

North Central MA Housing Authorities



Invitation for Bids (IFB) On-Call Painting Services

Participating Awarding Authorities/Entities:

Leominster Housing Authority (LHA)
Lunenburg Housing Authority (LUHA)
Sterling Housing Authority (SHA)
West Boylston Housing Authority (WBHA)
Holden Housing Authority (HHA)

Contract Estimates:

Housing Authority	Estimated Amount
LHA	\$58,000
LUHA	\$11,000
SHA	\$4,000
WBHA	\$10,000
HHA	\$10,000
Total	\$93,000

Contract Term:

One (1) year.

Date of Issuance:

Wednesday, April 16, 2025

Bids Due:

Wednesday, May 07, 2024 @ 10:00 a.m.

Send Bids To:

Leominster Housing Authority
Attn: Adam Gautie
On-Call Painting Services
100 Main St
Leominster, MA 01453

Point of Contact:

Adam Gautie, Assistant Executive Director
Leominster Housing Authority
978-728-6997
100 Main St.
Leominster, MA 01453
adam@leominsterha.com

Governing Statute:

M.G.L. c.149 §44(A-J)

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ADVERTISEMENT

NORTH CENTRAL MA HOUSING AUTHORITIES

INVITATION FOR BIDS (IFB)

ON-CALL PAINTING SERVICES

The Leominster Housing Authority is hereby hosting a collaborative bid for on-call painting services for one year. This solicitation includes the Leominster, Sterling, Lunenburg, West Boylston, and Holden Housing Authorities. All five housing authorities will award independent contracts based on this solicitation.

All contracts shall be for a period of one (1) year. The contracts are estimated to be as follows:

Housing Authority	Estimated Amount
Leominster	\$58,000
Lunenburg	\$11,000
Sterling	\$4,000
West Boylston	\$10,000
Holden	\$10,000
Total	\$93,000

Bids are subject to M.G.L. c.149 §44A(2)(B) & to state prevailing wage rates as required by M.G.L. c. 149 §§26 to 27H inclusive.

Specifications may be obtained online at <http://ncmhousing.org/Procurements.php> or at the Leominster Housing Authority Administrative Offices, 100 Main Street, Monday through Friday from 8:30 a.m. to 4:00 p.m.

Bids require a five (5) percent bid deposit and must be submitted in a sealed envelope to the Leominster Housing Authority, 100 Main St., Leominster, MA 01453, where said bids will be publicly opened and read aloud at 10:00 a.m. on Wednesday, May 7, 2025. All bids received later than said date and time will not be opened or considered. All bidders shall write on the face of the envelope in which their bid is submitted "BID FOR ON-CALL PAINTING SERVICES".

Each awarding authority reserves the right to reject any and all bids, to waive any informalities in the bids received, and to accept the bid which it deems most favorable for the each of the awarding authorities.

INSTRUCTIONS TO BIDDERS

It's imperative for the bidder to read and understand this entire specifications package prior to submitting a bid. Failure to do so will be at the bidder's own risk.

Contracts Term:

The contracts will be for a one year beginning June 1, 2025 and will terminate May 31, 2026.

Contract Types:

Each housing authority will have independent contracts for on-call painting. All contracts will be indefinite quantities contracts. The various housing authorities will initiate requests via email, text, or phone call when painting is needed.

Contract Estimates:

Below are estimates and the not to exceed amounts for each contract. **Please note that the figures provided are to help contractors gauge the possible amount of work; however, these amounts are not guaranteed. The actual work awarded may be less and will not exceed the stated amounts.**

Housing Authority	Estimated Amount	Not to Exceed Amount
Leominster	\$68,000	\$60,000
Lunenburg	\$11,000	\$12,000
Sterling	\$4,000	\$5,000
West Boylston	\$10,000	\$11,000
Holden	\$10,000	\$11,000
Total	\$68,000	\$99,000

MA Prevailing Wage

MA prevailing wages will apply for all work. The MA prevailing wage schedule is provided as an attachment at the end of this document.

Performance and Payment Bonds

All contracts greater than \$25,000 will require 100% payment and 100% performance bonds upon contract execution.

Bid Deposit/Bond

Bidders are to submit five (5) independent bid deposits for each housing authority. Each bid submission requires a five (5%) percent bid deposit or bond based on the total contract value on each awarding authority's bid form. The bid deposits can be in the form of a bid bond or cashier's check made payable to each housing authority. **Please do not make the bid bond/deposit payable to the NCMHA or all to the Leominster Housing Authority.**

Minimum Quality Requirements:

The successful bidder must meet the following criteria at a minimum or the bid will be deemed non-responsive and rejected on that premise.

1. Contractors must demonstrate a minimum of three (3) years' experience providing painting services as required in the scope of work.
2. Contractors must be insured and bondable.
3. Contractors must not be debarred to conduct business from any public agency (federal or state).

Registration:

All bidders must register with the NCMHA. If you received these specifications from any third party, other than directly from the NCMHA, you must inform the LHA via email adam@leominsterha.com or calling 978-728-6997. This is to ensure vital information concerning this solicitation is distributed to all interested parties in a consistent format. Failure to inform the LHA may result in your bid being rejected.

Questions:

Any and all questions concerning this IFB shall only be directed to Adam Gautie, Assistant Executive Director in writing using either email: adam@leominsterha.com, or post mail to Attn: Adam Gautie LHA Main Office 100 Main St, Leominster, MA 01453. Submitted questions will be distributed to all via an addendum.

Bid Submission Instructions

All bids must be received by on or before **Wednesday, May 07, 2025 by 10:00 a.m.** at which time they will be opened publicly and read aloud at the Leominster Housing Authority Main Office located at 100 Main St. Leominster, MA 01453. In the event the Leominster Housing Authority offices are closed due to weather, fire, or other unforeseen event, the bid opening will be held the next business day during the same time of day and at the same location.

Any bid received at the place designated in the solicitation after the exact time specified for receipt will not be considered unless it is received before award is made and it:

1. Was sent by registered or certified mail not later than the fifth (5th) calendar day before the date specified for receipt (e.g. an offer submitted in response to the solicitation requiring receipt of offers by the 20th of the month must have been mailed by the 15th);
2. Was sent by mail, or if authorized by the solicitation, was sent by telegram or via facsimile, and it is determined that the late receipt of bid was due solely to the mishandling by the NCMHA after receipt at the NCMHA; or

3. Was sent by U.S. Postal Service Express Mail Next Day Service--Post Office to Addressee, not later than 5:00 p.m. at the place of mailing two working days prior to the date specified for receipt of bids. The term "working days" excludes weekends and observed holidays.

Any modification or withdrawal shall be made in writing and received by the NCMHA prior to the time and date that the bid is due, subject to items 1 through 3 above. bid modifications must be submitted in a sealed envelope clearly labeled "**Modification No.____ to Bid for On-Call Painting Services**".

Required Bid Submission Forms

The following forms are required with each bid submission. Failure to submit these forms with the bids will result in your bid being rejected.

- 1) Bid Form(s) (Attachment)
- 2) 5% Bid Deposit/Bond for each housing authority. (Made payable to each housing authority)
- 3) Qualifications and References Form (Attachment)

Required Contract Forms

Bidder must submit the following forms and documents **before contract commencement.**
These are not required for bid submission.

- 1) Liability Insurance Certificates per General Conditions of the Contract
- 2) Worker's Compensation Certificates per General Conditions of the Contract
- 3) Vehicle Insurance Certificates per General Conditions of the Contract
- 4) W-9 Request for Taxpayer Identification and Certification
- 5) 100% Payment and 100% Performance Bonds if contract > \$25,000
- 6) Certificate of Corporate Vote of Authorization (If Applicable) (Attachment)
- 7) Owner-Contractor Agreement

Addenda

The NCMHA may issue addenda during this solicitation. The bidder will be notified by using the bidder's contact information provided during the registration process. It will be the **bidder's sole responsibility to ensure they receive addenda.** Addenda will be posted at our website <http://ncmhousing.org/Procurements.php> .

Bid Acceptance Period

The awarding authorities shall have a period of sixty (60) calendar days following the bid opening date to make the award. No bids may be withdrawn during this acceptance period without the permission of the awarding authorities.

Attendance at Bid Opening

At the time fixed for the opening of bids, their contents will be made public for the information of bidders and other properly interested parties who either may be present in person or by their representative. The bids will be publicly read and open to inspection at this time.

Informalities and Rejections

The awarding authorities reserve the right to waive any informality and reject any or all bids.

Rule for Award

1. Bidders are to use the bid form provided.
2. The contracts will be awarded to the sole contractor that offers the lowest total estimated amount for all five housing authorities. The lowest total estimated amount will be calculated by multiplying the bid rates by the estimated unit quantities on each table, and then totaling the estimates for each housing authority to yield a total estimated amount.
3. The board of commissioners of each housing authority will award contracts that are > \$10,000. The Assistant Executive Director will award any contracts < \$10,000.
4. The awarded contractor must provide service to all five housing authorities listed in this solicitation. Unit pricing shall remain uniform for all five housing authorities.
5. In the event of a tie between contractors, a coin toss will be held in a public forum to determine who is awarded the contract.

TERMS AND CONDITIONS

Payment Terms

Payment will be NET 30 days from receipt of invoice (not invoice date) unless the bidder offers a prompt pay discount.

The awarding authority will pay a late charge from the date such sums become due (defined as the date of receipt of invoice after services are actually rendered) of one and one-half

Percent (1.5%) on any balance past due for more than thirty (30) days, together with all costs (including, but not limited to attorney's fees) incurred by the contractor to collect overdue amounts.

In the event the contractor charges a fee, interest, or other charge for late payment, the contractor must provide evidence to the housing authorities that their invoice was sent to the correct accounts payable (AP) address within a reasonable amount of time (5 business days) to allow 30 days from receipt of the invoice. Also, the contractor shall contact the awarding authorities with ample notice prior to charging fees, interest, or other charges related to pending overdue balances. This is to allow the awarding authority an opportunity to pay sums due prior to incurring any charges.

Contract Terms/Conditions and Agreements

The contracts awarded from this solicitation shall only consist of this specification's terms and conditions and the bid form submitted by the contractor. Bidder is not to submit revised terms and conditions with, or post submission of their bid. If the bidder needs to amend the contract terms and conditions, then they must contact the LHA at least two days prior to the bid due date with their request. If the LHA accepts their request, then the LHA will issue an addendum so that all bidders can bid on equal footing.

Individual Accounts

The contractor must set up each awarding authority as individual accounts in their billing/sales systems and shall send separate invoices for each housing authority.

Organizational Conflicts of Interest

The contractor certifies by submission of a proposal that to the best of its knowledge and belief and except as otherwise disclosed, he or she does not have any organizational conflict of interest which is defined as a situation in which the nature of work under a proposed contract and a prospective contractor's organizational, financial contractual or other interests are such that:

1. Award the contract may result in an unfair competitive advantage;

6. The Contractor's objectivity in performing the contract work may be impaired;
7. The Contractor has disclosed all relevant information and requested to make a determination with respect to the contract.

The contractor agrees that if after the award of contract, he or she discovers an organizational conflict of interest with respect to this contract, he or she shall make an immediate and full disclosure in writing which shall include a description of the action which the contractor has taken or intends to take to eliminate or neutralize the conflict.

