 | \$34.99 |
| 5 | 70.00 | \$30.95 | \$7.91 | \$11.25 | \$4.14 | \$0.00 | \$54.25 |
| 6 | 70.00 | \$30.95 | \$7.91 | \$11.25 | \$4.14 | \$0.00 | \$54.25 |
| 7 | 80.00 | \$35.37 | \$7.91 | \$11.25 | \$5.52 | \$0.00 | \$60.05 |
| 8 | 80.00 | \$35.37 | \$7.91 | \$11.25 | \$5.52 | \$0.00 | \$60.05 |

| CARPENTER WOOD FRAME |
|----------------------|
| CARPENTERS |

| 10/1/2024 | \$26.65 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$38.47 |
|-----------|---------|--------|--------|--------|--------|---------|
| 10/1/2025 | \$27.75 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$39.57 |
| 10/1/2026 | \$28.85 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$40.67 |

All Aspects of New Wood Frame Work

| Appr | entice: CARPENT | ER WOOD FRAME | | | | | |
|-------|---------------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Effec | tive Date: 10/1/202 | 4 | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 60.00 | \$15.99 | \$7.02 | \$0.00 | \$0.00 | \$0.00 | \$23.01 |
| 2 | 60.00 | \$15.99 | \$7.02 | \$0.00 | \$0.00 | \$0.00 | \$23.01 |
| 3 | 65.00 | \$17.32 | \$7.02 | \$0.00 | \$1.00 | \$0.00 | \$25.34 |
| 4 | 70.00 | \$18.66 | \$7.02 | \$0.00 | \$1.00 | \$0.00 | \$26.68 |
| 5 | 75.00 | \$19.99 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$31.81 |

CRANE OPERATOR

Issue Date: 06/05/2025

OPERATING ENGINEERS LOCAL 98

| Construction | | | | | | | | | |
|---|--------|----------------------|-------------------------|----------|------------------|------------------|------------------|------------------------------|--------------------|
| Classification | | | Effective Date Ba | ase Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | Appro | entice: CARPENTE | ER WOOD FRAME | | | | | | |
| | Effect | tive Date: 10/1/2024 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | 1 | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 6 | 80.00 | \$21.32 | | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$33.14 |
| | 7 | 85.00 | \$22.65 | | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$34.47 |
| | 8 | 90.00 | \$23.99 | | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$35.81 |
| | | | | | | | | | |
| | Appro | entice: CARPENTE | ER WOOD FRAME | | | | | | |
| | Effect | tive Date: 10/1/2025 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | 1 | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | | | | | | | | | |
| | 1 | 60.00 | \$16.65 | | \$7.02 | \$0.00 | \$0.00 | \$0.00 | \$23.67 |
| | 2 | 60.00 | \$16.65 | | \$7.02 | \$0.00 | \$0.00 | \$0.00 | \$23.67 |
| | 3 | 65.00 | \$18.04 | | \$7.02 | \$0.00 | \$1.00 | \$0.00 | \$26.06 |
| | 4 | 70.00 | \$19.43 | | \$7.02 | \$0.00 | \$1.00 | \$0.00 | \$27.45 |
| | 5 | 75.00 80.00 | \$20.81 \$22.20 | | \$7.02 \$7.02 | \$3.80 \$3.80 | \$1.00 \$1.00 | \$0.00 \$0.00 | \$32.63 \$34.02 |
| | 7 | 85.00 | \$22.20 \$23.59 | | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$35.41 |
| | 8 | 90.00 | \$24.98 | | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$36.80 |
| | | | 7-112 | | ***** | 70.00 | + | | ++++++ |
| CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 | | | 7/1/2024 | \$44.56 | \$13.20 | \$16.30 | \$2.93 | \$1.69 | \$78.68 |
| | Appro | entice: CEMENT M | IASONRY/PLASTE | RING | | | | | |
| | Effect | tive Date: 7/1/2024 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | 1 | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 50.00 | \$22.28 | | \$13.20 | \$16.30 | \$0.00 | \$0.00 | \$51.78 |
| | 2 | 60.00 | \$26.74 | | \$13.20 | \$16.30 | \$2.93 | \$1.69 | \$60.86 |
| | 3 | 65.00 | \$28.96 | | \$13.20 | \$16.30 | \$2.93 | \$1.69 | \$63.08 |
| | 4 | 70.00 | \$31.19 | | \$13.20 | \$16.30 | \$2.93 | \$1.69 | \$65.31 |
| | 5 | 75.00 | \$33.42 | | \$13.20 | \$16.30 | \$2.93 | \$1.69 | \$67.54 |
| | 6 | 80.00 | \$35.65 | | \$13.20 | \$16.30 | \$2.93 | \$1.69 | \$69.77 |
| | 7 | 90.00 | \$40.10 | | \$13.20 | \$16.30 | \$2.93 | \$1.69 | \$74.22 |
| CHAIN SAW OPERATOR LABORERS | | | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABO | DRER" | | | | | | | | |
| COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98 | | | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| For apprentice rates see "Apprentice- OPEF | RATING | ENGINEERS" | | | | | | | |

12/1/2023

\$43.06

\$12.15

\$3.00

\$0.00 \$71.99

\$13.78

| Construction | | | | | | | | |
|--|---------------------------|-------------------|----------|--------|---------------|---------|------------------------------|---------------|
| Classification | | Effective Date Ba | ase Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| For apprentice rates see "Apprenti | ice- OPERATING ENGINEERS" | | | | | | | |
| DELEADER (BRIDGE) PAINTERS LOCAL 35 | | 1/1/2025 | \$58.46 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$92.36 |
| | Apprentice: DELEA | DER (BRIDGE) | | | | | | |
| | Effective Date: 1/1/2 | | | | | | | |
| | | Apprentice | | | | | Supplemental | Total |
| | Step Percent | Base Wage | | Health | Pension | Annuity | Unemployment | Rate |
| | 1 50.00 | \$29.23 | | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$39.18 |
| | 2 55.00 | \$32.15 | | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$48.76 |
| | 3 60.00 | \$35.08 | | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$52.29 |
| | 4 65.00 | \$38.00 | | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$55.82 |
| | 5 70.00 | \$40.92 | | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$71.19 |
| | 6 75.00 | \$43.85 | | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$74.73 |
| | 7 80.00 | \$46.77 | | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$78.25 |
| | 8 90.00 | \$52.61 | | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$85.30 |
| | | | | | | | | |
| DEMO: ADZEMAN | | 6/2/2025 | \$47.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.55 |
| LABORERS | | 12/1/2025 | \$49.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.05 |
| | | 6/1/2026 | \$50.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.60 |
| | | 12/7/2026 | \$52.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.10 |
| | | 6/7/2027 | \$53.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.70 |
| | | 12/6/2027 | \$55.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.30 |
| | | 6/5/2028 | \$57.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.98 |
| | | 12/4/2028 | \$58.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.65 |
| For apprentice rates see "Apprenti | ice- LABORER" | | | | | | | |
| DEMO: BACKHOE/LOADER/H | AMMER OPERATOR | 6/2/2025 | \$48.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.55 |
| LABORERS | | 12/1/2025 | \$50.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.05 |
| | | 6/1/2026 | \$51.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.60 |
| | | 12/7/2026 | \$53.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.10 |
| | | 6/7/2027 | \$54.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.70 |
| | | 12/6/2027 | \$56.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.30 |
| | | 6/5/2028 | \$58.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.98 |
| | | 12/4/2028 | \$59.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.65 |
| For apprentice rates see "Apprenti | ice- LABORER" | | | | | | | |
| DEMO: BURNERS | | 6/2/2025 | \$48.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.30 |
| LABORERS | | 12/1/2025 | \$50.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.80 |
| | | 6/1/2026 | \$51.55 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.35 |
| | | 12/7/2026 | \$53.05 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.85 |
| | | 6/7/2027 | \$54.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.45 |
| | | 12/6/2027 | \$56.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.05 |
| | | 6/5/2028 | \$57.93 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.73 |
| | | 12/4/2028 | \$59.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.40 |
| For apprentice rates see "Apprenti | ice- LABORER" | | | | | | | |
| DEMO: CONCRETE CUTTER/S | AWYER | 6/2/2025 | \$48.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.55 |
| DEMIO. CONCRETE CUTTER/S | DAW LEIX | 0/2/2023 | φ40./3 | \$9.9U | φ 9.43 | 97.03 | \$0.00 | φ11.33 |

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------------------|--------------------|-----------------|----------------|------------------|------------------------------|--------------------|
| LABORERS | 12/1/2025 | \$50.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.05 |
| | 6/1/2026 | \$51.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.60 |
| | 12/7/2026 | \$53.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.10 |
| | 6/7/2027 | \$54.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.70 |
| | 12/6/2027 | \$56.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.30 |
| | 6/5/2028 | \$58.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.98 |
| For apprentice rates see "Apprentice- LABORER" | 12/4/2028 | \$59.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.65 |
| DEMO: JACKHAMMER OPERATOR | 6/2/2025 | \$48.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.30 |
| LABORERS | 12/1/2025 | \$50.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.80 |
| | 6/1/2026 | \$51.55 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.35 |
| | 12/7/2026 | \$53.05 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.85 |
| | 6/7/2027 | \$54.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.45 |
| | 12/6/2027 | \$56.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.05 |
| | 6/5/2028 | \$57.93 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.73 |
| | 12/4/2028 | \$59.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| DEMO: WRECKING LABORER | 6/2/2025 | \$47.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.55 |
| LABORERS | 12/1/2025 | \$49.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.05 |
| | 6/1/2026 | \$50.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.60 |
| | 12/7/2026 | \$52.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.10 |
| | 6/7/2027 | \$53.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.70 |
| | 12/6/2027 | \$55.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.30 |
| | 6/5/2028 | \$57.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.98 |
| For apprentice rates see "Apprentice- LABORER" | 12/4/2028 | \$58.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.65 |
| DIVER PILE DRIVER LOCAL 56 | 8/1/2024 | \$78.11 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$112.48 |
| as of 8-1-24, Apprentices with diving licenses begin at second | year. % of Diver wage 70/8 | 0/90 2A \$69.83, | 3A \$91.79,4A | \$102.14 Total | Rate | | |
| DIVER TENDER | 8/1/2024 | \$49.19 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$83.56 |
| PILE DRIVER LOCAL 56 | voor % of Biladrivor wood | 70/90/00 24 \$54 | 20 24 \$72.02 | 4 A \$92.05 To | tal Data | | |
| as of 8-1-24, Apprentices with diving licenses begin at second | year. % of Pfledfiver wage | 70/80/90 2A \$54 | .20, 3A \$73.93 | ,4A \$82.03 10 | lai Kate | | |
| DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 | 8/1/2024 | \$83.69 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$118.06 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | | |
| DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 | 8/1/2024 | \$117.16 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$151.53 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | | |
| | <u> </u> | | \$C. C7 | \$3.93 | \$0.00 | \$0.16 | \$37.53 |
| DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 | 7/1/2020 | \$26.77 | \$6.67 | | | | |
| DRAWBRIDGE - SEIU LOCAL 888 ELECTRICIAN (Including Core Drilling) | 7/1/2020 | \$26.77 \$51.06 | \$13.25 | \$8.23 | \$6.83 | \$0.00 | \$79.37 |
| DRAWBRIDGE - SEIU LOCAL 888 | | | | | \$6.83 \$6.90 | \$0.00 \$0.00 | \$79.37 \$80.87 |

| 71 | assification |
|----|--------------|
| | assilication |

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL

| Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| 6/28/2026 | \$54.41 | \$14.00 | \$8.43 | \$7.03 | \$0.00 | \$83.87 |
| 1/3/2027 | \$55.56 | \$14.25 | \$8.47 | \$7.09 | \$0.00 | \$85.37 |

