

INVITATION FOR BIDS (IFB)



(A consortium of the Leominster, Lunenburg, Sterling, West Boylston, and Holden Housing Authorities as well as the Leominster Development Corporation)

ON-CALL ELECTRICIAN SERVICES

The following summary is provided for convenience only. Bidders must review the entire specification package.

Participating Entities:

1. Leominster Housing Authority (LHA)
2. Lunenburg Housing Authority (LUHA)
3. Sterling Housing Authority (SHA)
4. West Boylston Housing Authority (WBHA)
5. Holden Housing Authority (HHA)
6. Leominster Development Corporation (LDC)

Annual Contract Estimate:

These estimates are based on historical expenditures and anticipated service levels. Actual contract expenditures may vary and are not guaranteed.

Entity	Contract Amount USD
Leominster	\$10,000
Lunenburg	\$2,000
Sterling	\$2,000
West Boylston	\$4,000
Holden	\$ 2,000
LDC	\$ 2,000
Total	\$22,000

Contract Term: 1 year

Services:

- Emergency Electrical Service
- Electrical Troubleshooting and Diagnostics
- Vacant Unit Turnover Electrical Repairs
- Occupied Unit Electrical Repairs
- Lighting Repairs and LED Retrofits
- Switches and Receptacles
- Panelboards Electrical Panels and Service
- Other Incidental Electrical Services

Date Issued: Wednesday, August 12, 2026

Bid Submission Deadline:

- Wednesday, September 2, 2026 @ 12:00 p.m.

Procurement Contact/Send Bids To:

Leominster Housing Authority
Attn: Adam Gautie
100 Main St
Leominster, MA 01453
adam@leominsterha.com

Rule for Award:

- Award shall be made by each participating entity to the lowest responsive and responsible bidder in accordance with M.G.L. c.149.
- Bidders may bid on one, several, or all participating entities.
- Each participating entity reserves the right to make an independent award.

Questions/Inquires:

All questions must be in writing to ensure all interested parties receive equal information. Send questions to procurement contact listed above.

ADVERTISEMENT FOR BIDS

INVITATION FOR BIDS (IFB)

ON-CALL ELECTRICIAN SERVICES

The Leominster Housing Authority, acting as the Lead Procurement Agency on behalf of the Leominster Housing Authority, Leominster Development Corporation, Lunenburg Housing Authority, Sterling Housing Authority, West Boylston Housing Authority, and Holden Housing Authority, invites bids from qualified electrical contractors to provide On-Call Electrical Services.

The work generally consists of furnishing all labor, supervision, tools, equipment, transportation, materials, permits, testing, and incidental services necessary to perform electrical maintenance, repairs, installations, troubleshooting, and emergency response work, including but not limited to:

- Electrical troubleshooting and diagnostics
- Vacant unit turnover electrical work
- Occupied unit electrical repairs
- Lighting repairs and replacements
- Interior and exterior lighting systems
- Switches, receptacles, and GFCI/AFCI devices
- Circuit breakers and panelboard repairs
- Emergency electrical service calls
- Other electrical services incidental to the operation and maintenance of Authority-owned facilities

The resulting contracts shall be Indefinite Quantity Service Contracts for an initial term of one (1) year. No minimum quantity of work is guaranteed under this solicitation. This procurement is subject to Massachusetts General Laws Chapter 149, including applicable prevailing wage requirements under M.G.L. c.149 §§26 through 27H. Separate contracts shall be awarded by each participating entity. Bidders may submit bids for one, several, or all participating entities.

Bid documents may be obtained from the Leominster Housing Authority or downloaded from the North Central Massachusetts Housing Authorities procurement website: ncmhousing.org/procurements/

Bids Will Be Received Until: 12:00 P.M. Wednesday, September 2, 2026 via email to adam@leominsterha.com or hand delivery to:

Leominster Housing Authority
100 Main Street
Leominster, Massachusetts 01453

Each participating entity reserves the right to reject any or all bids, waive minor informalities, and award contracts in accordance with applicable law.