In the event that the contractor was aware of an organizational conflict of interest before the award of the contract, and intentionally did not disclose the conflict, the awarding authorities may terminate the contract for default.

Insurances

The successful proposer must maintain the following insurances in connection with this contract:

1. Workman's Compensation Insurance in accordance to Massachusetts Statutes.
2. General Commercial Liability Insurance in the minimum amount of \$500,000 with the LHA, SHA, LUHA, and WBHA to be additionally insured.
3. Automobile Insurance: All vehicles used in the conduct of these contracts shall maintain liability coverage.

Subcontracting

No subcontractors will be allowed to perform any work under this contract without the prior approval from the LHA.

Compliance with Laws, Regulations and Published Standards

Contractor shall comply with all applicable laws, codes or regulations of the countries, states and localities in which they operate. This includes, but is not limited to, laws and regulations relating to environmental, occupational health and safety, and labor practices.

Improper Performance and Disputes

In addition to other remedies provided by law, the awarding authorities reserve the right to revoke any previous acceptance and to cancel all or any part of the contract if the contractor fails to perform any of the work in accordance with the terms and conditions of this contract.

At the awarding authority's option and sole discretion with regard to any particular dispute, any dispute arising in connection with this contract shall be resolved by arbitration in Leominster, MA in accordance with the rules of the American Arbitration Association; and all disputes shall otherwise be resolved in and only in the appropriate courts in Massachusetts as the exclusive judicial forum. THE AWARDING AUTHORITIES AND CONTRACTOR WAIVE THEIR RIGHT TO A JURY TRIAL WITH REGARD TO ANY DISPUTE ARISING IN CONNECTION WITH THIS CONTRACT.

Service of Protest

Any protest against the award of a contract pursuant to this solicitation shall be served on the awarding authority by obtaining a written and dated acknowledgement of receipt from the awarding authority at the address shown on the cover of this solicitation. The determination of the awarding authority with regard to such protest shall be final unless appealed by the protestor.

Contract Termination

This contract may be terminated by either party for cause or convenience with a thirty-day written notice.

SPECIAL CONDITIONS

LEOMINSTER HOUSING AUTHORITY PROJECT SITES

Allencrest Apartments Crossman and Viscoloid Streets, Leominster	200-1
Scattered Site Single Family Multiple Locations in Leominster	705-1
Laurie Drive Laurie Drive, Leominster	667-1
Notre Dame Notre Dame and Arlington Streets	667-2
Sunset Tower 100 Main Street, Leominster	667-3
Lapierre East 161 Spruce Street, Leominster	667-4
Anne O'Connor Village George Street, Leominster	667-5

LUNENBURG HOUSING AUTHORITY PROJECT SITE

Pearl Brook Apartments 121 White St. Lunenburg, MA	667-1 and 705-1
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STERLING HOUSING AUTHORITY PROJECT SITE

Sholan Terrace 41 Sholan Terrace Sterling, MA	667-1
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WEST BOYLSTON HOUSING AUTHORITY PROJECT SITE

Orchard Knoll 87 Maple Ave West Boylston, MA	667-1
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HOLDEN HOUSING AUTHORITY PROJECT SITE

667-1 and 705-1

Checkerberry Village
9 Flagler Dr.
Holden, MA

Holden Commons Condos
1 Towle Dr.
Holden, MA

OWNER NOTIFICATION

Contractor is responsible for notifying the Owner of any unusual conditions that may affect this work.

CONDUCT OF THE WORK

During the progress of the Work, the Contractor shall so conduct his work that as little inconvenience as possible is caused to the occupants of other apartments. At the close of the work each day, the Contractor shall pick up and stow all equipment and miscellaneous material leaving the site in a neat and safe condition.

DIVISION 1 GENERAL REQUIREMENTS

SUMMARY OF WORK

1.01 GENERAL SCOPE OF THE WORK

A. INTRODUCTION

The purpose of this procurement is for the Leominster, Lunenburg, Sterling, or West Boylston Housing Authorities to contract with a qualified painting contractor for vacant unit turnover painting and various on-call painting jobs throughout the year when the housing authorities do not have the available labor resources. The housing authorities reserve the right to utilize staff for any painting needs; however, our intent is to award the majority of work to the contractor.

Any and all work performed throughout the duration of the contract must be guaranteed by the contractor to be completed in a workmanship-like manner and according to applicable codes and industry-accepted standards. All materials and equipment provided under the contract shall be listed and labeled for the purpose intended. All work provided under this contract shall have, as a minimum, a one (1) year warranty from the date of final acceptance thereof against any latent defects, design, materials, workmanship and installation.

The contractor will supply all labor, equipment, materials, parts and supplies with the exception of paint necessary to complete a job. The housing authorities will supply all paint. The contractor will be responsible for securing any and all necessary permits required prior to commencing work on any job. The awarding authorities will reimburse the contractor for costs of permits incurred.

The work generally includes either interior painting of unoccupied units or other various on-call painting needs.

B. VACANT UNIT PAINTING WORK

We are estimating 25–50 apartments for the Leominster Housing Authority, 4-8 apartments for the Lunenburg Housing Authority, 4-8 apartments for the Sterling Housing Authority, and 10-12 apartments for the West Boylston Housing Authority including wall and ceiling repair work. The apartments will be unoccupied during the course of the work.

C. VARIOUS ON-CALL PAINTING

Contractor is to provide a general square foot rate for occupied units, common areas, basements, and stairways and the application of popcorn. Contractor may be requested to complete a quote prior to beginning any work.

D. EXECUTION OF WORK

1. Work to be performed in timely and workmanlike fashion. Site must be cleaned up daily with access needed for overnight. **This contract allows the contractor to bill for additional surface preparation work if the unit is in massive disrepair.** Any additional prep work must be approved by the LHA prior to commencing work.
2. The housing authorities, at sole discretion, retains the right to reduce the number of units to be painted and will utilize the unit price amount listed on the Form of Bid for the applicable size unit to determine the adjusted contract amount.
3. The housing authorities, at its sole discretion, will withhold payment for specs of paint on floors or other services not to be painted. **ESPECIALLY SPRINKLER HEADS AND ESCUTCHEON PLATES**
4. The Contractor will prepare all surfaces which are to receive paint.
5. Remove all electric outlets/plugs plate covers and reinstall after painting. Not allowed for additional cost beyond the per unit price.
6. Remove grease, dust, dirt and any foreign material from all surfaces including removal of all borders. This also includes light sanding all surfaces to remove blemishes and to have a smooth finish. Any units that need special paint covering for surface preparation due to smoke, etc. will be allowed for additional cost.
7. Fill cracks, holes, and imperfections and blend into adjacent surface. This includes holes up to 6 inches in diameter. The per unit price will include up to two (2) holes. Any large holes or more than two (2) holes are available for additional surface preparation cost.
8. Scrape areas of ceiling texture which has peeled, cracked or flaked. Excessive peeling is available for additional cost with LHA approval.
9. Reapply texture and blend into adjacent surface. Cut out tape at wall joints which has wrinkled or bubbled, compound joint, re-tape, prime and finish paint. More than two (2) wall joints are available for additional cost.
10. Cover all sprinkler head and escutcheon plates completely. Not allowed for additional cost beyond the per unit price.
11. Tape around all light fixtures and other surfaces not to be painted. Not allowed for additional cost beyond the per unit price.
12. Cut out and tape wall joints which have wrinkled or bubbled/apply joint compound/re-tape sand prime and finish paint. More than two (2) wall joints are available for additional cost.

13. Remove coverings over sprinkler heads around light fixtures and other surfaces and reinstall electric outlet and switch covers. Not allowed for additional cost beyond the per unit price.
14. Clean and remove all debris including sweeping floor area. Not allowed for additional cost beyond the per unit price.
15. Work either shown on the Drawings or included in the specifications unless specifically indicated not to be done.
16. Work outside the Project Site as called for in the Contract Documents and as required for the performance of the Work.
17. Providing and restoring, where appropriate, all temporary facilities.

E. REQUIRED RESPONSE TIMES

All work must be completed within ten (10) business days from the initial request of service.

F. WRITTEN ESTIMATES

Written estimates may not be required for all calls; however, there may be times when the awarding authority requires a written estimate prior to work being performed. The contractor shall provide a written estimate when requested to do so. The contractor shall provide all estimates at no additional cost to the housing authorities.

G. TRAVEL TIME

Time spent in transit (portal-to-portal) from the contractor's place of business to the job site and back will not be paid. **Computation of the number of hours worked shall include only those hours spent at the job site excluding meal times.** The contractor will be compensated for time spent traveling to the jobsite only when the awarding authority cancels the service request while the contractor is in transit to the jobsite.

H. INVOICING

All invoices must include an itemized list for each job performed including the number of square feet repaired of each job, the date, and location of each job.

1.02 TIME OF COMPLETION

- A. The contract shall be commenced on 12/01/2023 and shall be completed within 365 consecutive calendar days thereafter. All painting projects must be completed within ten (10) business days from owner's written request and approval.

1.03 SELECTION CRITERIA

- A. In addition to any provisions of the General Conditions, the Contractor will be selected based on the lowest base quote and upon demonstrating successful completion of the following criteria:
 - 1) Contractors must demonstrate a minimum of three (3) years' experience providing painting services as required in the scope of work.
 - 2) Contractors must be insured and bondable.
 - 3) Contractors must not be debarred to conduct business from any public agency (federal or state).

1.04 OSHA SAFETY TRAINING

- A. The Contractor shall certify that all employees working on this project have successfully completed a 10 Hour Safety and Health Training Course approved by the United State Occupational Health and Safety Administration (OSHA). This certification must be submitted with the payroll certifications require by Section 00.73.43 Prevailing Wages and Labor Regulations.

1.05 COORDINATION OF WORK

- A. Most units will be unoccupied; however, there may be some work within occupied units or common areas.
- B. The Contractor shall submit a detailed schedule of work indicating specific apartments to be done on a particular day. The list of units to be completed will provided to the contractor
- C. The housing authorities will initiate requests via email or other means of notification. The contractor is then required to complete the painting request within ten (10) business days upon approval from the housing authorities.
- D. Successful bidder must have the ability to paint no less than one (1) apartment per week.

1.06 SAMPLES AND SUBMITTALS

- A. The Contractor shall provide samples (or submittal of manufacturer's literature) for the Owner's approval prior to work performed.

1.07 CONDUCT OF THE WORK

- A. Existing Buildings. All units will be occupied during construction. The Contractor shall take all necessary precautions to ensure the public safety and convenience of the occupants during construction.
- B. Unless specifically authorized by the Owner, the Work must be conducted between the hours of 8:00 A.M. and 4:00 P.M. on Monday through Friday. No work is to be done on holidays, Saturdays, or Sundays other than for emergencies.
- C. Contract shall be administered and managed by the awarding authority's director of facilities. Any requests for supplies and materials, must be made in writing to the director of facilities. No other awarding authority employee has authorization to make any adjustments or amendments to this contract except the assistant executive director. The director of facilities has the authorization to schedule work or provide materials only.