| Appro | entice: ELECTRIC | CIAN (Including Core Dri | lling) | | | | |
|--------|--------------------|--------------------------|---------|---------|---------|------------------------------|---------------|
| Effect | ive Date: 12/29/20 | 24 | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 40.00 | \$20.42 | \$7.35 | \$0.61 | \$0.00 | \$0.00 | \$28.38 |
| 2 | 45.00 | \$22.98 | \$7.35 | \$0.69 | \$0.00 | \$0.00 | \$31.02 |
| 3 | 50.00 | \$25.53 | \$13.25 | \$7.47 | \$0.00 | \$0.00 | \$46.25 |
| 4 | 55.00 | \$28.08 | \$13.25 | \$7.54 | \$0.00 | \$0.00 | \$48.87 |
| 5 | 65.00 | \$33.19 | \$13.25 | \$9.74 | \$0.00 | \$0.00 | \$56.18 |
| 6 | 70.00 | \$35.74 | \$13.25 | \$11.19 | \$0.00 | \$0.00 | \$60.18 |

| Appro | entice: ELECTRIC | CIAN (Including Core | Drilling) | | | | | |
|--------|---------------------|-------------------------|-----------|---------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 6/29/202 | 25 | | | | | | |
| Step | Percent | Apprentice Base Wage | Не | alth | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 40.00 | \$20.86 | \$ | 7.50 | \$0.63 | \$0.00 | \$0.00 | \$28.99 |
| 2 | 45.00 | \$23.47 | \$ | 7.50 | \$0.70 | \$0.00 | \$0.00 | \$31.67 |
| 3 | 50.00 | \$26.08 | \$1 | 3.50 | \$7.53 | \$0.00 | \$0.00 | \$47.11 |
| 4 | 55.00 | \$28.69 | \$1 | 3.50 | \$7.61 | \$0.00 | \$0.00 | \$49.80 |
| 5 | 65.00 | \$33.90 | \$1 | 3.50 | \$9.84 | \$0.00 | \$0.00 | \$57.24 |
| 6 | 70.00 | \$36.51 | \$1 | 3.50 | \$11.30 | \$0.00 | \$0.00 | \$61.31 |
| | | 1/1/2025 | \$62.83 | \$16.28 | \$10.96 | \$10.40 | \$0.00 | \$100.47 |
| 1 | | 1/1/2026 | \$63.68 | \$16.38 | \$11.06 | \$10.70 | \$0.00 | \$101.82 |
| | | 1/1/2027 | \$64.53 | \$16.48 | \$11.16 | \$11.00 | \$0.00 | \$103.17 |

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

| Appro | entice: ELEVA | TOR CONSTRUCTOR | | | | | |
|--------|-------------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 1/1/20 | 026 | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$31.84 | \$16.38 | \$0.00 | \$0.00 | \$0.00 | \$48.22 |

| rentice: ELEVATo | OR CONSTRUCTOR | ₹ | | | | | |
|-------------------|------------------------|--|---|---|--|---|---|
| | 6 | | | | | | |
| Percent | | | | | | | |
| 1 CI CCIII | Apprentic Base Wag | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 55.00 | \$35.02 | 2 | \$16.38 | \$11.06 | \$10.70 | \$0.00 | \$73.16 |
| 65.00 | \$41.39 | 9 | \$16.38 | \$11.06 | \$10.70 | \$0.00 | \$79.53 |
| 70.00 | \$44.58 | 8 | \$16.38 | \$11.06 | \$10.70 | \$0.00 | \$82.72 |
| 80.00 | \$50.94 | 4 | \$16.38 | \$11.06 | \$10.70 | \$0.00 | \$89.08 |
| | 1/1/2025 | \$43.98 | \$16.28 | \$10.96 | \$10.40 | \$0.00 | \$81.62 |
| | 1/1/2026 | \$44.58 | \$16.38 | \$11.06 | \$10.70 | \$0.00 | \$82.72 |
| | 1/1/2027 | \$45.17 | \$16.48 | \$11.16 | \$11.00 | \$0.00 | \$83.81 |
| R CONSTRUCTOR | <u>.</u> " | | | | | | |
| | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
| | | | | | | | |
| t HIGHWAY) | 6/1/2025 | \$35.48 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.23 |
| | 12/1/2025 | \$36.71 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.46 |
| | 6/1/2026 | \$38.75 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$64.50 |
| | 12/1/2026 | \$40.04 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.79 |
| (Heavy and Highwa | y) | | | | | | |
| 7 | 6/1/1999 | \$18.84 | \$4.80 | \$4.10 | \$0.00 | \$0.00 | \$27.74 |
| HWY | 6/1/1999 | \$21.33 | \$4.80 | \$4.10 | \$0.00 | \$0.00 | \$30.23 |
| 7/HWY | 6/1/1999 | \$22.33 | \$4.80 | \$4.10 | \$0.00 | \$0.00 | \$31.23 |
| | 12/29/2024 | \$51.06 | \$13.25 | \$8.23 | \$6.83 | \$0.00 | \$79.37 |
| | 6/29/2025 | \$52.16 | \$13.50 | \$8.31 | \$6.90 | \$0.00 | \$80.87 |
| | 12/28/2025 | \$53.26 | \$13.75 | \$8.40 | \$6.96 | \$0.00 | \$82.37 |
| | 6/28/2026 | \$54.41 | \$14.00 | \$8.43 | \$7.03 | \$0.00 | \$83.87 |
| | 1/3/2027 | \$55.56 | \$14.25 | \$8.47 | \$7.09 | \$0.00 | \$85.37 |
| AN" | | | | | | | |
| | 12/29/2024 | \$51.06 | \$13.25 | \$8.23 | \$6.83 | \$0.00 | \$79.37 |
| | 6/29/2025 | \$52.16 | \$13.50 | \$8.31 | \$6.90 | \$0.00 | \$80.87 |
| | 12/28/2025 | \$53.26 | \$13.75 | \$8.40 | \$6.96 | \$0.00 | \$82.37 |
| | 6/28/2026 | \$54.41 | \$14.00 | \$8.43 | \$7.03 | \$0.00 | \$83.87 |
| MUNICATIONS TI | 1/3/2027 ECHNICIAN" | \$55.56 | \$14.25 | \$8.47 | \$7.09 | \$0.00 | \$85.37 |
| | | \$20.0C | ¢10.70 | ¢10.15 | #2.00 | \$0.00 | |
| | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| | //HWY MUNICATIONS TE | 12/29/2024 6/29/2025 12/28/2025 6/28/2026 1/3/2027 IAN" 12/29/2024 6/29/2025 12/28/2025 6/28/2026 | 12/29/2024 \$51.06 6/29/2025 \$52.16 12/28/2025 \$53.26 6/28/2026 \$54.41 1/3/2027 \$55.56 IAN" 12/29/2024 \$51.06 6/29/2025 \$52.16 12/28/2025 \$53.26 6/28/2026 \$54.41 1/3/2027 \$55.56 MUNICATIONS TECHNICIAN" | 12/29/2024 \$51.06 \$13.25 6/29/2025 \$52.16 \$13.50 12/28/2025 \$53.26 \$13.75 6/28/2026 \$54.41 \$14.00 1/3/2027 \$55.56 \$14.25 IAN" 12/29/2024 \$51.06 \$13.25 6/29/2025 \$52.16 \$13.50 12/28/2025 \$53.26 \$13.75 6/28/2026 \$54.41 \$14.00 1/3/2027 \$55.56 \$14.25 MUNICATIONS TECHNICIAN" | 12/29/2024 \$51.06 \$13.25 \$8.23 6/29/2025 \$52.16 \$13.50 \$8.31 12/28/2025 \$53.26 \$13.75 \$8.40 6/28/2026 \$54.41 \$14.00 \$8.43 1/3/2027 \$55.56 \$14.25 \$8.47 IAN" 12/29/2024 \$51.06 \$13.25 \$8.23 6/29/2025 \$52.16 \$13.50 \$8.31 12/28/2025 \$53.26 \$13.75 \$8.40 6/28/2026 \$54.41 \$14.00 \$8.43 1/3/2027 \$55.56 \$14.25 \$8.43 | 12/29/2024 \$51.06 \$13.25 \$8.23 \$6.83 6/29/2025 \$52.16 \$13.50 \$8.31 \$6.90 12/28/2025 \$53.26 \$13.75 \$8.40 \$6.96 6/28/2026 \$54.41 \$14.00 \$8.43 \$7.03 1/3/2027 \$55.56 \$14.25 \$8.47 \$7.09 IAN" 12/29/2024 \$51.06 \$13.25 \$8.23 \$6.83 6/29/2025 \$52.16 \$13.50 \$8.31 \$6.90 12/28/2025 \$53.26 \$13.75 \$8.40 \$6.96 6/28/2026 \$54.41 \$14.00 \$8.43 \$7.03 1/3/2027 \$55.56 \$14.25 \$8.47 \$7.09 MUNICATIONS TECHNICIAN" | 12/29/2024 \$51.06 \$13.25 \$8.23 \$6.83 \$0.00 6/29/2025 \$52.16 \$13.50 \$8.31 \$6.90 \$0.00 12/28/2025 \$53.26 \$13.75 \$8.40 \$6.96 \$0.00 6/28/2026 \$54.41 \$14.00 \$8.43 \$7.03 \$0.00 1/3/2027 \$55.56 \$14.25 \$8.47 \$7.09 \$0.00 AN" 12/29/2024 \$51.06 \$13.25 \$8.23 \$6.83 \$0.00 6/29/2025 \$52.16 \$13.50 \$8.31 \$6.90 \$0.00 12/28/2025 \$53.26 \$13.75 \$8.40 \$6.96 \$0.00 6/29/2025 \$53.26 \$13.75 \$8.40 \$6.96 \$0.00 6/28/2026 \$54.41 \$14.00 \$8.43 \$7.03 \$0.00 6/28/2026 \$54.41 \$14.00 \$8.43 \$7.03 \$0.00 11/3/2027 \$55.56 \$14.25 \$8.47 \$7.09 \$0.00 MUNICATIONS TECHNICIAN" |

Supplemental

Total

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

| | Appro | entice: FIREMAN | | | | | | | |
|--|---------|----------------------|-------------------------|---------|---------|---------|---------|------------------------------|---------------|
| | Effect | tive Date: 12/1/2023 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 60.00 | \$23.42 | | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$52.35 |
| | 2 | 70.00 | \$27.32 | | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$56.25 |
| | 3 | 80.00 | \$31.22 | | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$60.15 |
| | 4 | 90.00 | \$35.13 | | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$64.06 |
| | | | | | | | | | |
| FLAGGER & SIGNALER (HEAVY & HI | GHWAY | <i>Y</i>) | 6/1/2025 | \$28.09 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$53.84 |
| LABORERS | | | 12/1/2025 | \$28.09 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$53.84 |
| | | | 6/1/2026 | \$29.21 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$54.96 |
| | | | 12/1/2026 | \$29.21 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$54.96 |
| For apprentice rates see "Apprentice- LABO | ORER (F | Heavy and Highway) | | | | | | | |
| FLOORCOVERER | | | 3/1/2025 | \$43.26 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$69.32 |
| FLOORCOVERERS LOCAL 2168 | | | 9/1/2025 | \$44.21 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$70.27 |
| | | | 3/1/2026 | \$45.11 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$71.17 |
| | | | 9/1/2026 | \$46.06 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$72.12 |
| | | | 3/1/2027 | \$46.96 | \$7.91 | \$11.25 | \$6.90 | \$0.00 | \$73.02 |