HOUSING PORTFOLIO SUMMARY

Participating Entity	Housing Inventory	2025 Turnovers	Development / Program	Property Address
Leominster Housing Authority	419 Units	52	Allencrest Apartments (200-1)	Crossman & Viscoloid Streets, Leominster, MA
			Scattered Site Single Family (705-1)	Multiple Locations, Leominster, MA
			Laurie Drive (667-1)	Laurie Drive, Leominster, MA
			Notre Dame (667-2)	Notre Dame & Arlington Streets, Leominster, MA
			Sunset Tower (667-3)	100 Main Street, Leominster, MA
			Lapierre East (667-4)	161 Spruce Street, Leominster, MA
			Anne O'Connor Village (667-5)	George Street, Leominster, MA
Leominster Development Corporation	22 Units	2	Rockwell Village	95 Adams Street, Leominster, MA
			Pleasant Street Apartments	54 Pleasant Street, Leominster, MA
			Adams Street Apartments	71 Adams Street, Leominster, MA
			Mechanic Street Apartments	175 Mechanic Street, Leominster, MA
Lunenburg Housing Authority	54 Units	15	Pearl Brook Apartments (667-1 / 705-1)	121 White Street, Lunenburg, MA
Sterling Housing Authority	40 Units	4	Sholan Terrace (667-1)	41 Sholan Terrace, Sterling, MA
West Boylston Housing Authority	62 Units	7	Orchard Knoll (667-1)	87 Maple Avenue, West Boylston, MA
Holden Housing Authority	56 Units	6	Checkerberry Village (667-1 / 705-1)	9 Flagler Drive, Holden, MA
			Holden Commons Condos	1 Towle Drive, Holden, MA
TOTAL PORTFOLIO	653 Units	86	15 Developments	Multiple Locations throughout North Central Massachusetts

INSTRUCTIONS TO BIDDERS

SECTION 1

1.1 PURPOSE

The purpose of this Invitation for Bids (IFB) is to establish one or more on-call, indefinite-quantity service contracts with qualified electrical contractors to furnish all labor, supervision, tools, equipment, materials, transportation, permits, testing, and incidental services necessary to perform electrical maintenance, repairs, alterations, troubleshooting, and small construction projects for participating Housing Authorities and affiliated entities.

The resulting contracts are intended to provide responsive, high-quality electrical services for vacant unit turnovers, occupied residential units, common areas, administrative offices, maintenance facilities, exterior grounds, and other Authority-owned properties on an as-needed basis. No minimum quantity of work is guaranteed under this solicitation.

1.2 PARTICIPATING ENTITIES

This solicitation includes the following participating entities:

- Leominster Housing Authority (LHA)
- Leominster Development Corporation (LDC)
- Lunenburg Housing Authority (LUHA)
- Sterling Housing Authority (SHA)
- West Boylston Housing Authority (WBHA)
- Holden Housing Authority (HHA)

The Leominster Housing Authority is acting solely as the Lead Procurement Agency for purposes of conducting this procurement.

Each participating entity shall independently award, administer, fund, and manage its own contract. Nothing contained within this solicitation shall create a joint contractual obligation among the participating entities.

Each participating entity shall be solely responsible for:

- Issuing work orders
- Authorizing work
- Inspecting completed work
- Processing invoices
- Making payment
- Administering contract renewals
- Evaluating contractor performance

1.3 CONTRACT TYPE

The resulting contracts shall be Indefinite Quantity Service Contracts for on-call electrical services.

Work shall be assigned on an as-needed basis throughout the contract term. Historical expenditures and estimated contract values are provided solely for informational and bid evaluation purposes and shall not constitute a guarantee of future work.

The Awarding Authorities reserve the right to increase or decrease the amount of work assigned based upon operational needs, available funding, emergencies, capital improvements, or other factors.

1.4 CONTRACT TERM

The contract term shall be one (1) year beginning on the date specified in the Notice of Award.

1.5 ESTIMATED CONTRACT VALUE

Estimated annual expenditures are based upon historical electrical maintenance, turnover activity, capital improvements, emergency repairs, and anticipated service demands.

These estimates are provided solely for bidder information and shall not be interpreted as a guarantee of work.

The Awarding Authorities make no representation regarding the actual quantity or value of services that may be required during the contract term.

1.6 BIDDER QUALIFICATIONS

To be eligible for award, bidders shall:

- Have been actively engaged in commercial or residential electrical contracting for a minimum of three (3) years.
- Hold all licenses required by the Commonwealth of Massachusetts, including a valid Master Electrician License.
- Maintain adequate service vehicles, equipment, testing instruments, ladders, and specialty tools necessary to perform the work described herein.
- Maintain a staffed twenty-four (24) hour emergency telephone number.
- Demonstrate the capability to respond to emergency service requests in accordance with the response times established herein.