1.08 SHUTDOWN OF SERVICES

- A. The Contractor's attention is especially called to the fact that the continuous operation of services for this housing development is mandatory. If any unit is to be left without heat, hot water, domestic water, electricity, gas, sanitary facilities, or any other services for more than an eight-hour period, the Contractor shall submit a letter and obtain written authority from the Owner before proceeding.
- B. If such a shutdown is unacceptable to the Owner, the Contractor shall make, and pay for, alternative arrangements to ensure that services are provided.

1.09 PROTECTION AND ACCESS

- A. The Contractor shall, at all times, leave an unobstructed way along walks and roadways, and shall maintain barriers and lights for the protection of all persons and property in all locations where materials are stored or work is in progress.
- B. The Contract shall take special measures to protect the tenants from noise, dust, and other disturbances.

- C. The Contractor shall take necessary precautions to insure against fire during construction. The Contractor shall be responsible to ensure that the area within the contract limits is kept orderly and clean and that combustible rubbish and construction debris is promptly removed from the site.

1.10 TEMPORARY FACILITIES

- A. Temporary Water - The Contractor may make use of the available water supply at the site for construction purposes, provided the permission of the Owner is obtained beforehand, water is verified at the source and only as long as the water is not used wastefully.
- B. Temporary Electricity - The Contractor may make use of the electricity available at the site, metered and paid for by the Owner, provided that the Contractor shall supply the proper adapters and extension cords. Where heavy duty electric equipment drawing a current in excess of 15 amps is involved, the Contractor shall provide temporary electric work to supply this power.

1.11 CLEANING UP

- A. Conduct cleaning and disposal operations to comply with all Federal, State, and local laws, ordinances, and regulations.
- B. At the end of each day's work, remove, and legally dispose, all waste materials and rubbish from the site.

END OF SECTION OF SUMMARY OF WORK

DIVISION 2 TECHNICAL REQUIREMENTS

SYSTEM DESCRIPTION-VACANT UNITS ONLY

- A. Repaint all walls, ceilings; doors, window returns, stools, baseboards, window valences, and door trim in the following apartment areas as deemed necessary:
 - 1. Kitchen
 - 2. Living / Dining Room
 - 3. Bedroom(s)
 - 4. Bathroom(s)
 - 5. Closets
 - 6. Apartment Interior Hallways
 - 7. Apartment Interior Stairways & Stairs (including risers)
 - 8. Basement stairways (including risers)
 - 9. Basement Stairs (including risers)
 - 10. Baseboard
 - 11. Kitchen Cabinets (As deemed necessary)
 - 12. Apt. Entrance Doors Both Sides
 - 13. Radiators (As deemed necessary)
- B. All cabinet doors and draws and apartment doors should not be painted shut.
- C. Preparation, cleaning, and repair of all surfaces to receive paint, including cleaning of paint splatter, dust and debris caused by the work of this contract. This includes light sanding to remove blemishes for a smooth finish. (See Division 1 Summary of Work)

SUBMITTALS

- A. All materials used must be approved by the awarding authority.

DELIVERY, STORAGE, AND HANDLING

- A. Fire Protection:
 - 1. Place materials which might constitute a fire hazard into metal containers.
 - 2. Remove from premises at close of each day's work.

3. Take every precaution to avoid damage by fire.

B. Surface Protection:

1. Provide suitable coverings to protect surfaces not requiring painting.

PRODUCTS

A. All paint will be supplied by the housing authorities.

B. Paint Products by Substrate:

1. Gypsum wallboard (walls); Wood (doors and trim):
 - a. Primer: 1 coat
 - b. Finish: 1 coat
2. Textured Ceilings and Beams:
 - a. Primer: 1 coat
 - b. Finish: 1 coat
3. Metal, (doors, door frames, sprinkler piping, base board radiation covers, and other painted metal):
 - a. Primer: 1 coat
 - b. Finish: 1 coat
4. Acoustical Ceilings and track:
 - a. Primer: 1 coat
 - b. Finish: 1 coat
5. Stairtread Risers and Railings including Balusters.
 - a. Primer: 1 Coat
 - b. Finish: 1 Coat

B. Other Products:

1. Gypsum board joint reinforcing tape, equal to Perf-A-Tape by USG Co.
2. Joint compound, at contractor's option, All Purpose Ready-Mixed Compound or Durabond Compound, equal to products by USG Co.

PREPARATION

A. General:

1. Prepare surfaces to receive paint: Thoroughly clean off substances that may interfere with proper adhesion of paint, INCLUDING REMOVAL OF ALL WALL PAPER AND BORDERS. **We will allow for additional cost for surfaces that require extensive preparation beyond the per unit price.** Please refer to Division 1 Summary of work for definitions.
2. Fill dents, cracks, hollow places, open joints, and other irregularities with filler suitable for purpose and, after setting, sand to smooth finish.
3. Prime surfaces not more than 8 hrs. after cleaning. Use proper ventilation per industry standard.
4. Do not paint when air is dust-laden or when weather and temperature conditions are unsuitable.
5. Comply with manufacturer's recommendations and these Specifications with respect to application and drying period temperatures and application conditions.
6. Lightly sand surfaces to remove blemishes to ensure a smooth finish.
7. Vacuum all surfaces to remove any dust and dirt before start of painting to prevent rising of dust during painting operations.
8. Apply prime coats after completion of surface preparation to prevent contamination of substrate.

B. Gypsum Drywall: Repair cracks and holes with finishing compound; sand smooth after drying. At locations where wall joints, which had been taped, have wrinkled, bulged, bubbled, etc., the existing tape is to be cut out. Apply new joint compound, re-tape, prime and finish paint.

C. Ceiling texture: Verify that materials do not contain Asbestos with the LHA before proceeding to scrape, clean and reapply texture to areas which have peeled, cracked or flaked before painting operation begins.

Allow for 10% of ceiling area to require scraping, cleaning and reapplying of texture

D. Metal:

1. General:

- a. Sandpaper to remove roughness, loose edges, splinters, or splinters and then brush to remove dust.
- b. Touch up / prime those areas before painting.

APPLICATIONS

A. Mixing:

1. Mix materials thoroughly and strain if necessary.
2. Do not change ready-mixed materials except according to manufacturer's instructions.

B. Application:

1. Apply materials with care to uniform and proper film thickness.
2. Apply with minimum brush marks.
3. Insure finishes are uniform in sheen, color, and texture.
4. Allow coats to dry minimum required by manufacturer before applying succeeding coats. (Includes drywall, compound, ceiling texture, primer, and finish paint.)

ADJUSTING AND CLEANING

- A. Remove paint spots, oil or stains upon adjacent surfaces not requiring painting and leave entire job clean.

END OF SECTION OF DIVISION 2

CONTRACT PROCEDURES

Contract Administration:

Any revision to the contracts, including the scope of work, must be made in writing and approved only by the housing authority.

The housing authority will provide a list of units to be painted or will initiate other special request via email or phone call.

All invoices and weekly certified payroll forms are to be emailed to ap@leominsterha.com or sent to:

Awarding Authority (List the authority under contract)
Attn: Accounts Payable
100 Main St.
Leominster, MA 01453

ATTACHMENTS

1. Bidder's Checklist
2. Bid Form
3. Qualifications and References Form
4. Model Owner-Contractor Agreement
5. Certificate of Corporate Vote of Authorization
6. Payment Bond Form
7. Performance Bond Form
8. MA Weekly Certified Payroll Form
9. MA Weekly Payroll Statement of Compliance
10. MA Prevailing Wage Schedule

BIDDER'S CHECKLIST

This Form Does Not Have to be Submitted

To ensure your bids are acceptable to the awarding authorities, and are not rejected due to mistakes, we are providing this checklist for your convenience. It does not have to be included with your bid.

ALL Bidders

- ☐ 1. Did you use the appropriate bid form provided?
- ☐ 2. Did you submit a five (5)% bid deposit for each housing authority and make each bid deposit out to each individual housing authority?
- ☐ 2. Did you add any information not called for, or acknowledged an addendum or alternate that does not exist, which would make your proposal conditional or obscure, and lead to a protest?
- ☐ 3. Is your bid form **SIGNED**?
- ☐ 4. Did you submit a list of all contracts performed in the past two years that are similar in size and scope and included their contact information?
- ☐ 5. Did you acknowledged all addenda issued, and followed the instructions contained therein?

THIS FORM DOES NOT HAVE TO BE SUBMITTED

ON-CALL PAINTING BID FORM

A. Proposed Fee Schedules:

Please enter per bedroom and square foot pricing for each housing authority below. Next, multiply the estimated number units and sum in the total column. Sum all totals to determine the estimated one year contract total amounts for each housing authority. **Carry all housing authority one year estimated totals to table on page 28. Sum all four housing authorities estimated one year contracts to produce the total bid amount.**

Leominster Housing Authority Proposed Fee Schedule

Development	Unit Type	*Est. # Units	Unit Price	Total (Multiply Est. # Units by Unit Price)
Allencrest	2 Bedroom	7	\$	\$
Allencrest	3 Bedroom	4	\$	\$
Scattered Sites	3 Bedroom	4	\$	\$
Scattered Sites	4 Bedroom	4	\$	\$
Laurie Dr.	1 Bedroom	6	\$	\$
Notre Dame	1 Bedroom	6	\$	\$
Sunset Tower	1 Bedroom	6	\$	\$
Lapierre East	1 Bedroom	6	\$	\$
Anne O'Connor	1 Bedroom	4	\$	\$
SF General Painting Occupied Unit or Single Family	Per Square Foot	3000	\$ PER SF	\$
SF Common Area Painting	Per Square Foot	2000	\$ PER SF	\$
SF Popcorn Application	Per Square Foot	1500	\$ PER SF	\$
LHA Estimated Contract Total				\$

Lunenburg Housing Authority Proposed Fee Schedule

Development	# Bedrooms	*Est. # Units	Unit Price	Total (Multiply Est. # Units by Unit Price)
Pearl Brook Apts.	1	6	\$	\$
Pearl Brook Apts	2	2	\$	\$
Pearl Brook Apts.	3	2	\$	\$
SF General Painting Occupied Unit or Single Family	Per Square Foot	250	\$ PER SF	\$
SF Common Area Painting	Per Square Foot	250	\$ PER SF	\$
SF Popcorn Application	Per Square Foot	250	\$ PER SF	\$
LUHA Estimated Total Contract				\$

Sterling Housing Authority Proposed Fee Schedule

Development	# Bedrooms	*Est. # Units	Unit Price	Total (Multiply Est. # Units by Unit Price)
Sholan Terrace	1	4	\$	\$
SF General Painting Occupied Unit or Single Family	Per Square Foot	250	\$ PER SF	\$
SF Common Area Painting	Per Square Foot	250	\$ PER SF	\$
SF Popcorn Application	Per Square Foot	250	\$ PER SF	\$
SHA Estimated Total Contract				\$

West Boylston Housing Authority Proposed Fee Schedule

Development	# Bedrooms	*Est. # Units	Unit Price	Total (Multiply Est. # Units by Unit Price)
Orchard Knoll-Elderly	1	5	\$	\$
Orchard Knoll-Family	2	2	\$	\$
Orchard Knoll-Family	3	2	\$	\$
SF General Painting Occupied Unit or Single Family	Per Square Foot	500	\$ PER SF	\$
SF Common Area Painting	Per Square Foot	500	\$ PER SF	\$
SF Popcorn Application	Per Square Foot	100	\$ PER SF	\$
WBHA Estimated Total Contract				\$

Holden Housing Authority Proposed Fee Schedule

Development	# Bedrooms	*Est. # Units	Unit Price	Total (Multiply Est. # Units by Unit Price)
Checkerberry-Elderly	1	5	\$	\$
Holden Commons-Family	2	2	\$	\$
Holden Commons-Family	3	2	\$	\$
SF General Painting Occupied Unit or Single Family	Per Square Foot	500	\$ PER SF	\$
SF Common Area Painting	Per Square Foot	500	\$ PER SF	\$
SF Popcorn Application	Per Square Foot	100	\$ PER SF	\$
HHA Estimated Total Contract				\$

Total Estimated Contract Amounts

Carry the total estimated contract amounts from the tables above for each housing authority and enter in the below tables. Calculate your bid deposits using five percent (5%) of the estimated total contract for each housing authority. Sum all housing authority contracts to determine the estimated total for all five housing authorities. All five contracts will be awarded to the sole bidder who provides the lowest estimated total for all five housing authorities.