| •• | entice: FLOORCO | | | | | | |
|--------|---------------------|------------|--------|---------|---------|--------------|---------|
| Effect | tive Date: 3/1/2025 | Apprentice | | | | Supplemental | Total |
| Step | Percent | Base Wage | Health | Pension | Annuity | Unemployment | Rate |
| 1 | 45.00 | \$19.47 | \$7.91 | \$0.00 | \$1.38 | \$0.00 | \$28.76 |
| 2 | 45.00 | \$19.47 | \$7.91 | \$0.00 | \$1.38 | \$0.00 | \$28.76 |
| 3 | 55.00 | \$23.79 | \$7.91 | \$0.00 | \$2.76 | \$0.00 | \$34.46 |
| 4 | 55.00 | \$23.79 | \$7.91 | \$0.00 | \$2.76 | \$0.00 | \$34.46 |
| 5 | 70.00 | \$30.28 | \$7.91 | \$11.25 | \$4.14 | \$0.00 | \$53.58 |
| 6 | 70.00 | \$30.28 | \$7.91 | \$11.25 | \$4.14 | \$0.00 | \$53.58 |
| 7 | 80.00 | \$34.61 | \$7.91 | \$11.25 | \$5.52 | \$0.00 | \$59.29 |
| 8 | 80.00 | \$34.61 | \$7.91 | \$11.25 | \$5.52 | \$0.00 | \$59.29 |

| Appro | entice: FLOORCO | OVERER | | | | | |
|--------|---------------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 9/1/2025 | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 45.00 | \$19.89 | \$7.91 | \$0.00 | \$1.38 | \$0.00 | \$29.18 |
| 2 | 45.00 | \$19.89 | \$7.91 | \$0.00 | \$1.38 | \$0.00 | \$29.18 |
| 3 | 55.00 | \$24.32 | \$7.91 | \$0.00 | \$2.76 | \$0.00 | \$34.99 |
| 4 | 55.00 | \$24.32 | \$7.91 | \$0.00 | \$2.76 | \$0.00 | \$34.99 |
| 5 | 70.00 | \$30.95 | \$7.91 | \$11.25 | \$4.14 | \$0.00 | \$54.25 |
| 6 | 70.00 | \$30.95 | \$7.91 | \$11.25 | \$4.14 | \$0.00 | \$54.25 |
| 7 | 80.00 | \$35.37 | \$7.91 | \$11.25 | \$5.52 | \$0.00 | \$60.05 |

| Construction | | | | | | | | Cumulana 4-3 | TF - 4 | |
|--|---------|--------------------|-------------------------|----------|-------------|----------|---------|------------------------------|-----------|--|
| Classification | | | Effective Date B | ase Wage | Health | Pension | Annuity | Supplemental Unemployment | Tot Ra | |
| | Appro | entice: FLOORCO | VERER | | | | | | | |
| | Effect | ive Date: 9/1/2025 | | | | | | | | |
| | a. | . | Apprentice | | ** ** | | | Supplemental | Tot | |
| | Step | Percent | Base Wage | | Health | Pension | Annuity | Unemployment | Ra | |
| | 8 | 80.00 | \$35.37 | | \$7.91 | \$11.25 | \$5.52 | \$0.00 | \$60.0 | |
| FORK LIFT OPERATING ENGINEERS LOCAL 98 | | | 12/1/2023 | \$39.25 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68. | |
| For apprentice rates see "Apprentice- OPE | RATING | ENGINEERS" | | | | | | | | |
| GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98 | | | 12/1/2023 | \$35.80 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$64. | |
| For apprentice rates see "Apprentice- OPE | RATING | ENGINEERS" | | | | | | | | |
| GLAZIER (GLASS PLANK/AIR BARRII GLAZIERS LOCAL 1333 | ER/INTE | RIOR SYSTEMS) | 6/1/2020 | \$39.18 | \$10.80 | \$6.70 | \$3.75 | \$0.00 | \$60 | |
| | Appro | entice: GLAZIER (| (GLASS PLANK/AII | R BARRII | ER/INTERIOR | SYSTEMS) | | | | |
| | Effect | ive Date: 6/1/2020 | | | | | | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | To R | |
| | 1 | 50.00 | \$19.59 | | \$10.80 | \$1.50 | \$0.30 | \$0.00 | \$32. | |
| | 2 | 56.25 | \$22.04 | | \$10.80 | \$1.50 | \$0.30 | \$0.00 | \$34 | |
| | 3 | 62.50 | \$24.49 | | \$10.80 | \$1.95 | \$0.50 | \$0.00 | \$37 | |
| | 4 | 68.75 | \$26.94 | | \$10.80 | \$1.95 | \$0.50 | \$0.00 | \$40 | |
| | 5 | 75.00 | \$29.39 | | \$10.80 | \$2.50 | \$0.65 | \$0.00 | \$43 | |
| | 6 | 81.25 | \$31.83 | | \$10.80 | \$2.50 | \$0.65 | \$0.00 | \$45 | |
| | 7 | 87.50 | \$34.28 | | \$10.80 | \$6.70 | \$3.75 | \$0.00 | \$55 | |
| | 8 | 93.75 | \$36.73 | | \$10.80 | \$6.70 | \$3.75 | \$0.00 | \$57 | |
| GRADER/TRENCHING MACHINE/DER OPERATING ENGINEERS LOCAL 98 | RICK | | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68 | |
| For apprentice rates see "Apprentice- OPE | RATING | ENGINEERS" | | | | | | | | |
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63 | | | 1/1/2025 | \$42.23 | \$12.20 | \$10.79 | \$7.95 | \$2.13 | \$75. | |
| For apprentice rates see "Apprentice- SHE | ET META | AL WORKER" | | | | | | | | |
| HVAC (ELECTRICAL CONTROLS) | | | 12/29/2024 | \$51.06 | \$13.25 | \$8.23 | \$6.83 | \$0.00 | \$79 | |
| ELECTRICIANS LOCAL 7 | | | 6/29/2025 | \$52.16 | \$13.50 | \$8.31 | \$6.90 | \$0.00 | \$80 | |
| | | | 12/28/2025 | \$53.26 | \$13.75 | \$8.40 | \$6.96 | \$0.00 | \$82 | |
| | | | 6/28/2026 | \$54.41 | \$14.00 | \$8.43 | \$7.03 | \$0.00 | \$83 | |
| For apprentice rates see "Apprentice- ELEC | TPICIA | N" | 1/3/2027 | \$55.56 | \$14.25 | \$8.47 | \$7.09 | \$0.00 | \$85 | |
| or apprended rates see Apprender-ELEA | LINICIA | | | | | | | | | |
| HVAC (TESTING AND BALANCING - A SHEETMETAL WORKERS LOCAL 63 | AIR) | | 1/1/2025 | \$42.23 | \$12.20 | \$10.79 | \$7.95 | \$2.13 | \$75 | |
| For apprentice rates see "Apprentice- SHE | ET MET | AL WORKER" | | | | | | | | |

Issue Date: 06/05/2025

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104 | 3/17/2024 | \$49.21 | \$9.55 | \$10.10 | \$7.00 | \$0.00 | \$75.86 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/P | IPEFITTER" | | | | | | |
| HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104 | 3/17/2024 | \$49.21 | \$9.55 | \$10.10 | \$7.00 | \$0.00 | \$75.86 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/F | IPEFITTER" | | | | | | |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) | 6/1/2025 | \$35.98 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.73 |
| LABORERS | 12/1/2025 | \$37.21 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.96 |
| | 6/1/2026 | \$39.25 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.00 |
| | 12/1/2026 | \$40.54 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$66.29 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highwa | y) | | | | | | |
| INSULATOR (PIPES & TANKS) | 9/1/2024 | \$45.54 | \$14.75 | \$9.52 | \$10.09 | \$0.00 | \$79.90 |
| HEAT & FROST INSULATORS LOCAL 6 | 9/1/2025 | \$48.27 | \$14.75 | \$9.52 | \$10.09 | \$0.00 | \$82.63 |
| | 9/1/2026 | \$51.01 | \$14.75 | \$9.52 | \$10.09 | \$0.00 | \$85.37 |

| Appro | entice: INSULATO | OR (PIPES & TANKS) | | | | | |
|--------|--------------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Effect | ive Date: 9/1/2024 | ļ | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$22.77 | \$14.75 | \$9.27 | \$5.05 | \$0.00 | \$51.84 |
| 2 | 60.00 | \$27.32 | \$14.75 | \$9.32 | \$6.05 | \$0.00 | \$57.44 |
| 3 | 70.00 | \$31.88 | \$14.75 | \$9.37 | \$7.06 | \$0.00 | \$63.06 |
| 4 | 80.00 | \$36.43 | \$14.75 | \$9.42 | \$8.07 | \$0.00 | \$68.67 |

| Appro | entice: INSULAT | OR (PIPES & TANKS) | | | | | |
|--------|-------------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Effect | ive Date: 9/1/202 | 5 | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$24.14 | \$14.75 | \$9.27 | \$5.05 | \$0.00 | \$53.21 |
| 2 | 60.00 | \$28.96 | \$14.75 | \$9.32 | \$6.05 | \$0.00 | \$59.08 |
| 3 | 70.00 | \$33.79 | \$14.75 | \$9.37 | \$7.06 | \$0.00 | \$64.97 |
| 4 | 80.00 | \$38.62 | \$14.75 | \$9.42 | \$8.07 | \$0.00 | \$70.86 |

IRONWORKER/WELDER 7/1/2019 \$31.55 \$6.75 \$15.91 \$3.75 \$0.00 \$57.96 IRONWORKERS LOCAL 12

| Appro | entice: IRONWO | RKER/WELDER | | | | | |
|--------|---------------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 7/1/2019 | 9 | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 60.00 | \$18.93 | \$6.75 | \$0.00 | \$3.50 | \$0.00 | \$29.18 |
| 2 | 70.00 | \$22.09 | \$6.75 | \$11.14 | \$3.50 | \$0.00 | \$43.48 |
| 3 | 80.00 | \$25.24 | \$6.75 | \$12.72 | \$3.50 | \$0.00 | \$48.21 |

| Classification | | | Effective Date B | ase Wage | Health | Pension | Annuity | Supplemental Unemployment | Tota Rat |
|--|---------|----------------------|-------------------------|----------|--------|---------|---------|------------------------------|-------------|
| | Appr | entice: IRONWOR | KER/WELDER | | | | | | |
| | Effect | tive Date: 7/1/2019 | | | | | | | |
| | | | Apprentice | | | | | Supplemental | Tota |
| | Step | Percent | Base Wage | | Health | Pension | Annuity | Unemployment | Rat |
| | 4 | 90.00 | \$28.40 | | \$6.75 | \$14.32 | \$3.50 | \$0.00 | \$52.9 |
| ACKHAMMER & PAVING BREAKER LABORERS | R OPERA | ГOR | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.4 |
| For apprentice rates see "Apprentice- LA | BORER" | | | | | | | | |
| ABORER ABORERS | | | 12/1/2024 | \$31.54 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.2 |
| | Appr | entice: LABORER | | | | | | | |
| | Effect | tive Date: 12/1/2024 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | Tota Rat |
| | 1 | 60.00 | \$18.92 | | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$43.6 |
| | 2 | 70.00 | \$22.08 | | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$46. |
| | 3 | 80.00 | \$25.23 | | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$49. |
| | 4 | 90.00 | \$28.39 | | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$53.0 |
| ABORER (HEAVY & HIGHWAY) | | | 6/1/2025 | \$35.23 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$60.9 |
| LABORERS | | | 12/1/2025 | \$36.46 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62. |
| | | | 6/1/2026 | \$38.50 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$64. |
| | | | 12/1/2026 | \$39.79 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.5 |
| | Appro | entice: LABORER | (HEAVY & HIGHV | VAY) | | | | | |
| | Effect | tive Date: 6/1/2025 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | Tota Rat |
| | 1 | 60.00 | \$21.14 | | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$46.8 |
| | 2 | 70.00 | \$24.66 | | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$50.4 |
| | 3 | 80.00 | \$28.18 | | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$53.9 |
| | 4 | 90.00 | \$31.71 | | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$57.4 |
| | Appr | entice: LABORER | (HEAVY & HIGHV | VAY) | | | | | |
| | Effect | tive Date: 12/1/2025 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | Tot Ra |
| | 1 | 60.00 | \$21.88 | | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$47.6 |
| | 2 | 70.00 | \$25.52 | | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$51.2 |
| | 3 | 80.00 | \$29.17 | | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$54.9 |