- Be capable of complying with all prevailing wage requirements where applicable.
 - Maintain all required insurance coverage.
 - Not be suspended or debarred from public contracting.
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1.7 PREVAILING WAGES

Work performed under this Contract shall be subject to prevailing wage requirements whenever required by Massachusetts General Laws Chapter 149, Sections 26 through 27H.

The Contractor shall submit certified payroll reports, Statements of Compliance, and all other documentation required by applicable law.

Failure to comply with prevailing wage requirements shall constitute grounds for contract termination.

1.8 QUESTIONS

Questions concerning this solicitation shall be submitted in writing to:

Adam Gautie
Assistant Executive Director
Leominster Housing Authority
100 Main Street
Leominster, MA 01453
Email: adam@leominsterha.com

Questions affecting the interpretation of this solicitation shall be answered by written Addendum issued to all known plan holders.

Only written addenda shall modify the Contract Documents.

1.9 ADDENDA

Addenda shall be posted publicly and distributed to known plan holders.

Each bidder shall acknowledge receipt of all addenda on the Bid Form.

Failure to acknowledge an addendum may result in rejection of the bid.

1.10 BID SUBMISSION

Bids shall be submitted in a sealed envelope clearly marked:

ON-CALL ELECTRICAL SERVICES IFB

The bidder's name and address shall appear on the exterior of the envelope.

Late bids shall not be accepted.

Electronic submission shall be permitted only if specifically authorized in the Invitation for Bids.

1.11 REQUIRED BID DOCUMENTS

Each bid shall include:

- Bid Form
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1.12 BID ACCEPTANCE PERIOD

Bids shall remain valid for sixty (60) calendar days following the bid opening.

1.13 RULE FOR AWARD

- Separate contracts shall be awarded by each participating entity.
 - Award shall be made to the lowest responsive and responsible bidder in accordance with Massachusetts General Laws Chapter 149.
 - Bidders may submit bids for one, several, or all participating entities.
 - Each participating entity reserves the right to make an independent award.
 - The Awarding Authority reserves the right to reject any bid determined to contain materially unbalanced pricing or pricing inconsistent with the requirements of the Contract Documents.
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1.14 REFERENCES

Each bidder shall provide a minimum of three (3) comparable on-call electrical service contracts completed within the past five (5) years.

References shall include:

- Owner Name
- Contact Person
- Telephone Number
- Email Address
- Description of Services
- Contract Value
- Completion Date or Current Status

The Awarding Authority reserves the right to contact any reference or independently investigate the bidder's qualifications and past performance.

1.15 CONTRACT EXECUTION

The successful bidder shall execute all required contract documents and furnish all required insurance certificates, bonds (when applicable), and other required documentation within the time prescribed by the Awarding Authority.

Failure to execute the Contract within the required time may result in forfeiture of the bid deposit (if applicable) and award to the next lowest responsive and responsible bidder.

GENERAL CONDITIONS

SECTION 2

2.1 CONTRACT ADMINISTRATION

Each participating entity shall independently administer its respective Contract.

The Leominster Housing Authority is responsible solely for conducting the procurement process as the Lead Procurement Agency.

Following contract award, each participating entity shall independently:

- Issue work requests
- Approve estimates
- Authorize work
- Inspect completed work
- Approve invoices
- Process payments
- Evaluate contractor performance

Nothing contained within this solicitation shall create a joint contractual obligation among the participating entities.

2.2 CONTRACTOR RESPONSIBILITIES

The Contractor shall furnish all labor, supervision, licensed electricians, apprentices, project management, transportation, vehicles, tools, testing equipment, ladders, lifts, permits, materials, wiring devices, conduit, fittings, fasteners, disposal services, and incidental items necessary to complete each assigned work order unless specifically identified as Owner-furnished.

The Contractor shall be responsible for:

- Field investigations
- Troubleshooting
- Material procurement
- Delivery and Storage
- Installation
- Testing
- Start-up
- Cleanup
- Disposal of debris

- Coordination with utility companies when required
 - Scheduling inspections
 - Obtaining permits unless otherwise directed
-

2.3 WORK AUTHORIZATION

No work shall begin until authorized by the participating entity.