Housing Authority	Total Estimated Contract	Bid Deposit Percent	Bid Deposit Amount
Leominster Housing Authority	\$	5%	\$
Lunenburg Housing Authority	\$	5%	\$
Sterling Housing Authority	\$	5%	\$
West Boylston Housing Authority	\$	5%	\$
Holden Housing Authority	\$	5%	\$
Estimated Total for All Five Housing Authorities	\$		

- B. The undersigned agrees that if performance and labor bonds are required (required for all contracts greater than \$25,000) we will within five days, Saturdays, Sundays, and legal holidays excluded, after presentation thereof by the awarding authority, execute a contract in accordance with the terms of this bid and furnish a performance bond and also a labor and materials or payment bond, each of a surety company qualified to do business under the laws of the Commonwealth and satisfactory to the awarding authority and each in the sum of the contract price, the premiums for which are to be paid by the contractor and are included in the contract price, provided, however, that if there is more than 1 surety company, the surety companies shall be jointly and severally liable.
- C. The undersigned hereby certifies that he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work; that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that he will comply fully with all laws and regulations applicable to awards made subject to section 44A.
- D. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth under the provisions of section

twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

- E. The undersigned certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean natural person, joint venture, partnership, corporation or other business or legal entity.
- F. Pursuant to MGL c.62(C) Sec. 49(a), the individual signing this CERTIFICATION on behalf of the Company, hereby certifies, under the penalties of perjury, that to the best of his/her knowledge and belief the Company has complied with any and all applicable state tax laws.

This Bid Includes Addenda # (if issued) _____

Prompt Pay Discount Offer _____ % _____ Days Net 30

Company _____

Name _____

Street Address _____

Mailing Address _____

City, State, Zip Code _____

Telephone Number _____ E-Mail Address _____

Signature: _____ Date: _____

Title: _____

QUALIFICATIONS AND REFERENCES FORM

1) CONTRACTOR QUALIFICATION DATA

- a) How many years has your firm been in business under its present business name and business organization structure? _____ years
- b) How many years has your firm been regularly and actively engaged in the painting business, performing the type of work described in the Scope of Work" _____
_____ years
- c) Your firm can respond and be onsite for work within _____ days from a request.

2) REFERENCES

List all current and previous contracts (similar in size and scope to this project) from the past year (1). For more space, copy this page (or attach your own list to provide information below).

Name of Owner / Firm / Entity	Phone and Email	Project / Work Begin Date

I certify this information contained herein is complete and accurate.

Printed Name: _____ Signature: _____

THIS FORM MUST BE SUBMITTED WITH BID

MODEL OWNER-CONTRACTOR AGREEMENT

(This is a sample for your reference only. There is no need to submit a signed copy of this contract with bid submission). The selected contractor will sign a contract once the contract is awarded)

THIS AGREEMENT, made this day of, in the year Two Thousand eighteen (2018), by and between, hereinafter called the "Contractor", and the Housing Authority, a public body, politic and corporate, organized and existing under the Housing Authority Law of the Commonwealth of Massachusetts, hereinafter called the "Authority",

WITNESSTH, that the Contractor and the Authority for the consideration stated herein agree as follows:

Article 1. Statement of Work.

The Contractor shall furnish all labor, services and insurance, and perform and complete all work required by and in strict accordance with the specifications for. Said Specifications and proposal form are incorporated herein by reference and are made a part hereof.

Article 2. Contract Consideration.

The Authority shall pay the Contractor for the performance of the contract _____

Article 3. Contract Term.

Article 4. Contract Documents. The Contract shall consist of the following component parts

- A. This Instrument
- B. RFP Specifications
- C. Price Proposal Form Received from Contractor

This instrument, together with other documents enumerated in this Article 4, which said other documents are as fully a part of the Contract as if hereto attached or herein repeated, form the Contract. In the event that any provision in any component part of this Contract conflicts with any provision of any other component part, the provision of the component part first enumerated in this Article 4 shall govern, except as otherwise specifically stated. The various provisions in Addenda shall be construed in the order of preference of the component part of the Contract which each modifies.

IN WITNESS, WHEREOF, the parties hereto have caused this Instrument to be executed in one original counterpart as of the day and year first above written.

Attest:

(Contractor)

By _____

Title _____

Business Address:

(Street)

(City) (State) (Zip Code)

HOUSING AUTHORITY

By:

Title:

Business Address:

CERTIFICATE OF CORPORATE VOTE OF AUTHORIZATION

Date: _____ 20____

I hereby certify that a meeting of the Board of Directors of the:

NAME OF CORPORATION

duly called and held at _____ on the ____ day of _____ 20____

at which a quorum was present and acting, it was voted that _____

NAME OF CORPORATE OFFICER

of the _____, be and hereby is authorized to execute and deliver

NAME OF CORPORATION

for and on behalf of the Corporation, a Contract with _____ Housing Authority, for

work to be done at State-Aided Housing Development No. _____ in the City/Town of _____

And to act as principal to execute bonds in connection therewith, which Contract and Bonds were presented to and made part of the records of said meeting.

I further certify that _____ is duly qualified and acting

NAME OF CORPORATE OFFICER

_____ of the Corporation and that said vote has not been repealed,

TITLE

rescinded or amended.

A true copy of the record,

ATTEST: _____

(CORPORATE SEAL)

On this ____ day of _____ 20____, before me, the undersigned Notary Public, personally appeared _____, duly designated by the board of directors and proved to me, through satisfactory evidence of identification, which was _____, that s/he is the person whose name is signed on the foregoing documents, and acknowledged to me that s/he signed it voluntarily for its stated purpose and that it was her/his free act and deed.

Notary Public

My Commission Expires:

BOND NO. _____

PAYMENT BOND

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

KNOW ALL MEN BY THESE PRESENTS:

That we, _____, as **Principal**, and
_____, as **Surety**,
are held and firmly bound unto the _____ **HOUSING AUTHORITY**, as **Obligee**,
in the sum of _____ dollars (\$ _____)
to be paid to the Obligee, for which payments, well and truly to be made, we bind ourselves, our respective
heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the said **Principal** has made a contract with the **Obligee**, bearing the date of _____, 20____
for the _____ in _____, Massachusetts.
PROJECT TITLE

NOW the conditions of this obligation are such that if the **Principal** and all subcontractors under said contract
shall pay for all labor performed or furnished and for all materials used or employed in said contract and in any
and all duly authorized modifications, alterations, extensions of time, changes or additions to said contract
that may hereafter be made, notice to the **Surety** of such modifications, alterations, extensions of time,
changes or additions being hereby waived, the foregoing to include any other purposes or items set out in, and
to be subject to, provisions of M.G.L. c.30 §39A, and M.G.L. c.149 §29, as amended, then this obligation shall
become null and void; otherwise it shall remain in full force and virtue.

IN WITNESS WHEREOF, the **Principal** and **Surety** have hereunto set their hands and seals this:
_____ Day of _____ 20____

PRINCIPAL _____

SURETY _____

By: _____

By: _____

SEAL

ATTORNEY-IN FACT

Attest: _____

Attest: _____

The rate for this bond is _____% for the first \$ _____ and _____% for the next \$ _____

The total premium for this bond is \$ _____

BOND NO. _____

PERFORMANCE BOND

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

KNOW ALL MEN BY THESE PRESENTS:

That we, _____, as **Principal**, and
_____, as **Surety**,
are held and firmly bound unto the _____ **HOUSING AUTHORITY**, as **Obligee**,
in the sum of _____ dollars (\$ _____)
to be paid to the Obligee, for which payments, well and truly to be made, we bind ourselves, our respective
heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the said **Principal** has made a contract with the **Obligee**, bearing the date of _____, 20____
for the _____ in _____, Massachusetts.
PROJECT TITLE

NOW, the condition of this obligation is such that if the **Principal** and all Subcontractors under said contract
shall well and truly keep and perform all the undertakings, covenants, agreement, terms and conditions of said
contract on its part to be kept and performed during the original term of said contract and any extensions
thereof that may be granted by the Obligee, with or without notice to the **Surety**, and during the life and any
guarantee required under the contract, and shall also well and truly keep and perform all the undertakings,
covenants, agreements, terms and conditions of any and all duly authorized modifications, alterations changes
or additions to said contract that may hereafter be made, notice to the **Surety** of such modifications,
alterations, changes or additions being hereby waived, then this obligation shall become null and void;
otherwise, it shall remain in full force and virtue.

IN THE EVENT, that the contract is abandoned by the **Principal**, or in the event that the Obligee, under the
provisions of Article 19 of the General Conditions of said contract terminates the employment of the **Principal**
or the authority of the **Principal** to continue the work, said **Surety** hereby further agrees that said **Surety** shall,
if requested in writing by the Obligee, take such action as is necessary to complete said contract.