\$32.81

4

Issue Date: 06/05/2025

90.00

\$9.25

\$6.60

\$0.00 \$58.56

\$9.90

| LABORER | Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|--|----------------|-------------------|-----------------|------------------|---------------|------------------------------|---------------|
| ABORER: CEMENT FINISHER TENDER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$1.1 | | 12/1/2024 | \$31.54 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.22 |
| LABORERS For apprentice rates see "Appeentice-LABORER" LABORER HAZARDOUS WASTE ASBESTOS REMOVER 12/1/2025 \$33.63 \$9.65 \$9.00 \$5.41 \$9.00 \$1.40 | For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 121/2025 \$33.63 \$9.65 \$9.00 \$5.41 \$0.00 \$ 121/2026 \$37.67 \$9.65 \$9.00 \$5.41 \$0.00 \$ 121/2027 \$43.6 \$9.65 \$9.00 \$5.41 \$0.00 \$ 121/2027 \$43.6 \$9.65 \$9.00 \$5.41 \$0.00 \$ 121/2027 \$41.6 \$9.65 \$9.00 \$5.41 \$0.00 \$ 121/2027 \$41.6 \$9.65 \$9.00 \$5.41 \$0.00 \$ 121/2027 \$41.6 \$9.65 \$9.00 \$5.41 \$0.00 \$ 121/2028 \$44.6 \$9.65 \$9.00 \$5.41 \$0.00 \$ 124/2028 \$44.26 \$9.65 \$9.00 \$5.41 \$0.00 \$ \$5.41 \$0.00 \$ \$6.2028 \$42.91 \$9.65 \$9.00 \$5.41 \$0.00 \$ \$6.2028 \$44.26 \$9.65 \$9.00 \$5.41 \$0.00 \$ \$7.4000 \$9.00 \$9.00 \$9.25 \$5.41 \$0.00 \$9.00 \$9.00 \$9.25 \$9.00 \$9.25 \$9.00 \$9.25 \$9.00 \$9. | | 12/1/2024 | \$31.54 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.22 |
| ABOREES 12/1/2025 \$35.63 \$9.65 \$9.00 \$5.41 \$0.00 \$5.61 \$0.00 | For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| 121/2025 \$37.67 \$9.65 \$9.00 \$5.41 \$0.00 \$6.12 | LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER | 6/1/2025 | \$34.40 | \$9.65 | \$9.00 | \$5.41 | \$0.00 | \$58.46 |
| 121/12026 \$38.96 \$9.05 \$9.00 \$5.41 \$0.00 \$6/1/2027 \$41.16 \$9.06 \$9.00 \$5.41 \$0.00 \$6/1/2027 \$41.16 \$9.06 \$9.00 \$5.41 \$0.00 \$6/5/2028 \$42.91 \$9.65 \$9.00 \$5.41 \$0.00 \$6/5/2028 \$42.91 \$9.65 \$9.00 \$5.41 \$0.00 \$6/5/2028 \$42.91 \$9.65 \$9.00 \$5.41 \$0.00 \$6/5/2028 \$42.91 \$9.65 \$9.00 \$5.41 \$0.00 \$6/5/2028 \$42.91 \$9.65 \$9.00 \$5.41 \$0.00 \$6/5/2028 \$42.91 \$9.65 \$9.00 \$5.41 \$0.00 \$6/5/2028 \$42.91 \$9.96 \$9.05 \$5.53 \$0.00 \$6/5/2028 \$6/5/2028 \$9.00 \$9.25 \$6.53 \$0.00 \$6/5/2028 \$9.00 \$9.25 \$6.60 \$0.00 \$9.25 \$6.60 \$0.00 \$9.25 \$6/60 \$0.00 | LABORERS | 12/1/2025 | \$35.63 | \$9.65 | \$9.00 | \$5.41 | \$0.00 | \$59.69 |
| For apprentice rates see "Apprentice-LABORER" 12/12/024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$5.41 \$0.00 \$6.50 \$0.50 | | 6/1/2026 | \$37.67 | \$9.65 | \$9.00 | \$5.41 | \$0.00 | \$61.73 |
| 12/1/2027 \$41.56 \$9.65 \$9.00 \$5.41 \$0.00 \$6.5028 \$42.91 \$9.65 \$9.00 \$5.41 \$0.00 \$7.00 \$1.0 | | 12/1/2026 | \$38.96 | \$9.65 | \$9.00 | \$5.41 | \$0.00 | \$63.02 |
| For apprentice rates see "Apprentice-LABORER" 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ | | 6/1/2027 | \$40.26 | \$9.65 | \$9.00 | \$5.41 | \$0.00 | \$64.32 |
| 12/4/2028 \$44.26 \$9.65 \$9.00 \$5.41 \$0.00 \$5.65 \$9.00 \$5.41 \$0.00 \$5.65 \$9.00 \$5.41 \$0.00 \$5.65 \$9.00 \$5.41 \$0.00 \$5.65 \$9.00 \$5.41 \$0.00 \$5.65 \$9.00 \$5.41 \$0.00 \$5.40 \$0.00 \$5.40 | | 12/1/2027 | \$41.56 | \$9.65 | \$9.00 | \$5.41 | \$0.00 | \$65.62 |
| For apprentice rates see "Apprentice- LABORER" LABORER: MASON TENDER 12/1/2024 \$33.54 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORERS For apprentice rates see "Apprentice- LABORER" LABORER: MASON TENDER (HEAVY & HIGHWAY) 61/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ 12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ 61/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ 12/1/2026 \$34.04 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORER: TREE REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORER: Tree REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORER: Tree REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORER: Tree REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORER: Tree REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORER: Tree REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORERS 12/1/2024 \$31.79 \$9.90 \$9.25 \$5.53 \$0.00 \$\$ LABORERS 12/1/2024 \$31.79 \$9.90 \$9.25 \$5.60 \$0.00 \$\$ LABORERS 12/1/2025 \$3.671 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ LABORERS 12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ LABORERS 12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 11/1/2025 \$4.04 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ EVILLABORERS 12/1/2026 \$4.04 \$9.90 \$9.25 \$6.60 \$0.00 \$\$ | | 6/5/2028 | \$42.91 | \$9.65 | \$9.00 | \$5.41 | \$0.00 | \$66.97 |
| LABORER: MASON TENDER LABORERS For apprentice rates see "Apprentice- LABORER" LABORERS 12/1/2024 \$33.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORER: MASON TENDER (HEAVY & HIGHWAY) 61/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORER: TREE REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORER: TREE REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORERS 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- LABORER' LABORERS 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- LABORER' LASER BEAM OPERATOR 12/1/2024 \$31.79 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORERS For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) 61/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$ LABORERS 12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ LABORERS 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice- LABORER (Heavy and Highway) MABBLE & TILE FINISHERS 2/1/2025 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice- LABORER (Heavy and Highway) MABBLE & TILE FINISHERS 2/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ 8/1/2026 \$ | | 12/4/2028 | \$44.26 | \$9.65 | \$9.00 | \$5.41 | \$0.00 | \$68.32 |
| LABORERS | For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| LABORER: MASON TENDER (HEAVY & HIGHWAY) 6/1/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ 6/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORER: MULTI-TRADE TENDER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORER: TREE REMOVER LABORER: TREE REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORER: TREE REMOVER LABORER: TREE REMOVER 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORER: Tree removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR LABORERS For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR LABORERS 12/1/2024 \$31.79 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORERS For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) 6/1/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 \$8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 \$8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 80.00 \$0.00 \$0.00 \$ 80.00 \$0.00 | | 12/1/2024 | \$33.54 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$58.22 |
| \$align** \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ | For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| 1211/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$1.00 | LABORER: MASON TENDER (HEAVY & HIGHWAY) | 6/1/2025 | \$35.48 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.23 |
| 6/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2028 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2028 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2024 \$31.79 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2024 \$31.79 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2024 \$31.79 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2025 \$35.48 \$9.90 \$9.25 \$5.53 \$0.00 \$5 12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$5 12/1/ | LABORERS | 12/1/2025 | \$36.71 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.46 |
| 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 | | 6/1/2026 | | | | | | \$64.50 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) Sp. 25 Sp. 53 Sp. 00 Sp. 25 Sp. 2 | | | | | | | | \$65.79 |
| LABORERS TREE REMOVER LABORER: TREE REMOVER LABORERS 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORERS TRISE REMOVER LABORERS 12/1/2024 \$31.54 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORERS LABORERS LABORERS LABORERS LABORERS LABORERS 12/1/2024 \$31.79 \$9.90 \$9.25 \$5.53 \$0.00 \$ LABORERS For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR LABORERS For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS 12/1/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 \$8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ \$0 | For apprentice rates see "Apprentice- LABORER (Heavy and Highway | | | | | | | |
| LABORER: TREE REMOVER LABORER: TREE REMOVER LABORERS This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR LABORERS For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS 12/1/2025 12/1/2025 335.48 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ \$0.00 \$ \$12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ \$0.00 \$ \$12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ \$0.00 \$ \$12/1/2026 \$41.40 \$11.49 \$15.10 \$5.68 \$0.00 \$ \$BRICKLAYERS LOCAL 3 \$8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ \$0.00 | | 12/1/2024 | \$31.54 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.22 |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) LASER BEAM OPERATOR (HEAVY & HIGHWAY) LASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS 12/1/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2025 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$10/1/2026 | For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| incidental to construction . For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR LABORERS For apprentice rates see "Apprentice- LABORER" LASER BEAM OPERATOR (HEAVY & HIGHWAY) 6/1/2025 835.48 89.90 89.25 \$6.60 \$0.00 \$12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ 6/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ \$BRICKLAYERS LOCAL 3 \$/1/2026 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ | | 12/1/2024 | \$31.54 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.22 |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS 12/1/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ 6/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | ** | - | of branches and l | limbs when rela | ated to public v | works constru | ction or site clearance | ce |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS 12/1/2025 \$35.48 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ 6/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | LASER BEAM OPERATOR | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS 12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | | , -, | 77-117 | 4,,,, | 4 | ,,,,,, | 7 | 72 0111 |
| LABORERS 12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ 6/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| LABORERS 12/1/2025 \$36.71 \$9.90 \$9.25 \$6.60 \$0.00 \$ 6/1/2026 \$38.75 \$9.90 \$9.25 \$6.60 \$0.00 \$ 12/1/2026 \$40.04 \$9.90 \$9.25 \$6.60 \$0.00 \$ For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | LASER BEAM OPERATOR (HEAVY & HIGHWAY) | 6/1/2025 | \$35.48 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.23 |
| 6/1/2026 | LABORERS | 12/1/2025 | \$36.71 | \$9.90 | | \$6.60 | \$0.00 | \$62.46 |
| 12/1/2026 | | | | | | | | \$64.50 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 2/1/2025 \$43.84 \$11.49 \$15.10 \$5.68 \$0.00 \$ BRICKLAYERS LOCAL 3 8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | | | | | | | | \$65.79 |
| BRICKLAYERS LOCAL 3 8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | For apprentice rates see "Apprentice- LABORER (Heavy and Highway | | | | | | | |
| BRICKLAYERS LOCAL 3 8/1/2025 \$44.75 \$11.49 \$15.10 \$5.68 \$0.00 \$ 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | MARBLE & TILE FINISHERS | 2/1/2025 | \$43.84 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$76.11 |
| 2/1/2026 \$45.83 \$11.49 \$15.10 \$5.68 \$0.00 \$ | | | | | | | | \$77.02 |
| | | | | | | | | \$78.10 |
| ψ | | | | | | | | \$79.86 |
| 2/1/2027 \$48.71 \$11.49 \$15.10 \$5.68 \$0.00 \$ | | | | | | | | \$80.98 |