Authorization may consist of:

- Written Work Order
- Purchase Order
- Notice to Proceed
- Written Authorization by Email

Verbal authorization shall not constitute authorization for additional compensation. Only the Executive Director or authorized designee may authorize extra work.

2.4 ESTIMATES

Unless otherwise directed, the Contractor shall:

- Visit the site when necessary.
- Verify existing conditions.
- Investigate the reported problem.
- Submit a written estimate within three (3) business days.
- Each estimate shall include:
 - Property name
 - Building address
 - Unit number (if applicable)
 - Description of work
 - Estimated labor hours
 - Materials
 - Equipment requirements
 - Permit requirements
 - Estimated completion date
 - Total estimated cost

Emergency work may be authorized before submission of a written estimate when necessary to protect life or property.

2.5 RESPONSE TIMES

Unless otherwise approved by the Awarding Authority:

Service Requested	Required Response
Emergency Service	Within 4 Hours
Urgent Service	Within 1 Business Day
Routine Service	Within 3 Business Days
Work Request Acknowledgment	1 Business Day
Written Estimate	3 Business Days

Failure to consistently meet response times may be considered unsatisfactory contract performance.

2.6 SCHEDULING

The Contractor shall coordinate all work with the participating entity.

Occupied-unit work shall be scheduled to minimize inconvenience to residents.

The Contractor shall immediately notify the Authority of delays affecting the completion schedule.

2.7 EMERGENCY SERVICE

Emergency service includes conditions that threaten life, health, safety, or property, including but not limited to:

- Complete power outages
- Electrical arcing
- Burning odors
- Smoking equipment
- Exposed energized conductors
- Failed electrical service
- Flooded electrical equipment
- Fire damage
- Unsafe electrical conditions
- Emergency disconnects

Emergency work shall receive priority over routine service requests.

2.8 CHANGE IN WORK

The Authority may modify the scope of work.

Changes shall be authorized only by written Change Order or other written authorization issued by the Awarding Authority.

No additional compensation shall be paid for work performed without prior written authorization. Where unforeseen conditions are encountered, the Contractor shall immediately notify the Authority before proceeding.

2.9 UNFORESEEN CONDITIONS

Examples include:

- Hidden wiring
- Aluminum branch wiring
- Knob-and-tube wiring
- Deteriorated service equipment
- Water intrusion
- Structural deficiencies
- Asbestos-containing materials
- Lead-containing materials
- Concealed code violations
- Unsafe existing installations

The Contractor shall stop affected work until written direction is received.

2.10 SUBCONTRACTORS

Subcontractors shall not be utilized without prior written approval of the participating entity. Approved subcontractors shall comply with all Contract requirements, including:

- Prevailing Wage
- Insurance
- OSHA
- Licensing
- Certified Payroll
- Warranty Requirements

The Contractor shall remain fully responsible for all subcontractor work.

2.11 DAILY CLEANUP

At the conclusion of each workday, the Contractor shall:

- Remove debris
- Remove scrap wire and materials
- Remove packaging
- Maintain safe access
- Secure energized equipment

- Restore electrical service whenever possible
 - Leave work areas in a safe condition
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2.12 PROTECTION OF PROPERTY

The Contractor shall protect:

- Finished walls
- Floors
- Ceilings
- Cabinets
- Appliances
- Windows
- Landscaping
- Resident belongings
- Existing electrical equipment

Damage caused by the Contractor shall be repaired at no additional cost.

2.13 OCCUPIED UNITS

When working in occupied units, the Contractor shall:

- Coordinate scheduling with management.
 - Respect resident privacy.
 - Maintain safe egress.
 - Maintain temporary lighting or power where required.
 - Restore electrical service at the end of each workday whenever practical.
 - Maintain a safe and habitable environment.
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2.14 WORK HOURS

Normal working hours shall be:

Monday through Friday

7:30 A.M. – 4:00 P.M.

Work outside these hours requires prior written approval except during emergencies.

2.15 INVOICES

Separate invoices shall be submitted for each participating entity.

Each invoice shall include:

- Purchase Order Number
- Work Order Number
- Property
- Unit Number
- Description of Work
- Date Completed
- Labor Hours
- Material Costs
- Equipment Charges
- Total Amount Due
- Certified Payroll (when applicable)

Invoices combining multiple participating entities shall not be accepted.

2.16 PAYMENT TERMS

Payment shall be made within thirty (30) days following receipt of a properly submitted invoice and acceptance of the work.