IN WITNESS WHEREOF, the **Principal** and **Surety** have hereunto set their hands and seals this:

_____ Day of _____ 20____

PRINCIPAL _____

SURETY _____

By: _____

By: _____

SEAL

ATTORNEY-IN FACT

Attest: _____

Attest: _____

The rate for this bond is _____% for the first \$ _____ and _____% for the next \$ _____

The total premium for this bond is \$ _____

[illegible]

Page _____ of _____

Date received by awarding authority
/ /

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c149, section 27B, a true and accurate record must be kept of all persons employed on the public works construction project for which the enclosed rates have been provided. The *Weekly Payroll Report Form* includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the project.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. This is required to be done on a weekly basis. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor or public body shall furnish to the Executive Office of Labor within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

STATEMENT OF COMPLIANCE

Date: ____ / ____ / 20____

I, _____, _____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____

Title _____

MA PREVAILING WAGE SCHEDULE



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Leominster Housing Authority

Contract Number:

City/Town: WORCESTER

Description of Work: On-Call Painting

Job Location: 100 Main St

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)</i>	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (WORCESTER)</i>	02/01/2025	\$63.66	\$11.49	\$22.90	\$0.00	\$98.05
	08/01/2025	\$65.81	\$11.49	\$22.90	\$0.00	\$100.20
	02/01/2026	\$67.16	\$11.49	\$22.90	\$0.00	\$101.55
	08/01/2026	\$69.36	\$11.49	\$22.90	\$0.00	\$103.75
	02/01/2027	\$70.76	\$11.49	\$22.90	\$0.00	\$105.15

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Worcester

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.83	\$11.49	\$22.90	\$0.00	\$66.22
2	60	\$38.20	\$11.49	\$22.90	\$0.00	\$72.59
3	70	\$44.56	\$11.49	\$22.90	\$0.00	\$78.95
4	80	\$50.93	\$11.49	\$22.90	\$0.00	\$85.32
5	90	\$57.29	\$11.49	\$22.90	\$0.00	\$91.68

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.91	\$11.49	\$22.90	\$0.00	\$67.30
2	60	\$39.49	\$11.49	\$22.90	\$0.00	\$73.88
3	70	\$46.07	\$11.49	\$22.90	\$0.00	\$80.46
4	80	\$52.65	\$11.49	\$22.90	\$0.00	\$87.04
5	90	\$59.23	\$11.49	\$22.90	\$0.00	\$93.62

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	12/01/2024	\$47.35	\$9.90	\$19.05	\$0.00	\$76.30
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$48.85	\$9.90	\$19.05	\$0.00	\$77.80
	12/01/2025	\$50.35	\$9.90	\$19.05	\$0.00	\$79.30
	06/01/2026	\$51.90	\$9.90	\$19.05	\$0.00	\$80.85
	12/01/2026	\$53.40	\$9.90	\$19.05	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
	12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
	06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
	12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN	12/01/2024	\$46.53	\$9.90	\$19.05	\$0.00	\$75.48
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$48.03	\$9.90	\$19.05	\$0.00	\$76.98
	12/01/2025	\$49.53	\$9.90	\$19.05	\$0.00	\$78.48
	06/01/2026	\$51.08	\$9.90	\$19.05	\$0.00	\$80.03
	12/01/2026	\$52.58	\$9.90	\$19.05	\$0.00	\$81.53

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2025	\$49.62	\$9.83	\$19.97	\$0.00	\$79.42
	09/01/2025	\$50.87	\$9.83	\$19.97	\$0.00	\$80.67
	03/01/2026	\$52.12	\$9.83	\$19.97	\$0.00	\$81.92
	09/01/2026	\$53.37	\$9.83	\$19.97	\$0.00	\$83.17
	03/01/2027	\$54.62	\$9.83	\$19.97	\$0.00	\$84.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
2	45	\$22.33	\$9.83	\$1.73	\$0.00	\$33.89
3	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
4	55	\$27.29	\$9.83	\$3.40	\$0.00	\$40.52
5	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
6	70	\$34.73	\$9.83	\$16.51	\$0.00	\$61.07
7	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77
8	80	\$39.70	\$9.83	\$18.24	\$0.00	\$67.77

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45
2	45	\$22.89	\$9.83	\$1.73	\$0.00	\$34.45
3	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21
4	55	\$27.98	\$9.83	\$3.40	\$0.00	\$41.21
5	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95
6	70	\$35.61	\$9.83	\$16.51	\$0.00	\$61.95
7	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77
8	80	\$40.70	\$9.83	\$18.24	\$0.00	\$68.77

Notes:

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
	10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67

Classification	Effective Date		Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
All Aspects of New Wood Frame Work							
Apprentice - CARPENTER (Wood Frame) - Zone 3							
Effective Date - 10/01/2024							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01	
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01	
3	65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.34	
4	70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.68	
5	75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.81	
6	80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.14	
7	85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.47	
8	90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.81	
Effective Date - 10/01/2025							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67	
2	60	\$16.65	\$7.02	\$0.00	\$0.00	\$23.67	
3	65	\$18.04	\$7.02	\$1.00	\$0.00	\$26.06	
4	70	\$19.43	\$7.02	\$1.00	\$0.00	\$27.45	
5	75	\$20.81	\$7.02	\$4.80	\$0.00	\$32.63	
6	80	\$22.20	\$7.02	\$4.80	\$0.00	\$34.02	
7	85	\$23.59	\$7.02	\$4.80	\$0.00	\$35.41	
8	90	\$24.98	\$7.02	\$4.80	\$0.00	\$36.80	
Notes:							
Apprentice to Journeyworker Ratio:1:5							
CEMENT MASONRY/PLASTERING		07/01/2024	\$49.19	\$13.35	\$24.21	\$1.80	\$88.55
BRICKLAYERS LOCAL 3 (WORCESTER)							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CEMENT MASONRY/PLASTERING - Worcester

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.60	\$13.35	\$16.43	\$0.00	\$54.38
2	60	\$29.51	\$13.35	\$19.21	\$1.80	\$63.87
3	65	\$31.97	\$13.35	\$20.21	\$1.80	\$67.33
4	70	\$34.43	\$13.35	\$21.21	\$1.80	\$70.79
5	75	\$36.89	\$13.35	\$22.21	\$1.80	\$74.25
6	80	\$39.35	\$13.35	\$23.21	\$1.80	\$77.71
7	90	\$44.27	\$13.35	\$24.21	\$1.80	\$83.63

Notes:

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

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2024	\$58.18	\$15.55	\$16.50	\$0.00	\$90.23
	06/01/2025	\$59.51	\$15.55	\$16.50	\$0.00	\$91.56
	12/01/2025	\$60.98	\$15.55	\$16.50	\$0.00	\$93.03
	06/01/2026	\$62.31	\$15.55	\$16.50	\$0.00	\$94.36
	12/01/2026	\$63.79	\$15.55	\$16.50	\$0.00	\$95.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$47.25	\$9.90	\$18.90	\$0.00	\$76.05
LABORERS - ZONE 2	06/02/2025	\$48.75	\$9.90	\$18.90	\$0.00	\$77.55
	12/01/2025	\$50.25	\$9.90	\$18.90	\$0.00	\$79.05
	06/01/2026	\$51.80	\$9.90	\$18.90	\$0.00	\$80.60
	12/07/2026	\$53.30	\$9.90	\$18.90	\$0.00	\$82.10
	06/07/2027	\$54.90	\$9.90	\$18.90	\$0.00	\$83.70
	12/06/2027	\$56.50	\$9.90	\$18.90	\$0.00	\$85.30
	06/05/2028	\$58.18	\$9.90	\$18.90	\$0.00	\$86.98
	12/04/2028	\$59.85	\$9.90	\$18.90	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR	12/02/2024	\$47.00	\$9.90	\$18.90	\$0.00	\$75.80
LABORERS - ZONE 2	06/02/2025	\$48.50	\$9.90	\$18.90	\$0.00	\$77.30
	12/01/2025	\$50.00	\$9.90	\$18.90	\$0.00	\$78.80
	06/01/2026	\$51.55	\$9.90	\$18.90	\$0.00	\$80.35
	12/07/2026	\$53.05	\$9.90	\$18.90	\$0.00	\$81.85
	06/07/2027	\$54.65	\$9.90	\$18.90	\$0.00	\$83.45
	12/06/2027	\$56.25	\$9.90	\$18.90	\$0.00	\$85.05
	06/05/2028	\$57.93	\$9.90	\$18.90	\$0.00	\$86.73
	12/04/2028	\$59.60	\$9.90	\$18.90	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/02/2024	\$46.25	\$9.90	\$18.90	\$0.00	\$75.05
LABORERS - ZONE 2	06/02/2025	\$47.75	\$9.90	\$18.90	\$0.00	\$76.55
	12/01/2025	\$49.25	\$9.90	\$18.90	\$0.00	\$78.05
	06/01/2026	\$50.80	\$9.90	\$18.90	\$0.00	\$79.60
	12/07/2026	\$52.30	\$9.90	\$18.90	\$0.00	\$81.10
	06/07/2027	\$53.90	\$9.90	\$18.90	\$0.00	\$82.70
	12/06/2027	\$55.50	\$9.90	\$18.90	\$0.00	\$84.30
	06/05/2028	\$57.18	\$9.90	\$18.90	\$0.00	\$85.98
	12/04/2028	\$58.85	\$9.90	\$18.90	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2024	\$78.11	\$10.08	\$24.29	\$0.00	\$112.48
PILE DRIVER LOCAL 56 (ZONE 2)						
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate						
DIVER TENDER	08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
PILE DRIVER LOCAL 56 (ZONE 2)						
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate						
DIVER TENDER (EFFLUENT)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
PILE DRIVER LOCAL 56 (ZONE 2)						
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 96</i>	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34

Apprentice - *ELECTRICIAN - Local 96*

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.82	\$13.99	\$0.56	\$0.00	\$33.37
2	45	\$21.17	\$13.99	\$0.64	\$0.00	\$35.80
3	48	\$22.58	\$13.99	\$15.79	\$0.00	\$52.36
4	55	\$25.88	\$13.99	\$16.26	\$0.00	\$56.13
5	65	\$30.58	\$13.99	\$16.91	\$0.00	\$61.48
6	80	\$37.64	\$13.99	\$17.90	\$0.00	\$69.53

Effective Date - 09/07/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.26	\$14.98	\$0.58	\$0.00	\$34.82
2	45	\$21.67	\$14.98	\$0.65	\$0.00	\$37.30
3	48	\$23.12	\$14.98	\$16.09	\$0.00	\$54.19
4	55	\$26.49	\$14.98	\$16.57	\$0.00	\$58.04
5	65	\$31.30	\$14.98	\$17.25	\$0.00	\$63.53
6	80	\$38.53	\$14.98	\$18.26	\$0.00	\$71.77

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i>	01/01/2025	\$62.83	\$16.28	\$21.36	\$0.00	\$100.47
	01/01/2026	\$63.68	\$16.38	\$21.76	\$0.00	\$101.82
	01/01/2027	\$64.53	\$16.48	\$22.16	\$0.00	\$103.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.42	\$16.28	\$0.00	\$0.00	\$47.70
2	55	\$34.56	\$16.28	\$21.36	\$0.00	\$72.20
3	65	\$40.84	\$16.28	\$21.36	\$0.00	\$78.48
4	70	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
5	80	\$50.26	\$16.28	\$21.36	\$0.00	\$87.90

Effective Date - 01/01/2026

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.84	\$16.38	\$0.00	\$0.00	\$48.22
2	55	\$35.02	\$16.38	\$21.76	\$0.00	\$73.16
3	65	\$41.39	\$16.38	\$21.76	\$0.00	\$79.53
4	70	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
5	80	\$50.94	\$16.38	\$21.76	\$0.00	\$89.08

Notes:

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

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2025	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2026	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
	01/01/2027	\$45.17	\$16.48	\$22.16	\$0.00	\$83.81
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/01/2024	\$51.78	\$15.30	\$16.40	\$0.00	\$83.48
OPERATING ENGINEERS LOCAL 4	05/01/2025	\$53.22	\$15.30	\$16.40	\$0.00	\$84.92
	11/01/2025	\$54.51	\$15.30	\$16.40	\$0.00	\$86.21
	05/01/2026	\$55.95	\$15.30	\$16.40	\$0.00	\$87.65
	11/01/2026	\$57.24	\$15.30	\$16.40	\$0.00	\$88.94
	05/01/2027	\$58.67	\$15.30	\$16.40	\$0.00	\$90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2024	\$53.37	\$15.30	\$16.40	\$0.00	\$85.07
OPERATING ENGINEERS LOCAL 4	05/01/2025	\$54.82	\$15.30	\$16.40	\$0.00	\$86.52
	11/01/2025	\$56.12	\$15.30	\$16.40	\$0.00	\$87.82
	05/01/2026	\$57.57	\$15.30	\$16.40	\$0.00	\$89.27
	11/01/2026	\$58.87	\$15.30	\$16.40	\$0.00	\$90.57
	05/01/2027	\$60.32	\$15.30	\$16.40	\$0.00	\$92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
	05/01/2025	\$26.22	\$15.30	\$16.40	\$0.00	\$57.92
	11/01/2025	\$26.98	\$15.30	\$16.40	\$0.00	\$58.68
	05/01/2026	\$27.83	\$15.30	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.59	\$15.30	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.44	\$15.30	\$16.40	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 96</i>	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINT/COMMISSIONING <i>ELECTRICIANS LOCAL 96</i>	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$45.96	\$15.55	\$16.50	\$0.00	\$78.01
	06/01/2025	\$47.02	\$15.55	\$16.50	\$0.00	\$79.07
	12/01/2025	\$48.19	\$15.55	\$16.50	\$0.00	\$80.24
	06/01/2026	\$49.25	\$15.55	\$16.50	\$0.00	\$81.30
	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$27.01	\$9.90	\$18.46	\$0.00	\$55.37
	06/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	12/01/2025	\$28.09	\$9.90	\$18.46	\$0.00	\$56.45
	06/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
	12/01/2026	\$29.21	\$9.90	\$18.46	\$0.00	\$57.57
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE II</i>	03/01/2024	\$49.47	\$8.83	\$20.27	\$0.00	\$78.57

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 03/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.74	\$8.83	\$1.76	\$0.00	\$35.33
2	55	\$27.21	\$8.83	\$1.76	\$0.00	\$37.80
3	60	\$29.68	\$8.83	\$3.52	\$0.00	\$42.03
4	65	\$32.16	\$8.83	\$3.52	\$0.00	\$44.51
5	70	\$34.63	\$8.83	\$16.75	\$0.00	\$60.21
6	75	\$37.10	\$8.83	\$16.75	\$0.00	\$62.68
7	80	\$39.58	\$8.83	\$18.51	\$0.00	\$66.92
8	85	\$42.05	\$8.83	\$18.51	\$0.00	\$69.39

Notes: Steps are 750 hrs.
 % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.63/ 3&4 \$39.28/ 5&6 \$59.86/ 7&8 \$66.52

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i>	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
2	60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
3	65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
4	70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
5	75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
6	80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
7	85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
8	90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$32.08	\$0.00	\$0.00	\$0.00	\$32.08
2	60	\$35.00	\$15.55	\$16.50	\$0.00	\$67.05
3	65	\$37.91	\$15.55	\$16.50	\$0.00	\$69.96
4	70	\$40.83	\$15.55	\$16.50	\$0.00	\$72.88
5	75	\$43.75	\$15.55	\$16.50	\$0.00	\$75.80
6	80	\$46.66	\$15.55	\$16.50	\$0.00	\$78.71
7	85	\$49.58	\$15.55	\$16.50	\$0.00	\$81.63
8	90	\$52.50	\$15.55	\$16.50	\$0.00	\$84.55

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 96</i>	09/01/2024	\$47.05	\$13.99	\$19.22	\$0.00	\$80.26
	09/07/2025	\$48.16	\$14.98	\$19.60	\$0.00	\$82.74
	09/06/2026	\$49.38	\$15.96	\$20.00	\$0.00	\$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS LOCAL 4</i>	03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
	09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
	03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS LOCAL 4</i>	03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
	09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
	03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.70	\$9.90	\$18.36	\$0.00	\$67.96
	06/01/2025	\$41.09	\$9.90	\$18.36	\$0.00	\$69.35
	12/01/2025	\$42.47	\$9.90	\$18.36	\$0.00	\$70.73
	06/01/2026	\$43.91	\$9.90	\$18.36	\$0.00	\$72.17
	12/01/2026	\$45.35	\$9.90	\$18.36	\$0.00	\$73.61
	06/01/2027	\$46.80	\$9.90	\$18.36	\$0.00	\$75.06
	12/01/2027	\$48.25	\$9.90	\$18.36	\$0.00	\$76.51
	06/01/2028	\$49.75	\$9.90	\$18.36	\$0.00	\$78.01
	12/01/2028	\$51.25	\$9.90	\$18.36	\$0.00	\$79.51

For apprentice rates see "Apprentice- LABORER"

HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.70	\$9.90	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.09	\$9.90	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.47	\$9.90	\$18.46	\$0.00	\$70.83
	06/01/2026	\$43.91	\$9.90	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.35	\$9.90	\$18.46	\$0.00	\$73.71

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

INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)</i>	09/01/2024	\$51.23	\$14.75	\$19.61	\$0.00	\$85.59
	09/01/2025	\$54.31	\$14.75	\$19.61	\$0.00	\$88.67
	09/01/2026	\$57.38	\$14.75	\$19.61	\$0.00	\$91.74

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Worcester

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.62	\$14.75	\$14.32	\$0.00	\$54.69
2	60	\$30.74	\$14.75	\$15.37	\$0.00	\$60.86
3	70	\$35.86	\$14.75	\$16.43	\$0.00	\$67.04
4	80	\$40.98	\$14.75	\$17.49	\$0.00	\$73.22

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.16	\$14.75	\$14.32	\$0.00	\$56.23
2	60	\$32.59	\$14.75	\$15.37	\$0.00	\$62.71
3	70	\$38.02	\$14.75	\$16.43	\$0.00	\$69.20
4	80	\$43.45	\$14.75	\$17.49	\$0.00	\$75.69

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (WORCESTER AREA)</i>	03/16/2024	\$53.67	\$8.35	\$26.70	\$0.00	\$88.72
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Apprentice - IRONWORKER - Local 7 Worcester

Effective Date - 03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$32.20	\$8.35	\$26.70	\$0.00	\$67.25
2	70	\$37.57	\$8.35	\$26.70	\$0.00	\$72.62
3	75	\$40.25	\$8.35	\$26.70	\$0.00	\$75.30
4	80	\$42.94	\$8.35	\$26.70	\$0.00	\$77.99
5	85	\$45.62	\$8.35	\$26.70	\$0.00	\$80.67
6	90	\$48.30	\$8.35	\$26.70	\$0.00	\$83.35

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						

LABORER LABORERS - ZONE 2	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.37	\$9.90	\$18.36	\$0.00	\$51.63
2	70	\$27.27	\$9.90	\$18.36	\$0.00	\$55.53
3	80	\$31.16	\$9.90	\$18.36	\$0.00	\$59.42
4	90	\$35.06	\$9.90	\$18.36	\$0.00	\$63.32

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.20	\$9.90	\$18.36	\$0.00	\$52.46
2	70	\$28.24	\$9.90	\$18.36	\$0.00	\$56.50
3	80	\$32.27	\$9.90	\$18.36	\$0.00	\$60.53
4	90	\$36.31	\$9.90	\$18.36	\$0.00	\$64.57

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.34	\$9.90	\$18.46	\$0.00	\$68.70
	12/01/2025	\$41.72	\$9.90	\$18.46	\$0.00	\$70.08
	06/01/2026	\$43.16	\$9.90	\$18.46	\$0.00	\$71.52
	12/01/2026	\$44.60	\$9.90	\$18.46	\$0.00	\$72.96

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.37	\$9.90	\$18.46	\$0.00	\$51.73
2	70	\$27.27	\$9.90	\$18.46	\$0.00	\$55.63
3	80	\$31.16	\$9.90	\$18.46	\$0.00	\$59.52
4	90	\$35.06	\$9.90	\$18.46	\$0.00	\$63.42

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.20	\$9.90	\$18.46	\$0.00	\$52.56
2	70	\$28.24	\$9.90	\$18.46	\$0.00	\$56.60
3	80	\$32.27	\$9.90	\$18.46	\$0.00	\$60.63
4	90	\$36.31	\$9.90	\$18.46	\$0.00	\$64.67

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i>	12/02/2024	\$39.04	\$9.90	\$18.42	\$0.00	\$67.36
	06/02/2025	\$40.43	\$9.90	\$18.42	\$0.00	\$68.75
	12/01/2025	\$41.81	\$9.90	\$18.42	\$0.00	\$70.13
	06/01/2026	\$43.25	\$9.90	\$18.42	\$0.00	\$71.57
	12/07/2026	\$44.69	\$9.90	\$18.42	\$0.00	\$73.01
	06/07/2027	\$46.14	\$9.90	\$18.42	\$0.00	\$74.46
	12/06/2027	\$47.59	\$9.90	\$18.42	\$0.00	\$75.91
	06/05/2028	\$49.09	\$9.90	\$18.42	\$0.00	\$77.41
	12/04/2028	\$50.59	\$9.90	\$18.42	\$0.00	\$78.91
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	12/01/2024	\$38.95	\$9.90	\$18.36	\$0.00	\$67.21
	06/01/2025	\$40.34	\$9.90	\$18.36	\$0.00	\$68.60
	12/01/2025	\$41.72	\$9.90	\$18.36	\$0.00	\$69.98
	06/01/2026	\$43.16	\$9.90	\$18.36	\$0.00	\$71.42
	12/01/2026	\$44.60	\$9.90	\$18.36	\$0.00	\$72.86
	06/01/2027	\$46.05	\$9.90	\$18.36	\$0.00	\$74.31
	12/01/2027	\$47.50	\$9.90	\$18.36	\$0.00	\$75.76
	06/01/2028	\$49.00	\$9.90	\$18.36	\$0.00	\$77.26
	12/01/2028	\$50.50	\$9.90	\$18.36	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

Classification			Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile								
Effective Date - 02/01/2025								
Step	percent			Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50			\$25.18	\$11.49	\$21.62	\$0.00	\$58.29
2	60			\$30.22	\$11.49	\$21.62	\$0.00	\$63.33
3	70			\$35.25	\$11.49	\$21.62	\$0.00	\$68.36
4	80			\$40.29	\$11.49	\$21.62	\$0.00	\$73.40
5	90			\$45.32	\$11.49	\$21.62	\$0.00	\$78.43
Effective Date - 08/01/2025								
Step	percent			Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50			\$26.04	\$11.49	\$21.62	\$0.00	\$59.15
2	60			\$31.25	\$11.49	\$21.62	\$0.00	\$64.36
3	70			\$36.46	\$11.49	\$21.62	\$0.00	\$69.57
4	80			\$41.66	\$11.49	\$21.62	\$0.00	\$74.77
5	90			\$46.87	\$11.49	\$21.62	\$0.00	\$79.98
Notes:								
Apprentice to Journeyworker Ratio:1:3								
MARBLE MASONS,TILELAYERS & TERRAZZO MECH			02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCAL 3 - MARBLE & TILE			08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
			02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
			08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
			02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