| Construction | | | | | | | | | |
|---|--------|---------------------|-------------------------|-----------|---------|---------|---------|------------------------------|---------------|
| Classification | | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | Appro | entice: MARBLE & | TILE FINISHERS | S | | | | | |
| | | tive Date: 2/1/2025 | | | | | | | |
| | | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 50.00 | \$21.92 | 2 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$54.19 |
| | 2 | 60.00 | \$26.30 |) | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$58.57 |
| | 3 | 70.00 | \$30.69 |) | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$62.96 |
| | 4 | 80.00 | \$35.07 | 7 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$67.34 |
| | 5 | 90.00 | \$39.46 | 5 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$71.73 |
| | | | | | | | | | |
| | | | E TILE FINISHERS | S | | | | | |
| | Effect | ive Date: 8/1/2025 | | | | | | | m |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 50.00 | \$22.38 | 3 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$54.65 |
| | 2 | 60.00 | \$26.85 | 5 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$59.12 |
| | 3 | 70.00 | \$31.33 | 3 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$63.60 |
| | 4 | 80.00 | \$35.80 |) | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$68.07 |
| | 5 | 90.00 | \$40.28 | 3 | \$11.49 | \$15.10 | \$5.68 | \$0.00 | \$72.55 |
| MECH. SWEEPER OPERATOR (ON COMOPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPER | | | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.49 |
| MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98 | | | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| For apprentice rates see "Apprentice- OPER | RATING | ENGINEERS" | | | | | | | |
| MILLWRIGHT (Zone 3) | | | 1/6/2025 | \$43.48 | \$10.08 | \$11.47 | \$9.75 | \$0.00 | \$74.78 |
| MILLWRIGHTS LOCAL 1121 | | | 1/5/2026 | \$45.76 | \$10.08 | \$11.47 | \$9.75 | \$0.00 | \$77.06 |
| | Appr | entice: MILLWRIC | CHT (Zone 3) | | | | | | |
| | | | 5111 (20HC 3) | | | | | | |
| | Effect | tive Date: 1/6/2025 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 55.00 | \$23.91 | 1 | \$10.08 | \$0.00 | \$5.36 | \$0.00 | \$39.35 |
| | 2 | 65.00 | \$28.26 | 5 | \$10.08 | \$0.00 | \$6.34 | \$0.00 | \$44.68 |
| | 3 | 75.00 | \$32.61 | 1 | \$10.08 | \$11.47 | \$7.31 | \$0.00 | \$61.47 |
| | 4 | 85.00 | \$36.96 | 5 | \$10.08 | \$11.47 | \$8.29 | \$0.00 | \$66.80 |
| | Appro | entice: MILLWRIC | GHT (Zone 3) | | | | | | |

| Effective Date: 1/5/2026 | |
|---|--------------|
| Apprentice Suppler | nental Total |
| Step Percent Base Wage Health Pension Annuity Unemplo | ment Rate |

| Classification | | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|--------|--------------------|-----------------------|-----------|---------|---------|---------|------------------------------|---------------|
| | Appre | entice: MILLWRIG | GHT (Zone 3) | | , | , | | | |
| | Effect | ive Date: 1/5/2026 | | | | | | | |
| | Step | Percent | Apprentic Base Wag | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 55.00 | \$25.1 | 7 | \$10.08 | \$0.00 | \$5.36 | \$0.00 | \$40.61 |
| | 2 | 65.00 | \$29.7 | 4 | \$10.08 | \$0.00 | \$6.34 | \$0.00 | \$46.16 |
| | 3 | 75.00 | \$34.3 | 2 | \$10.08 | \$11.47 | \$7.31 | \$0.00 | \$63.18 |
| | 4 | 85.00 | \$38.9 | 0 | \$10.08 | \$11.47 | \$8.29 | \$0.00 | \$68.74 |
| MORTAR MIXER LABORERS | DED. | | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
| For apprentice rates see "Apprentice- LABO | DRER" | | | | | | | | |
| OILER OPERATING ENGINEERS LOCAL 98 | | | 12/1/2023 | \$35.02 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$63.95 |
| For apprentice rates see "Apprentice- OPER | ATING | ENGINEERS" | | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - OPERATING ENGINEERS LOCAL 98 | CLASS | VI | 12/1/2023 | \$32.74 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$61.67 |
| For apprentice rates see "Apprentice- OPER | ATING | ENGINEERS" | | | | | | | |
| PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 | | | 1/1/2025 | \$58.46 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$92.36 |
| | Appre | entice: PAINTER (| BRIDGES/TANKS | S) | | | | | |
| | Effect | ive Date: 1/1/2025 | | | | | | | |
| | Step | Percent | Apprentic Base Wag | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 50.00 | \$29.2 | 3 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$39.18 |
| | 2 | 55.00 | \$32.1 | 5 | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$48.76 |
| | 3 | 60.00 | \$35.0 | 8 | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$52.29 |
| | 4 | 65.00 | \$38.0 | 0 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$55.82 |
| | 5 | 70.00 | \$40.9 | 2 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$71.19 |
| | 6 | 75.00 | \$43.8 | 5 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$74.73 |
| | 7 | 80.00 | \$46.7 | | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$78.25 |
| | 8 | 90.00 | \$52.6 | 1 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$85.30 |

| | * | If 30% | or | more | of | surfaces | to | be | painted | are | new | construction | , |
|--|---|--------|----|------|----|----------|----|----|---------|-----|-----|--------------|---|
|--|---|--------|----|------|----|----------|----|----|---------|-----|-----|--------------|---|

PAINTER (SPRAY OR SANDBLAST, NEW) *

NEW paint rate shall be used.

PAINTERS LOCAL 35

| Appro | entice: PAINTER (| (SPRAY OR SANDBLAS | T, NEW) * | | | | |
|--------|---------------------|-------------------------|-----------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 1/1/2025 | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$20.62 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$30.57 |

\$9.65

\$11.85

\$8.05

\$0.00

\$70.78

1/1/2025

\$41.23

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

| Appr | entice: PAINTER | (SPRAY OR SANDBLAS' | Γ, NEW) * | | | | |
|--------|---------------------|-------------------------|-----------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 1/1/2025 | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 2 | 55.00 | \$22.68 | \$9.95 | \$0.00 | \$4.43 | \$0.00 | \$37.06 |
| 3 | 60.00 | \$24.74 | \$9.95 | \$0.00 | \$4.83 | \$0.00 | \$39.52 |
| 4 | 65.00 | \$26.80 | \$9.95 | \$0.00 | \$5.23 | \$0.00 | \$41.98 |
| 5 | 70.00 | \$28.86 | \$9.95 | \$11.85 | \$5.64 | \$0.00 | \$56.30 |
| 6 | 75.00 | \$30.92 | \$9.95 | \$11.85 | \$6.04 | \$0.00 | \$58.76 |
| 7 | 80.00 | \$32.98 | \$9.95 | \$11.85 | \$6.44 | \$0.00 | \$61.22 |
| 8 | 90.00 | \$37.11 | \$9.95 | \$11.85 | \$7.25 | \$0.00 | \$66.16 |

\$9.95

\$11.85

\$8.05

\$0.00

\$68.40

PAINTER (SPRAY OR SANDBLAST, REPAINT) PAINTERS LOCAL 35

\$38.55

1/1/2025

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)

| Effect | ive Date: 1/1/2025 | | | | | | |
|--------|--------------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$19.28 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$29.23 |
| 2 | 55.00 | \$21.20 | \$9.95 | \$0.00 | \$4.43 | \$0.00 | \$35.58 |
| 3 | 60.00 | \$23.13 | \$9.95 | \$0.00 | \$4.83 | \$0.00 | \$37.91 |
| 4 | 65.00 | \$25.06 | \$9.95 | \$0.00 | \$5.23 | \$0.00 | \$40.24 |
| 5 | 70.00 | \$26.99 | \$9.95 | \$11.85 | \$5.64 | \$0.00 | \$54.43 |
| 6 | 75.00 | \$28.91 | \$9.95 | \$11.85 | \$6.04 | \$0.00 | \$56.75 |
| 7 | 80.00 | \$30.84 | \$9.95 | \$11.85 | \$6.44 | \$0.00 | \$59.08 |
| 8 | 90.00 | \$34.70 | \$9.95 | \$11.85 | \$7.25 | \$0.00 | \$63.75 |

PAINTER / TAPER (BRUSH, NEW) *

1/1/2025 \$39.83 \$9.95 \$11.85 \$8.05 \$0.00 \$69.68 $\ensuremath{^{*}}$ If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used.

PAINTERS LOCAL 35

| Appro | entice: PAINTER / | TAPER (BRUSH, NEW) | * | | | | |
|--------|---------------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 1/1/2025 | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$19.92 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$29.87 |
| 2 | 55.00 | \$21.91 | \$9.95 | \$0.00 | \$4.43 | \$0.00 | \$36.29 |
| 3 | 60.00 | \$23.90 | \$9.95 | \$0.00 | \$4.83 | \$0.00 | \$38.68 |
| 4 | 65.00 | \$25.89 | \$9.95 | \$0.00 | \$5.23 | \$0.00 | \$41.07 |
| 5 | 70.00 | \$27.88 | \$9.95 | \$11.85 | \$5.64 | \$0.00 | \$55.32 |
| 6 | 75.00 | \$29.87 | \$9.95 | \$11.85 | \$6.04 | \$0.00 | \$57.71 |
| 7 | 80.00 | \$31.86 | \$9.95 | \$11.85 | \$6.44 | \$0.00 | \$60.10 |
| 8 | 90.00 | \$35.85 | \$9.95 | \$11.85 | \$7.25 | \$0.00 | \$64.90 |

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Unemployment | Rate |
|----------------------------------|-----------------------|-----------|--------|---------|---------|--------------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 1/1/2025 | \$37.15 | \$9.95 | \$11.85 | \$8.05 | \$0.00 | \$67.00 |
| PAINTERS LOCAL 35 | | | | | | | |

| | Appr | entice: PAINTER / TA | APER (BRUSH, RI | EPAINT) | | | | | |
|---|---------|----------------------|-------------------------|---------|---------|---------|---------|------------------------------|---------------|
| | Effect | tive Date: 1/1/2025 | | | | | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 50.00 | \$18.58 | | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$28.53 |
| | 2 | 55.00 | \$20.43 | | \$9.95 | \$0.00 | \$4.43 | \$0.00 | \$34.81 |
| | 3 | 60.00 | \$22.29 | | \$9.95 | \$0.00 | \$4.83 | \$0.00 | \$37.07 |
| | 4 | 65.00 | \$24.15 | | \$9.95 | \$0.00 | \$5.23 | \$0.00 | \$39.33 |
| | 5 | 70.00 | \$26.01 | | \$9.95 | \$11.85 | \$5.64 | \$0.00 | \$53.45 |
| | 6 | 75.00 | \$27.86 | | \$9.95 | \$11.85 | \$6.04 | \$0.00 | \$55.70 |
| | 7 | 80.00 | \$29.72 | | \$9.95 | \$11.85 | \$6.44 | \$0.00 | \$57.96 |
| | 8 | 90.00 | \$33.44 | | \$9.95 | \$11.85 | \$7.25 | \$0.00 | \$62.49 |
| | | | | | | | | | |
| PAINTER TRAFFIC MARKINGS (HEAV | Y/HIGH | IWAY) | 6/1/2025 | \$35.23 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$60.98 |
| LABORERS | | | 12/1/2025 | \$36.46 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.21 |
| | | | 6/1/2026 | \$38.50 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$64.25 |
| | | | 12/1/2026 | \$39.79 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.54 |
| For apprentice rates see "Apprentice- LABO | ORER (I | Heavy and Highway) | | | | | | | |
| PANEL & PICKUP TRUCKS DRIVER | | | 6/1/2025 | \$40.78 | \$15.57 | \$20.17 | \$0.00 | \$0.00 | \$76.52 |
| TEAMSTERS JOINT COUNCIL NO. 10 | | | 12/1/2025 | \$40.78 | \$15.57 | \$21.78 | \$0.00 | \$0.00 | \$78.13 |
| | | | 1/1/2026 | \$40.78 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$78.73 |
| | | | 6/1/2026 | \$41.78 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79.73 |
| | | | 12/1/2026 | \$41.78 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$81.47 |
| | | | 1/1/2027 | \$41.78 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82.07 |
| PIER AND DOCK CONSTRUCTOR (UNI DECK) PILE DRIVER LOCAL 56 | DERPIN | INING AND | 8/1/2024 | \$49.19 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$83.56 |
| For apprentice rates see "Apprentice- PILE | DRIVE | R" | | | | | | | |
| PILE DRIVER PILE DRIVER LOCAL 56 | | | 8/1/2024 | \$49.19 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$83.56 |

| Appro | Apprentice: PILE DRIVER | | | | | | | | | | | | |
|--------|-------------------------|-------------------------|---------|---------|---------|------------------------------|---------------|--|--|--|--|--|--|
| Effect | ive Date: 8/1/202 | 24 | | | | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | | | | | | |
| 1 | 45.00 | \$22.14 | \$10.08 | \$0.00 | \$2.53 | \$0.00 | \$34.75 | | | | | | |
| 2 | 55.00 | \$27.05 | \$10.08 | \$0.00 | \$5.07 | \$0.00 | \$42.20 | | | | | | |
| 3 | 70.00 | \$34.43 | \$10.08 | \$11.62 | \$7.60 | \$0.00 | \$63.73 | | | | | | |
| 4 | 80.00 | \$39.35 | \$10.08 | \$11.62 | \$10.14 | \$0.00 | \$71.19 | | | | | | |

| PIPELAYER | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
|-----------|-----------|---------|--------|--------|--------|--------|---------|
| LABORERS | | | | | | | |