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

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.91	\$11.49	\$23.56	\$0.00	\$67.96
2	60	\$39.49	\$11.49	\$23.56	\$0.00	\$74.54
3	70	\$46.07	\$11.49	\$23.56	\$0.00	\$81.12
4	80	\$52.66	\$11.49	\$23.56	\$0.00	\$87.71
5	90	\$59.24	\$11.49	\$23.56	\$0.00	\$94.29

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.99	\$11.49	\$23.56	\$0.00	\$69.04
2	60	\$40.78	\$11.49	\$23.56	\$0.00	\$75.83
3	70	\$47.58	\$11.49	\$23.56	\$0.00	\$82.63
4	80	\$54.38	\$11.49	\$23.56	\$0.00	\$89.43
5	90	\$61.17	\$11.49	\$23.56	\$0.00	\$96.22

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3)	01/06/2025	\$43.48	\$10.08	\$21.22	\$0.00	\$74.78
MILLWRIGHTS LOCAL 1121 - Zone 3	01/05/2026	\$45.76	\$10.08	\$21.22	\$0.00	\$77.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 3						
Effective Date - 01/06/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.91	\$10.08	\$5.36	\$0.00	\$39.35
2	65	\$28.26	\$10.08	\$6.34	\$0.00	\$44.68
3	75	\$32.61	\$10.08	\$18.78	\$0.00	\$61.47
4	85	\$36.96	\$10.08	\$19.76	\$0.00	\$66.80
Effective Date - 01/05/2026						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$25.17	\$10.08	\$5.36	\$0.00	\$40.61
2	65	\$29.74	\$10.08	\$6.34	\$0.00	\$46.16
3	75	\$34.32	\$10.08	\$18.78	\$0.00	\$63.18
4	85	\$38.90	\$10.08	\$19.76	\$0.00	\$68.74
Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66) Steps are 2,000 hours						
Apprentice to Journeyworker Ratio:1:4						
MORTAR MIXER	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
LABORERS - ZONE 2	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	12/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$25.97	\$15.30	\$16.40	\$0.00	\$57.67
	12/01/2025	\$26.63	\$15.30	\$16.40	\$0.00	\$58.33
	06/01/2026	\$27.22	\$15.30	\$16.40	\$0.00	\$58.92
	12/01/2026	\$27.89	\$15.30	\$16.40	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS)	12/01/2024	\$31.08	\$15.30	\$16.40	\$0.00	\$62.78
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$31.80	\$15.30	\$16.40	\$0.00	\$63.50
	12/01/2025	\$32.60	\$15.30	\$16.40	\$0.00	\$64.30
	06/01/2026	\$33.32	\$15.30	\$16.40	\$0.00	\$65.02
	12/01/2026	\$34.12	\$15.30	\$16.40	\$0.00	\$65.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26
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* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.68	\$9.95	\$0.00	\$0.00	\$34.63
2	55	\$27.15	\$9.95	\$6.66	\$0.00	\$43.76
3	60	\$29.62	\$9.95	\$7.26	\$0.00	\$46.83
4	65	\$32.08	\$9.95	\$7.87	\$0.00	\$49.90
5	70	\$34.55	\$9.95	\$20.32	\$0.00	\$64.82
6	75	\$37.02	\$9.95	\$20.93	\$0.00	\$67.90
7	80	\$39.49	\$9.95	\$21.53	\$0.00	\$70.97
8	90	\$44.42	\$9.95	\$22.74	\$0.00	\$77.11

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.71	\$9.95	\$0.00	\$0.00	\$33.66
2	55	\$26.08	\$9.95	\$6.66	\$0.00	\$42.69
3	60	\$28.45	\$9.95	\$7.26	\$0.00	\$45.66
4	65	\$30.82	\$9.95	\$7.87	\$0.00	\$48.64
5	70	\$33.19	\$9.95	\$20.32	\$0.00	\$63.46
6	75	\$35.57	\$9.95	\$20.93	\$0.00	\$66.45
7	80	\$37.94	\$9.95	\$21.53	\$0.00	\$69.42
8	90	\$42.68	\$9.95	\$22.74	\$0.00	\$75.37

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86
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* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 2*

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.98	\$9.95	\$0.00	\$0.00	\$33.93
2	55	\$26.38	\$9.95	\$6.66	\$0.00	\$42.99
3	60	\$28.78	\$9.95	\$7.26	\$0.00	\$45.99
4	65	\$31.17	\$9.95	\$7.87	\$0.00	\$48.99
5	70	\$33.57	\$9.95	\$20.32	\$0.00	\$63.84
6	75	\$35.97	\$9.95	\$20.93	\$0.00	\$66.85
7	80	\$38.37	\$9.95	\$21.53	\$0.00	\$69.85
8	90	\$43.16	\$9.95	\$22.74	\$0.00	\$75.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00	\$79.92
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PAINTERS LOCAL 35 - ZONE 2

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.01	\$9.95	\$0.00	\$0.00	\$32.96
2	55	\$25.31	\$9.95	\$6.66	\$0.00	\$41.92
3	60	\$27.61	\$9.95	\$7.26	\$0.00	\$44.82
4	65	\$29.91	\$9.95	\$7.87	\$0.00	\$47.73
5	70	\$32.21	\$9.95	\$20.32	\$0.00	\$62.48
6	75	\$34.52	\$9.95	\$20.93	\$0.00	\$65.40
7	80	\$36.82	\$9.95	\$21.53	\$0.00	\$68.30
8	90	\$41.42	\$9.95	\$22.74	\$0.00	\$74.11

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2024	\$38.95	\$9.90	\$18.46	\$0.00	\$67.31
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.34	\$9.90	\$18.46	\$0.00	\$68.70
	12/01/2025	\$41.72	\$9.90	\$18.46	\$0.00	\$70.08
	06/01/2026	\$43.16	\$9.90	\$18.46	\$0.00	\$71.52
	12/01/2026	\$44.60	\$9.90	\$18.46	\$0.00	\$72.96

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

PANEL & PICKUP TRUCKS DRIVER	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
PILE DRIVER LOCAL 56 (ZONE 2)						
For apprentice rates see "Apprentice- PILE DRIVER"						

PILE DRIVER	08/01/2024	\$51.97	\$10.08	\$24.29	\$0.00	\$86.34
PILE DRIVER LOCAL 56 (ZONE 2)						

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 2							
Effective Date - 08/01/2024							
Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45		\$23.39	\$10.08	\$2.53	\$0.00	\$36.00
2	55		\$28.58	\$10.08	\$5.07	\$0.00	\$43.73
3	70		\$36.38	\$10.08	\$19.22	\$0.00	\$65.68
4	80		\$41.58	\$10.08	\$21.76	\$0.00	\$73.42
Notes: % Indentured BEFORE 8/1/2020, 50/60/70/75/80/80/90/90 Step 1 \$60.36/2 \$65.75/3 \$70.75/4 \$73.35/5&6 \$75.95/7&8 81.14							
Apprentice to Journeyworker Ratio:1:5							
PIPELAYER							
<i>LABORERS - ZONE 2</i>		12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
		06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
		12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
		06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
		12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
		06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
		12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
		06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
		12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)							
<i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>		12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
		06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
		12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
		06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
		12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBER & PIPEFITTER							
<i>PLUMBERS LOCAL 4</i>		03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
		09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
		03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PLUMBER/PIPEFITTER - Local 4

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.00	\$11.30	\$0.00	\$0.00	\$33.30
2	50	\$27.50	\$11.30	\$0.00	\$0.00	\$38.80
3	60	\$33.00	\$11.30	\$0.00	\$0.00	\$44.30
4	70	\$38.50	\$11.30	\$8.06	\$0.00	\$57.86
5	80	\$44.00	\$11.30	\$8.06	\$0.00	\$63.36

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.56	\$11.30	\$0.00	\$0.00	\$33.86
2	50	\$28.20	\$11.30	\$0.00	\$0.00	\$39.50
3	60	\$33.84	\$11.30	\$0.00	\$0.00	\$45.14
4	70	\$39.48	\$11.30	\$8.06	\$0.00	\$58.84
5	80	\$45.12	\$11.30	\$8.06	\$0.00	\$64.48

Notes:

Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85%
Step 4 w/lic \$52.59, Step 5 w/lic \$57.44

Apprentice to Journeyworker Ratio:1:3

PNEUMATIC CONTROLS (TEMP.)	03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
PLUMBERS LOCAL 4	09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
	03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87

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

PNEUMATIC DRILL/TOOL OPERATOR	12/01/2024	\$39.70	\$9.90	\$17.54	\$0.00	\$67.14
LABORERS - ZONE 2	06/01/2025	\$41.09	\$9.90	\$17.54	\$0.00	\$68.53
	12/01/2025	\$42.47	\$9.90	\$17.54	\$0.00	\$69.91
	06/01/2026	\$43.91	\$9.90	\$17.54	\$0.00	\$71.35
	12/01/2026	\$45.35	\$9.90	\$17.54	\$0.00	\$72.79
	06/01/2027	\$46.80	\$9.90	\$17.54	\$0.00	\$74.24
	12/01/2027	\$48.25	\$9.90	\$17.54	\$0.00	\$75.69
	06/01/2028	\$49.75	\$9.90	\$17.54	\$0.00	\$77.19
	12/01/2028	\$51.25	\$9.90	\$17.54	\$0.00	\$78.69

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.95	\$9.90	\$18.36	\$0.00	\$68.21
	06/01/2025	\$41.34	\$9.90	\$18.36	\$0.00	\$69.60
	12/01/2025	\$42.72	\$9.90	\$18.36	\$0.00	\$70.98
	06/01/2026	\$44.16	\$9.90	\$18.36	\$0.00	\$72.42
	12/01/2026	\$45.60	\$9.90	\$18.36	\$0.00	\$73.86
	06/01/2027	\$47.05	\$9.90	\$18.36	\$0.00	\$75.31
	12/01/2027	\$48.50	\$9.90	\$18.36	\$0.00	\$76.76
	06/01/2028	\$50.00	\$9.90	\$18.36	\$0.00	\$78.26
	12/01/2028	\$51.50	\$9.90	\$18.36	\$0.00	\$79.76
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2024	\$39.95	\$9.65	\$18.46	\$0.00	\$68.06
	06/01/2025	\$41.34	\$9.65	\$18.46	\$0.00	\$69.45
	12/01/2025	\$42.72	\$9.65	\$18.46	\$0.00	\$70.83
	06/01/2026	\$44.16	\$9.65	\$18.46	\$0.00	\$72.27
	12/01/2026	\$45.60	\$9.65	\$18.46	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - Dauphinais (Bellingham)</i>	01/01/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$45.01
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2024	\$39.20	\$9.90	\$18.36	\$0.00	\$67.46
	06/01/2025	\$40.59	\$9.90	\$18.36	\$0.00	\$68.85
	12/01/2025	\$41.97	\$9.90	\$18.36	\$0.00	\$70.23
	06/01/2026	\$43.41	\$9.90	\$18.36	\$0.00	\$71.67
	12/01/2026	\$44.85	\$9.90	\$18.36	\$0.00	\$73.11
	06/01/2027	\$46.30	\$9.90	\$18.36	\$0.00	\$74.56
	12/01/2027	\$47.75	\$9.90	\$18.36	\$0.00	\$76.01
	06/01/2028	\$49.25	\$9.90	\$18.36	\$0.00	\$77.51
	12/01/2028	\$50.75	\$9.90	\$18.36	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2025	\$52.03	\$13.28	\$21.70	\$0.00	\$87.01
	08/01/2025	\$53.53	\$13.28	\$21.70	\$0.00	\$88.51
	02/01/2026	\$54.78	\$13.28	\$21.70	\$0.00	\$89.76

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.02	\$13.28	\$15.55	\$0.00	\$54.85
2	60	\$31.22	\$13.28	\$21.70	\$0.00	\$66.20
3	65	\$33.82	\$13.28	\$21.70	\$0.00	\$68.80
4	75	\$39.02	\$13.28	\$21.70	\$0.00	\$74.00
5	85	\$44.23	\$13.28	\$21.70	\$0.00	\$79.21

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.77	\$13.28	\$15.55	\$0.00	\$55.60
2	60	\$32.12	\$13.28	\$21.70	\$0.00	\$67.10
3	65	\$34.79	\$13.28	\$21.70	\$0.00	\$69.77
4	75	\$40.15	\$13.28	\$21.70	\$0.00	\$75.13
5	85	\$45.50	\$13.28	\$21.70	\$0.00	\$80.48

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2025	\$52.28	\$13.28	\$21.70	\$0.00	\$87.26
	08/01/2025	\$53.78	\$13.28	\$21.70	\$0.00	\$88.76
	02/01/2026	\$55.03	\$13.28	\$21.70	\$0.00	\$90.01
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2025	\$42.23	\$12.20	\$18.74	\$2.13	\$75.30
Apprentice - SHEET METAL WORKER - Local 63						
Effective Date - 01/01/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.00	\$5.49	\$4.86	\$0.85	\$30.20
2	50	\$21.12	\$6.10	\$5.40	\$0.94	\$33.56
3	55	\$23.23	\$6.71	\$9.71	\$1.15	\$40.80
4	60	\$25.34	\$7.32	\$9.71	\$1.23	\$43.60
5	65	\$27.45	\$7.93	\$9.71	\$1.31	\$46.40
6	70	\$29.56	\$8.54	\$9.71	\$1.39	\$49.20
7	75	\$31.67	\$9.15	\$9.71	\$1.47	\$52.00
8	80	\$33.78	\$9.76	\$17.66	\$1.78	\$62.98
9	85	\$35.90	\$10.37	\$17.66	\$1.86	\$65.79
10	90	\$38.01	\$10.98	\$17.66	\$1.94	\$68.59
Notes:						
Apprentice to Journeyworker Ratio:1:3						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i>	04/01/2023	\$47.43	\$11.45	\$16.61	\$0.00	\$75.49

Apprentice - *SPRINKLER FITTER - Local 669*

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.34	\$8.22	\$0.00	\$0.00	\$29.56
2	50	\$23.72	\$8.22	\$0.00	\$0.00	\$31.94
3	55	\$26.09	\$11.45	\$7.20	\$0.00	\$44.74
4	60	\$28.46	\$11.45	\$8.35	\$0.00	\$48.26
5	65	\$30.83	\$11.45	\$8.35	\$0.00	\$50.63
6	70	\$33.20	\$11.45	\$8.60	\$0.00	\$53.25
7	75	\$35.57	\$11.45	\$8.60	\$0.00	\$55.62
8	80	\$37.94	\$11.45	\$8.60	\$0.00	\$57.99
9	85	\$40.32	\$11.45	\$8.60	\$0.00	\$60.37
10	90	\$42.69	\$11.45	\$8.60	\$0.00	\$62.74

Notes:

Apprentice to Journeyworker Ratio:1:1

STEAM BOILER OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TERRAZZO FINISHERS	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
<i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.37	\$11.49	\$23.59	\$0.00	\$67.45
2	60	\$38.84	\$11.49	\$23.59	\$0.00	\$73.92
3	70	\$45.32	\$11.49	\$23.59	\$0.00	\$80.40
4	80	\$51.79	\$11.49	\$23.59	\$0.00	\$86.87
5	90	\$58.27	\$11.49	\$23.59	\$0.00	\$93.35

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.45	\$11.49	\$23.59	\$0.00	\$68.53
2	60	\$40.13	\$11.49	\$23.59	\$0.00	\$75.21
3	70	\$46.82	\$11.49	\$23.59	\$0.00	\$81.90
4	80	\$53.51	\$11.49	\$23.59	\$0.00	\$88.59
5	90	\$60.20	\$11.49	\$23.59	\$0.00	\$95.28

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	12/01/2024	\$50.20	\$9.90	\$19.05	\$0.00	\$79.15
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$51.70	\$9.90	\$19.05	\$0.00	\$80.65
	12/01/2025	\$53.20	\$9.90	\$19.05	\$0.00	\$82.15
	06/01/2026	\$54.75	\$9.90	\$19.05	\$0.00	\$83.70
	12/01/2026	\$56.25	\$9.90	\$19.05	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER	12/01/2024	\$46.32	\$9.90	\$19.05	\$0.00	\$75.27
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$47.82	\$9.90	\$19.05	\$0.00	\$76.77
	12/01/2025	\$49.32	\$9.90	\$19.05	\$0.00	\$78.27
	06/01/2026	\$50.87	\$9.90	\$19.05	\$0.00	\$79.82
	12/01/2026	\$52.37	\$9.90	\$19.05	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER	12/01/2024	\$46.20	\$9.90	\$19.05	\$0.00	\$75.15
LABORERS - FOUNDATION AND MARINE	06/01/2025	\$47.70	\$9.90	\$19.05	\$0.00	\$76.65
	12/01/2025	\$49.20	\$9.90	\$19.05	\$0.00	\$78.15
	06/01/2026	\$50.75	\$9.90	\$19.05	\$0.00	\$79.70
	12/01/2026	\$52.25	\$9.90	\$19.05	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$58.43	\$9.90	\$19.50	\$0.00	\$87.83
	06/01/2025	\$59.93	\$9.90	\$19.50	\$0.00	\$89.33
	12/01/2025	\$61.43	\$9.90	\$19.50	\$0.00	\$90.83
	06/01/2026	\$62.98	\$9.90	\$19.50	\$0.00	\$92.38
	12/01/2026	\$64.48	\$9.90	\$19.50	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$60.43	\$9.90	\$19.50	\$0.00	\$89.83
	06/01/2025	\$61.93	\$9.90	\$19.50	\$0.00	\$91.33
	12/01/2025	\$63.43	\$9.90	\$19.50	\$0.00	\$92.83
	06/01/2026	\$64.98	\$9.90	\$19.50	\$0.00	\$94.38
	12/01/2026	\$66.48	\$9.90	\$19.50	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$50.50	\$9.90	\$19.50	\$0.00	\$79.90
	06/01/2025	\$52.00	\$9.90	\$19.50	\$0.00	\$81.40
	12/01/2025	\$53.50	\$9.90	\$19.50	\$0.00	\$82.90
	06/01/2026	\$55.05	\$9.90	\$19.50	\$0.00	\$84.45
	12/01/2026	\$56.55	\$9.90	\$19.50	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$52.50	\$9.90	\$19.50	\$0.00	\$81.90
	06/01/2025	\$54.00	\$9.90	\$19.50	\$0.00	\$83.40
	12/01/2025	\$55.50	\$9.90	\$19.50	\$0.00	\$84.90
	06/01/2026	\$57.05	\$9.90	\$19.50	\$0.00	\$86.45
	12/01/2026	\$58.55	\$9.90	\$19.50	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
VOICE-DATA-VIDEO TECHNICIAN <i>ELECTRICIANS LOCAL 96</i>	09/01/2024	\$35.29	\$13.99	\$17.57	\$0.00	\$66.85
	09/07/2025	\$36.12	\$14.98	\$17.91	\$0.00	\$69.01
	09/06/2026	\$37.04	\$15.96	\$18.27	\$0.00	\$71.27

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.65	\$13.99	\$4.41	\$0.00	\$36.05
2	55	\$19.41	\$13.99	\$4.46	\$0.00	\$37.86
3	60	\$21.17	\$13.99	\$17.15	\$0.00	\$52.31
4	65	\$22.94	\$13.99	\$17.20	\$0.00	\$54.13
5	70	\$24.70	\$13.99	\$17.25	\$0.00	\$55.94
6	75	\$26.47	\$13.99	\$17.30	\$0.00	\$57.76
7	80	\$28.23	\$13.99	\$17.36	\$0.00	\$59.58
8	85	\$30.00	\$13.99	\$17.41	\$0.00	\$61.40

Effective Date - 09/07/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.06	\$14.98	\$4.51	\$0.00	\$37.55
2	55	\$19.87	\$14.98	\$4.57	\$0.00	\$39.42
3	60	\$21.67	\$14.98	\$17.48	\$0.00	\$54.13
4	65	\$23.48	\$14.98	\$17.53	\$0.00	\$55.99
5	70	\$25.28	\$14.98	\$17.59	\$0.00	\$57.85
6	75	\$27.09	\$14.98	\$17.64	\$0.00	\$59.71
7	80	\$28.90	\$14.98	\$17.70	\$0.00	\$61.58
8	85	\$30.70	\$14.98	\$17.75	\$0.00	\$63.43

Notes:

Apprentice to Journeyworker Ratio:1:1

WAGON DRILL OPERATOR	12/01/2024	\$40.61	\$9.65	\$17.70	\$0.00	\$67.96
LABORERS - ZONE 2	06/01/2025	\$42.00	\$9.65	\$17.70	\$0.00	\$69.35
	12/01/2025	\$43.38	\$9.65	\$17.70	\$0.00	\$70.73
	06/01/2026	\$44.82	\$9.65	\$17.70	\$0.00	\$72.17
	12/01/2026	\$46.26	\$9.65	\$17.70	\$0.00	\$73.61
	06/01/2027	\$47.71	\$9.65	\$17.70	\$0.00	\$75.06
	12/01/2027	\$49.16	\$9.65	\$17.70	\$0.00	\$76.51
	06/01/2028	\$50.66	\$9.65	\$17.70	\$0.00	\$78.01
	12/01/2028	\$52.16	\$9.65	\$17.70	\$0.00	\$79.51

For apprentice rates see "Apprentice- LABORER"

WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$39.20	\$9.90	\$18.46	\$0.00	\$67.56
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2025	\$40.59	\$9.90	\$18.46	\$0.00	\$68.95
	12/01/2025	\$41.97	\$9.90	\$18.46	\$0.00	\$70.33
	06/01/2026	\$43.41	\$9.90	\$18.46	\$0.00	\$71.77
	12/01/2026	\$44.85	\$9.90	\$18.46	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS LOCAL 4</i>	03/01/2025	\$55.00	\$11.30	\$17.77	\$0.00	\$84.07
	09/01/2025	\$56.40	\$11.30	\$17.77	\$0.00	\$85.47
	03/01/2026	\$57.80	\$11.30	\$17.77	\$0.00	\$86.87
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.