Issue Date: 06/05/2025

| Classification For apprentice rates see "Apprentice- LABORER" | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------|------------------------------|---------------|
| PIPELAYER (HEAVY & HIGHWAY) | 6/1/2025 | \$35.48 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.23 |
| LABORERS | 12/1/2025 | \$36.71 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.46 |
| | 6/1/2026 | \$38.75 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$64.50 |
| | 12/1/2026 | \$40.04 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and H | ighway) | | | | | | |
| PLUMBER & PIPEFITTER PLUMBERS & PIPEFITTERS LOCAL 104 | 3/17/2024 | \$49.21 | \$9.55 | \$10.10 | \$7.00 | \$0.00 | \$75.86 |

Apprentice: PLUMBER & PIPEFITTER

| | Effect | ive Date: 3/17/2024 | | | | | | | |
|--|--------|---------------------|-------------------------|---------|---------|---------|---------|------------------------------|---------------|
| | Step | Percent | Apprentice Base Wage | 1 | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 1 | 45.00 | \$22.14 | | \$9.55 | \$10.10 | \$0.00 | \$0.00 | \$41.79 |
| | 2 | 50.00 | \$24.61 | | \$9.55 | \$10.10 | \$0.00 | \$0.00 | \$44.26 |
| | 3 | 55.00 | \$27.07 | | \$9.55 | \$10.10 | \$0.00 | \$0.00 | \$46.72 |
| | 4 | 60.00 | \$29.53 | | \$9.55 | \$10.10 | \$0.00 | \$0.00 | \$49.18 |
| | 5 | 65.00 | \$31.99 | | \$9.55 | \$10.10 | \$0.00 | \$0.00 | \$51.64 |
| | 6 | 70.00 | \$34.45 | | \$9.55 | \$10.10 | \$0.00 | \$0.00 | \$54.10 |
| | 7 | 75.00 | \$36.91 | | \$9.55 | \$10.10 | \$0.00 | \$0.00 | \$56.56 |
| | 8 | 80.00 | \$39.37 | | \$9.55 | \$10.10 | \$0.00 | \$0.00 | \$59.02 |
| | 9 | 80.00 | \$39.37 | | \$9.55 | \$10.10 | \$7.00 | \$0.00 | \$66.02 |
| | 10 | 80.00 | \$39.37 | | \$9.55 | \$10.10 | \$7.00 | \$0.00 | \$66.02 |
| PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 104 | | | 3/17/2024 | \$49.21 | \$9.55 | \$10.10 | \$7.00 | \$0.00 | \$75.86 |
| For apprentice rates see "Apprentice- PIPEFI" | TTER' | or "PLUMBER/PIPER | FITTER" | | | | | | |
| NEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) | | Y & HIGHWAY) | 6/1/2025 | \$35.48 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.23 |
| LABORERS | | | 12/1/2025 | \$36.71 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.46 |
| | | | 6/1/2026 | \$38.75 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$64.50 |
| | | | 12/1/2026 | \$40.04 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABOR | RER (F | leavy and Highway) | | | | | | | |
| POWDERMAN & BLASTER LABORERS | | | 12/1/2024 | \$32.54 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$57.22 |
| For apprentice rates see "Apprentice- LABOF | RER" | | | | | | | | |
| POWDERMAN & BLASTER (HEAVY & H | IIGHW | (AY) | 6/1/2025 | \$36.23 | \$9.90 | \$9.25 | \$6.19 | \$0.00 | \$61.57 |
| LABORERS | | | 12/1/2025 | \$37.46 | \$9.90 | \$9.25 | \$6.19 | \$0.00 | \$62.80 |
| | | | 6/1/2026 | \$39.50 | \$9.90 | \$9.25 | \$6.19 | \$0.00 | \$64.84 |
| | | | 12/1/2026 | \$40.79 | \$9.90 | \$9.25 | \$6.19 | \$0.00 | \$66.13 |
| For apprentice rates see "Apprentice- LABOF | RER (H | leavy and Highway) | | | | | | | |
| PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 | | | 12/1/2023 | \$39.56 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$68.49 |
| | | ENGINEERS" | | | | | | | |

SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS)

Issue Date: 06/05/2025

| ## ApproxIDERS LOCAL 08 For approxIDERS LOCAL 08 S1/10/2024 S26.14 S11.82 S7.25 S0.00 S0.00 S45.2 | Classification | | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|--|---------|---------------------|-------------------|-------------|----------------|---------|---------|------------------------------|--------------------|
| READY-MIX CONCRETE DRIVER | • | IER) | | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| TEAMSTERS 404 - Construction Service (Northampton) September | For apprentice rates see "Apprentice- OPER | ATING | ENGINEERS" | | | | | | | |
| LABORERS For apprentice rates see "Apprentice- LABORER" ROLLER OPERATION ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS" ROOFFR (Coal far pitch) ROOFFR (LOCAL 248 ROOFFR | | Northan | pton) | 5/1/2024 | \$26.14 | \$11.82 | \$7.25 | \$0.00 | \$0.00 | \$45.21 |
| ROLIER OPERATOR 12/1/2023 \$38.42 \$13.78 \$12.15 \$3.00 \$0.00 \$67.3. POPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS" ROOFER (Coal tar pitch) 10/2/2024 \$42.38 \$10.35 \$87.0 \$9.30 \$0.00 \$70.7 ROOFERS LOCAL 248 7/1/6/2025 \$43.88 \$10.35 \$87.0 \$9.30 \$0.00 \$72.2 7/1/6/2025 \$44.88 \$10.35 \$87.0 \$9.30 \$0.00 \$75.2 For apprentice rates see "Apprentice- ROOFER" ROOFER (Inc. Roofer Waterproofing & Roofer Damproofg) 10/2/2024 \$41.88 \$10.35 \$87.0 \$9.30 \$0.00 \$75.2 For apprentice rates see "Apprentice- ROOFER" ROOFERS LOCAL 248 ROOFER (Inc. Roofer Waterproofing & Roofer Damproofg) 10/2/2024 \$41.88 \$10.35 \$87.0 \$9.30 \$0.00 \$70.2 ROOFERS LOCAL 248 Apprentice: ROOFER (Inc. Roofer Waterproofing & Roofer Damproofg) Roofer State (Inc. Roofer Waterproofing & Roofer Damproofg) Roofe | | ΓOR | | 12/1/2024 | \$31.79 | \$9.90 | \$9.25 | \$5.53 | \$0.00 | \$56.47 |
| OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice-OPERATING ENGINEERS" ROOFER (Coal tar pitch) 10/2/2024 \$4.38 \$10.35 \$8.70 \$9.30 \$0.00 \$70.77 ROOFERS LOCAL 248 10/2/2025 \$43.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 7/16/2026 \$48.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$1.1.89 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.77 8/16/2026 \$4.1.88 \$10.35 \$8.70 | For apprentice rates see "Apprentice- LABO | RER" | | | | | | | | |
| ROOFER (Coal tar pitch) ROOFER (Coal tar pitch) ROOFERS LOCAL 248 102/2024 \$42.38 \$10.35 \$8.70 \$9.30 \$0.00 \$70.7 102/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.2 7/16/2026 \$46.88 \$10.35 \$8.70 \$9.30 \$0.00 \$75.2 For apprentice rates see "Apprentice-ROOFER" 102/2024 \$41.88 \$10.35 \$8.70 \$9.30 \$0.00 \$75.2 ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) \$10.22024 \$41.88 \$10.35 \$8.70 \$9.30 \$0.00 \$70.2 ROOFERS LOCAL 248 7/16/2025 \$43.38 \$10.35 \$8.70 \$9.30 \$0.00 \$71.7 102/2025 \$44.38 \$10.35 \$8.70 \$9.30 \$0.00 \$71.7 102/2025 \$44.38 \$10.35 \$8.70 \$9.30 \$0.00 \$72.7 102/2024 \$41.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.7 102/2025 \$44.38 \$10.35 \$8.70 \$9.30 \$0.00 \$72.7 102/2024 \$41.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.7 102/2024 \$41.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.7 102/2024 \$42.88 \$10.35 \$8.70 \$9.30 \$0.00 \$55.5 102/2025 \$44.38 \$10.35 \$8.70 \$9.30 \$0.00 \$55.5 102/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$55.5 102/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$55.5 102/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$55.5 102/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$56.8 ROOFER SLATE / TILE / PRECAST CONCRET 102/2024 \$42.38 \$10.35 \$8.70 \$9.30 \$0.00 \$72.2 ROOFERS LOCAL 248 \$10.2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.2 For apprentice rates see "Apprentice-ROOFER" 102/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.2 For apprentice rates see "Apprentice-ROOFER" 102/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.2 For apprentice rates see "Apprentice-ROOFER" 102/2026 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.2 For apprentice rates see "Apprentice-ROOFER" 102/2026 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.2 For apprentice rates see "Apprentice-ROOFER" 102/2026 \$44.88 \$10.35 \$8.70 \$9.30 | | | | 12/1/2023 | \$38.42 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.35 |
| Page | For apprentice rates see "Apprentice- OPER | ATING | ENGINEERS" | | | | | | | |
| 10/2/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$73.2 | • | | | | | | | | | \$70.73 \$72.23 |
| ROOFER (Inc.Roofer Waterproofing & Roofer Damproofing & Roofer Damproo | | | | | | | | | | \$73.23 |
| ROOFER (Inc. Roofer Waterproofing & Roofer Damproofg) 102/2025 \$43.38 \$10.35 \$8.70 \$9.30 \$0.00 \$77.2 \$71.6 \$70.20 \$43.38 \$10.35 \$8.70 \$9.30 \$0.00 \$77.2 \$71.6 \$70.20 \$43.38 \$10.35 \$8.70 \$9.30 \$0.00 \$77.2 \$71.6 \$70.20 \$44.38 \$10.35 \$8.70 \$9.30 \$0.00 \$77.2 \$74.7 \$71.6 \$70.20 \$46.38 \$10.35 \$8.70 \$9.30 \$0.00 \$77.4 \$71.6 \$70.20 \$46.38 \$10.35 \$8.70 \$9.30 \$0.00 \$74.7 \$71.6 \$70.20 \$40. | | | | 7/16/2026 | \$46.88 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$75.23 |
| Properties | For apprentice rates see "Apprentice- ROOF | ER" | | | | | | | | |
| 10/2/2025 | ROOFER (Inc.Roofer Waterproofing &Roof | er Dam | proofg) | 10/2/2024 | \$41.88 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$70.23 |
| Total Pension Pensio | ROOFERS LOCAL 248 | | | 7/16/2025 | \$43.38 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$71.73 |
| Apprentice: ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) | | | | 10/2/2025 | \$44.38 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$72.73 |
| Effective Date: 10/2/2024 Step Percent Base Wage Health Pension Annuity Supplemental Tota | | | | 7/16/2026 | \$46.38 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$74.73 |
| Apprentice Base Wage | | Appr | entice: ROOFER (| Inc.Roofer Waterp | oroofng &Ro | oofer Damproof | (g) | | | |
| Step Percent Base Wage Health Pension Annuity Unemployment Rate | | Effect | ive Date: 10/2/2024 | 1 | | | | | | |
| 2 65.00 \$27.22 \$10.35 \$8.70 \$9.30 \$0.00 \$55.57 60 \$0.00 \$29.32 \$10.35 \$8.70 \$9.30 \$0.00 \$55.57 60 \$0.00 \$29.32 \$10.35 \$8.70 \$9.30 \$0.00 \$57.60 \$0.00 \$0.00 \$57.60 \$0.00 \$0.00 \$57.60 \$0.00 \$0.00 \$57.60 \$0.00 | | Step | Percent | | | Health | Pension | Annuity | | Total Rate |
| 3 70.00 \$29.32 \$10.35 \$8.70 \$9.30 \$0.00 \$57.65 \$4 75.00 \$31.41 \$10.35 \$8.70 \$9.30 \$0.00 \$57.65 \$0.00 \$33.41 \$10.35 \$8.70 \$9.30 \$0.00 \$59.76 \$5 80.00 \$33.50 \$10.35 \$8.70 \$9.30 \$0.00 \$61.85 \$6.00 \$33.50 \$10.35 \$8.70 \$9.30 \$0.00 \$63.95 \$7.69 \$10.35 \$8.70 \$9.30 \$0.00 \$66.00 \$8 95.00 \$33.769 \$10.35 \$8.70 \$9.30 \$0.00 \$66.00 \$8 95.00 \$33.79 \$10.35 \$8.70 \$9.30 \$0.00 \$66.00 \$8 95.00 \$33.79 \$10.35 \$8.70 \$9.30 \$0.00 \$66.00 \$60.00 \$8.10 \$10.35 \$8.70 \$9.30 \$0.00 \$70.75 \$10.25 \$10 | | 1 | 60.00 | \$25. | 13 | \$10.35 | \$0.00 | \$0.00 | \$0.00 | \$35.48 |
| 4 75.00 | | 2 | 65.00 | \$27.2 | 22 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$55.57 |
| 5 80.00 \$33.50 \$10.35 \$8.70 \$9.30 \$0.00 \$61.85 6 85.00 \$35.60 \$10.35 \$8.70 \$9.30 \$0.00 \$63.95 7 90.00 \$37.69 \$10.35 \$8.70 \$9.30 \$0.00 \$66.00 8 95.00 \$39.79 \$10.35 \$8.70 \$9.30 \$0.00 \$66.10 ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248 \$10.35 \$8.70 \$9.30 \$0.00 \$70.75 ROOFERS LOCAL 248 \$10.2025 \$43.88 \$10.35 \$8.70 \$9.30 \$0.00 \$70.25 10/2/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$73.25 10/2/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$75.25 For apprentice rates see "Apprentice-ROOFER" \$21/2023 \$39.03 \$13.78 \$12.15 \$3.00 \$0.00 \$67.90 OPERATING ENGINEERS LOCAL 98 | | | | | | | | | | \$57.67 |
| 6 | | | | | | | | | | |
| 7 90.00 | | | | | | | | | | |
| ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248 | | | | | | | | | | |
| ROOFERS LOCAL 248 7/16/2025 \$43.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.22 10/2/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$73.22 7/16/2026 \$46.88 \$10.35 \$8.70 \$9.30 \$0.00 \$75.22 For apprentice rates see "Apprentice-ROOFER" SCRAPER 12/1/2023 \$39.03 \$13.78 \$12.15 \$3.00 \$0.00 \$67.90 OPERATING ENGINEERS LOCAL 98 | | | | | | | | | | \$68.14 |
| ROOFERS LOCAL 248 7/16/2025 \$43.88 \$10.35 \$8.70 \$9.30 \$0.00 \$72.22 10/2/2025 \$44.88 \$10.35 \$8.70 \$9.30 \$0.00 \$73.22 7/16/2026 \$46.88 \$10.35 \$8.70 \$9.30 \$0.00 \$75.22 For apprentice rates see "Apprentice-ROOFER" SCRAPER 12/1/2023 \$39.03 \$13.78 \$12.15 \$3.00 \$0.00 \$67.90 OPERATING ENGINEERS LOCAL 98 | | | | | | | | | | |
| 10/2/2025 | ROOFER SLATE / TILE / PRECAST CON | CRETE | | 10/2/2024 | \$42.38 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$70.73 |
| 7/16/2026 \$46.88 \$10.35 \$8.70 \$9.30 \$0.00 \$75.22 For apprentice rates see "Apprentice-ROOFER" SCRAPER 12/1/2023 \$39.03 \$13.78 \$12.15 \$3.00 \$0.00 \$67.90 OPERATING ENGINEERS LOCAL 98 | ROOFERS LOCAL 248 | | | 7/16/2025 | \$43.88 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$72.23 |
| For apprentice rates see "Apprentice- ROOFER" SCRAPER 12/1/2023 \$39.03 \$13.78 \$12.15 \$3.00 \$0.00 \$67.90 OPERATING ENGINEERS LOCAL 98 | | | | 10/2/2025 | \$44.88 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$73.23 |
| SCRAPER 12/1/2023 \$39.03 \$13.78 \$12.15 \$3.00 \$0.00 \$67.90 OPERATING ENGINEERS LOCAL 98 | T | | | 7/16/2026 | \$46.88 | \$10.35 | \$8.70 | \$9.30 | \$0.00 | \$75.23 |
| OPERATING ENGINEERS LOCAL 98 | For apprentice rates see "Apprentice- ROOF | EK" | | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | 12/1/2023 | \$39.03 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.96 |
| | For apprentice rates see "Apprentice- OPER | ATING | ENGINEERS" | | | | | | | |

12/1/2023

\$38.42

\$12.15

\$3.00

\$0.00

\$67.35

\$13.78

SPRINKLER FITTERS LOCAL 669

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| OPERATING ENGINEERS LOCAL 98 | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS" | 12/1/2023 | \$35.80 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$64.73 |
| SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63 | 1/1/2025 | \$42.23 | \$12.20 | \$10.79 | \$7.95 | \$2.13 | \$75.30 |

| | Appro | entice: SHEETM | ETAL WORKER | | | | | | |
|--------------------------------|-----------|--------------------|-------------------------|---------|---------|---------|---------|------------------------------|-------------|
| | Effect | tive Date: 1/1/202 | 5 | | | | | | |
| | Step | Percent | Apprentice Base Wage | I | Health | Pension | Annuity | Supplemental Unemployment | Tota Rat |
| | 1 | 45.00 | \$19.00 | | \$5.49 | \$4.86 | \$0.00 | \$0.85 | \$30.20 |
| | 2 | 50.00 | \$21.12 | | \$6.10 | \$5.40 | \$0.00 | \$0.94 | \$33.5 |
| | 3 | 55.00 | \$23.23 | | \$6.71 | \$9.71 | \$0.00 | \$1.15 | \$40.8 |
| | 4 | 60.00 | \$25.34 | | \$7.32 | \$9.71 | \$0.00 | \$1.23 | \$43.6 |
| | 5 | 65.00 | \$27.45 | | \$7.93 | \$9.71 | \$0.00 | \$1.31 | \$46.4 |
| | 6 | 70.00 | \$29.56 | | \$8.54 | \$9.71 | \$0.00 | \$1.39 | \$49.2 |
| | 7 | 75.00 | \$31.67 | | \$9.15 | \$9.71 | \$0.00 | \$1.47 | \$52.0 |
| | 8 | 80.00 | \$33.78 | | \$9.76 | \$9.71 | \$7.95 | \$1.78 | \$62.9 |
| | 9 | 85.00 | \$35.90 | : | \$10.37 | \$9.71 | \$7.95 | \$1.86 | \$65. |
| | 10 | 90.00 | \$38.01 | | \$10.98 | \$9.71 | \$7.95 | \$1.94 | \$68. |
| SPECIALIZED EARTH MOVING EQUIP | < 35 TO | ONS | 6/1/2025 | \$41.24 | \$15.57 | \$20.17 | \$0.00 | \$0.00 | \$76.9 |
| EAMSTERS JOINT COUNCIL NO. 10 | | | 12/1/2025 | \$41.24 | \$15.57 | \$21.78 | \$0.00 | \$0.00 | \$78. |
| | | | 1/1/2026 | \$41.24 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79. |
| | | | 6/1/2026 | \$42.24 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$80. |
| | | | 12/1/2026 | \$42.24 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$81. |
| | | | 1/1/2027 | \$42.24 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82. |
| PECIALIZED EARTH MOVING EQUIP | ' > 35 TC | ONS | 6/1/2025 | \$41.53 | \$15.57 | \$20.17 | \$0.00 | \$0.00 | \$77. |
| EAMSTERS JOINT COUNCIL NO. 10 | | | 12/1/2025 | \$41.53 | \$15.57 | \$21.78 | \$0.00 | \$0.00 | \$78. |
| | | | 1/1/2026 | \$41.53 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79 |
| | | | 6/1/2026 | \$42.53 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$80. |
| | | | 12/1/2026 | \$42.53 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$82 |
| | | | 1/1/2027 | \$42.53 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82 |
| PRINKLER FITTER | | | 4/1/2023 | \$47.43 | \$11.45 | \$7.20 | \$9.41 | \$0.00 | \$75. |

| ** | entice: SPRINKLE | | | | | | |
|------|------------------|-------------------------|------------------|------------------|------------------|------------------------------|--------------------|
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 2 | 45.00 50.00 | \$21.34 \$23.72 | \$8.22 \$8.22 | \$0.00 \$0.00 | \$0.00 \$0.00 | \$0.00 \$0.00 | \$29.56 \$31.94 |

Page 22 of 27 Issue Date: 06/05/2025 Wage Request Number: 20250603150226

| Construction | | | | | | | | Supplemental | То | | | |
|------------------------------|--|----------------------|-------------------------|-----------|---------|--------------------|---------|------------------------------|--------|--|--|--|
| Classification | | | Effective Date F | Base Wage | Health | Pension | Annuity | Unemployment | R | | | |
| | Apprentice: SPRINKLER FITTER Effective Date: 4/1/2023 | | | | | | | | | | | |
| | Effect | tive Date: 4/1/2023 | | | | | | | | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | To: | | | |
| | 3 | 55.00 | \$26.09 | | \$11.45 | \$7.20 | \$0.00 | \$0.00 | \$44. | | | |
| | 4 | 60.00 | \$28.46 | | \$11.45 | \$7.20 | \$1.15 | \$0.00 | \$48 | | | |
| | 5 | 65.00 | \$30.83 | | \$11.45 | \$7.20 | \$1.15 | \$0.00 | \$50 | | | |
| | 6 | 70.00 | \$33.20 | | \$11.45 | \$7.20 | \$1.40 | \$0.00 | \$53 | | | |
| | 7 | 75.00 | \$35.57 | | \$11.45 | \$7.20 | \$1.40 | \$0.00 | \$55 | | | |
| | 8 | 80.00 | \$37.94 | | \$11.45 | \$7.20 | \$1.40 | \$0.00 | \$57 | | | |
| | 9 | 85.00 | \$40.32 | | \$11.45 | \$7.20 | \$1.40 | \$0.00 | \$60 | | | |
| | 10 | 90.00 | \$42.69 | | \$11.45 | \$7.20 | \$1.40 | \$0.00 | \$62 | | | |
| FELECOMMUNICATION TECHNICIAN | | | 12/29/2024 | \$51.06 | \$13.25 | \$8.23 | \$6.83 | \$0.00 | \$79 | | | |
| ELECTRICIANS LOCAL 7 | | | 6/29/2025 | \$52.16 | \$13.50 | \$8.31 | \$6.90 | \$0.00 | \$8 | | | |
| | | | 12/28/2025 | \$53.26 | \$13.75 | \$8.40 | \$6.96 | \$0.00 | \$8 | | | |
| | | | 6/28/2026 | \$54.41 | \$14.00 | \$8.43 | \$7.03 | \$0.00 | \$8 | | | |
| | | | 1/3/2027 | \$55.56 | \$14.25 | \$8.47 | \$7.09 | \$0.00 | \$8 | | | |
| | Appr | entice: TELECOM | MUNICATION TE | CHNICIAN | Ŋ | | | | | | | |
| | Effective Date: 12/29/20 | | | | | | | | | | | |
| | Step Percent | | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | T F | | | |
| | 1 | 40.00 | \$20.42 | | \$7.35 | \$0.61 | \$0.00 | \$0.00 | \$2 | | | |
| | 2 | 45.00 | \$22.98 | | \$7.35 | \$0.69 | \$0.00 | \$0.00 | \$3 | | | |
| | 3 | 50.00 | \$25.53 | | \$13.25 | \$7.47 | \$0.00 | \$0.00 | \$4 | | | |
| | 4 | 55.00 | \$28.08 | | \$13.25 | \$7.54 | \$0.00 | \$0.00 | \$4 | | | |
| | 5 | 65.00 | \$33.19 | | \$13.25 | \$9.74 | \$0.00 | \$0.00 | \$5 | | | |
| | 6 | 70.00 | \$35.74 | | \$13.25 | \$11.19 | \$0.00 | \$0.00 | \$6 | | | |
| | Appr | entice: TELECOM | MUNICATION TE | CHNICIAN | N | | | | | | | |
| | Effect | tive Date: 6/29/2025 | | | | | | g 1 (1 | Tr. | | | |
| | Step | Percent | Apprentice Base Wage | | Health | Pension | Annuity | Supplemental Unemployment | T l | | | |
| | 1 | 40.00 | \$20.86 | , | \$7.50 | \$0.63 | \$0.00 | \$0.00 | \$2 | | | |
| | 2 | 45.00 | \$23.47 | | \$7.50 | \$0.70 | \$0.00 | \$0.00 | \$3 | | | |
| | 3 | 50.00 | \$26.08 | | \$13.50 | \$7.53 | \$0.00 | \$0.00 | \$4 | | | |
| | 4 | 55.00 | \$28.69 | | \$13.50 | \$7.61 | \$0.00 | \$0.00 | \$4 | | | |
| | 5 | 65.00 | \$33.90 | | \$13.50 | \$9.84 | \$0.00 | \$0.00 | \$5 | | | |
| | 6 | 70.00 | \$36.51 | | \$13.50 | \$11.30 | \$0.00 | \$0.00 | \$6 | | | |
| ERRAZZO FINISHERS | | | 2/1/2025 | \$64.74 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$9 | | | |
| RICKLAYERS LOCAL 3 | | | 8/1/2025 | \$66.89 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$10 | | | |
| | | | 2/10/2026 | \$68.24 | \$11.49 | \$15.57 \$15.57 | \$8.02 | \$0.00 | \$10 | | | |
| | | | 8/1/2026 | \$70.44 | \$11.49 | \$15.57 \$15.57 | \$8.02 | \$0.00 | \$10 | | | |
| | | | 2/1/2027 | \$71.84 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$10 | | | |

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TERRAZZO MECHANIC BRICKLAYERS LOCAL 3

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

| Appro | Apprentice: TERRAZZO FINISHERS | | | | | | | | | | | |
|--------|--------------------------------|-------------------------|---------|---------|---------|------------------------------|---------------|--|--|--|--|--|
| Effect | tive Date: 2/1/2025 | | | | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | | | | | |
| 1 | 50.00 | \$32.37 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$67.45 | | | | | |
| 2 | 60.00 | \$38.84 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$73.92 | | | | | |
| 3 | 70.00 | \$45.32 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$80.40 | | | | | |
| 4 | 80.00 | \$51.79 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$86.87 | | | | | |
| 5 | 90.00 | \$58.27 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$93.35 | | | | | |

| Appr | entice: TERRAZZ | O FINISHERS | | | | | | |
|--------|---------------------|-------------------------|---------|---------|--------------------|---------|------------------------------|--------------|
| Effect | tive Date: 8/1/2025 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Н | ealth | Pension | Annuity | Supplemental Unemployment | Tota Rate |
| 1 | 50.00 | \$33.45 | \$ | 11.49 | \$15.57 | \$8.02 | \$0.00 | \$68.53 |
| 2 | 60.00 | \$40.13 | \$ | 11.49 | \$15.57 | \$8.02 | \$0.00 | \$75.21 |
| 3 | 70.00 | \$46.82 | \$ | 11.49 | \$15.57 | \$8.02 | \$0.00 | \$81.90 |
| 4 | 80.00 | \$53.51 | \$ | 11.49 | \$15.57 | \$8.02 | \$0.00 | \$88.59 |
| 5 | 90.00 | \$60.20 | \$ | 11.49 | \$15.57 | \$8.02 | \$0.00 | \$95.28 |
| | | 2/1/2025 | \$65.82 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$100.87 |
| | | 8/1/2025 | \$67.97 | \$11.49 | \$15.57 \$15.57 | \$7.99 | \$0.00 | \$100.8 |
| | | 2/1/2026 | \$69.32 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$104.37 |
| | | 8/1/2026 | \$71.52 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$106.57 |
| | | 2/1/2027 | \$72.92 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$107.97 |

| Appro | entice: TERRAZZ | O MECHANIC | | | | | |
|--------|---------------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Effect | tive Date: 2/1/2025 | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$32.91 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$67.96 |
| 2 | 60.00 | \$39.49 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$74.54 |
| 3 | 70.00 | \$46.07 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$81.12 |
| 4 | 80.00 | \$52.66 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$87.71 |
| 5 | 90.00 | \$59.24 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$94.29 |

| ** | entice: TERRAZZ | | | | | | |
|------|-----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$33.99 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$69.04 |
| 2 | 60.00 | \$40.78 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$75.83 |
| 3 | 70.00 | \$47.58 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$82.63 |

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|--------------------------|-----------------------|--------------------|------------------|------------------|--------------------|------------------------------|--------------------|
| | Apprentice: TERRAZZ | O MECHANIC | | | | | | |
| | Effective Date: 8/1/2025 | | | | | | | |
| | Step Percent | Apprenti Base Wa | | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| | 4 80.00 | \$54.3 | 38 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$89.43 |
| | 5 90.00 | \$61. | 17 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$96.22 |
| TEST BORING DRILLER | | 6/1/2025 | \$51.70 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$80.65 |
| LABORERS | | 12/1/2025 | \$53.20 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$82.15 |
| | | 6/1/2026 | \$54.75 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$83.70 |
| | | 12/1/2026 | \$56.25 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$85.20 |
| For apprentice rates see "Apprentice- LA | ABORER" | | | | | | | |
| TEST BORING DRILLER HELPER LABORERS | | 6/1/2025 | \$47.82 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.77 |
| LABORERS | | 12/1/2025 | \$49.32 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$78.27 |
| | | 6/1/2026 | \$50.87 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$79.82 |
| For apprentice rates see "Apprentice- LA | ABORER" | 12/1/2026 | \$52.37 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$81.32 |
| TEGT DODDIG LA DODED | | C/1/2025 | ¢47.70 | ¢0.00 | ¢0.25 | ¢0.00 | ¢0.00 | \$7.6.65 |
| TEST BORING LABORER LABORERS | | 6/1/2025 | \$47.70 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.65 |
| | | 12/1/2025 6/1/2026 | \$49.20 \$50.75 | \$9.90 \$9.90 | \$9.25 \$9.25 | \$9.80 \$9.80 | \$0.00 \$0.00 | \$78.15 \$79.70 |
| | | 12/1/2026 | \$50.75 \$52.25 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$81.20 |
| For apprentice rates see "Apprentice- LA | ABORER" | | | ,,,,, | ,,,, | ,,,,,,, | , | , |
| TRACTORS OPERATING ENGINEERS LOCAL 98 | | 12/1/2023 | \$38.42 | \$13.78 | \$12.15 | \$3.00 | \$0.00 | \$67.35 |
| For apprentice rates see "Apprentice- OF | PERATING ENGINEERS" | | | | | | | |
| TRAILERS FOR EARTH MOVING EQ | - | 6/1/2025 | \$41.82 | \$15.57 | \$20.17 | \$0.00 | \$0.00 | \$77.56 |
| TEAMSTERS JOINT COUNCIL NO. 1 | 0 | 12/1/2025 | \$41.82 | \$15.57 | \$21.78 | \$0.00 | \$0.00 | \$79.17 |
| | | 1/1/2026 | \$41.82 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79.77 |
| | | 6/1/2026 | \$42.82 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$80.77 |
| | | 12/1/2026 | \$42.82 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$82.51 |
| | | 1/1/2027 | \$42.82 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$83.11 |
| TUNNEL WORK - COMPRESSED AIR | R | 6/1/2025 | \$59.93 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$89.33 |
| LABORERS | | 12/1/2025 | \$61.43 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$90.83 |
| | | 6/1/2026 | \$62.98 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$92.38 |
| For apprentice rates see "Apprentice- LA | ABORER" | 12/1/2026 | \$64.48 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$93.88 |
| TUNNEL WORK - COMPRESSED AII | R (HAZ WASTE) | 6/1/2025 | \$61.93 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$91.33 |
| LABORERS | A (HAZ. WASTE) | 12/1/2025 | \$63.43 | \$9.90 | \$9.25 \$9.25 | \$10.25 \$10.25 | \$0.00 | \$92.83 |
| | | 6/1/2026 | \$63.43 \$64.98 | \$9.90 \$9.90 | \$9.25 \$9.25 | \$10.25 \$10.25 | \$0.00 | \$94.38 |
| | | 12/1/2026 | \$66.48 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$95.88 |
| For apprentice rates see "Apprentice- LA | ABORER" | | | | | | | |
| TUNNEL WORK - FREE AIR | | 6/1/2025 | \$52.00 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$81.40 |
| | | | | | | ••••• | | ••••• |

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| LABORERS | 12/1/2025 | \$53.50 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$82.90 |
| | 6/1/2026 | \$55.05 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$84.45 |
| | 12/1/2026 | \$56.55 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$85.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) | 6/1/2025 | \$54.00 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$83.40 |
| LABORERS | 12/1/2025 | \$55.50 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$84.90 |
| | 6/1/2026 | \$57.05 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$86.45 |
| | 12/1/2026 | \$58.55 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$87.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| VAC-HAUL | 6/1/2025 | \$41.24 | \$15.57 | \$20.17 | \$0.00 | \$0.00 | \$76.98 |
| TEAMSTERS JOINT COUNCIL NO. 10 | 12/1/2025 | \$41.24 | \$15.57 | \$21.78 | \$0.00 | \$0.00 | \$78.59 |
| | 1/1/2026 | \$41.24 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$79.19 |
| | 6/1/2026 | \$42.24 | \$16.17 | \$21.78 | \$0.00 | \$0.00 | \$80.19 |
| | 12/1/2026 | \$42.24 | \$16.17 | \$23.52 | \$0.00 | \$0.00 | \$81.93 |
| | 1/1/2027 | \$42.24 | \$16.77 | \$23.52 | \$0.00 | \$0.00 | \$82.53 |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) | 6/1/2025 | \$35.48 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$61.23 |
| LABORERS | 12/1/2025 | \$36.71 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$62.46 |
| | 6/1/2026 | \$38.75 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$64.50 |
| | 12/1/2026 | \$40.04 | \$9.90 | \$9.25 | \$6.60 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway |) | | | | | | |
| WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104 | 3/17/2024 | \$49.21 | \$9.55 | \$10.10 | \$7.00 | \$0.00 | \$75.86 |

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

Additional Apprentice Information

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

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

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

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