2.17 INSURANCE

Prior to contract execution, the Contractor shall furnish Certificates of Insurance demonstrating at least:

Workers' Compensation

- As required by Massachusetts law.

Commercial General Liability

- \$1,000,000 Each Occurrence
- \$2,000,000 General Aggregate

Automobile Liability

- \$1,000,000 Combined Single Limit

Each participating entity awarding a Contract shall be named as an Additional Insured where applicable.

2.18 SAFETY

The Contractor shall comply with:

- OSHA regulations
- Massachusetts Electrical Code
- National Electrical Code (NFPA 70)
- Massachusetts Department of Labor Standards
- Applicable Building and Fire Codes

- NFPA 70E electrical safety requirements
 - Manufacturer installation requirements
 - Employees working on-site shall possess OSHA 10 training where required by law.
-

2.19 WARRANTY

The Contractor shall provide:

One (1) year workmanship warranty
Pass-through of all manufacturer warranties

Warranty repairs shall be completed within ten (10) business days after notification unless another schedule is approved by the Awarding Authority.

2.20 TERMINATION

The participating entity may terminate the Contract:

- For Cause
- For Convenience

Thirty (30) calendar days' written notice shall be provided for termination for convenience.
Immediate termination may occur for:

- Failure to maintain insurance
- Failure to maintain required bonds
- Failure to maintain required electrical licenses
- Prevailing wage violations
- Repeated failure to perform
- Unsafe work practices
- Fraud or misrepresentation
- Failure to comply with applicable laws or Contract requirements

SCOPE OF WORK

3.1 PURPOSE

The purpose of this Contract is to provide comprehensive on-call electrical services for vacant unit turnovers, occupied residential units, administrative offices, maintenance facilities, community buildings, common areas, site lighting, and other facilities owned or operated by the participating entities.

The Contractor shall furnish all labor, supervision, licensed electricians, apprentices, tools, testing equipment, vehicles, transportation, permits, materials, disposal, and incidental items necessary to complete assigned work in accordance with these Contract Documents.

Work shall be assigned on an as-needed basis throughout the Contract Term.

No minimum quantity of work is guaranteed.

3.2 GENERAL DESCRIPTION OF WORK

The Contractor shall provide complete electrical maintenance, repair, replacement, installation, troubleshooting, testing, and emergency services including, but not limited to:

- Electrical troubleshooting and diagnostics
- Emergency electrical repairs
- Vacant unit turnover electrical work
- Occupied unit service calls
- Lighting repair and replacement
- LED lighting upgrades
- Switch replacement
- Receptacle replacement
- GFCI installation and replacement
- AFCI protection upgrades
- Circuit breaker replacement
- Panelboard repairs
- Service equipment repairs
- Disconnect switch replacement
- Appliance electrical connections
- Dedicated circuits
- Smoke detector wiring
- Carbon monoxide detector wiring
- Exhaust fan wiring
- Exterior lighting
- Parking lot lighting
- Site electrical systems

- Temporary power
 - Electrical testing
 - Code compliance corrections
 - Warranty repairs
-

3.3 LOCATIONS

Work may occur in:

- Vacant apartments
 - Occupied apartments
 - Family housing
 - Elderly housing
 - Administrative offices
 - Community buildings
 - Maintenance garages
 - Laundry rooms
 - Corridors
 - Stairwells
 - Elevators
 - Lobbies
 - Boiler rooms
 - Mechanical rooms
 - Electrical rooms
 - Exterior grounds
 - Parking lots
 - Site lighting systems
 - Storage buildings
 - Other Authority-owned facilities
-

3.4 VACANT UNIT TURNSOVERS

Vacant-unit turnover work is anticipated to comprise a significant portion of work performed under this Contract.

Typical turnover work may include:

- Repair damaged receptacles
- Replace switches
- Install GFCI protection
- Replace AFCI breakers
- Replace light fixtures
- Install LED lighting
- Replace smoke detectors
- Replace carbon monoxide detectors

- Replace exhaust fans
- Correct electrical deficiencies
- Repair damaged wiring
- Replace damaged breakers
- Install appliance receptacles
- Test all electrical systems
- Verify proper operation prior to occupancy

The Contractor shall coordinate work with other turnover contractors to avoid delays.

3.5 OCCUPIED UNIT WORK

Occupied-unit work shall be performed to minimize disruption to residents.

The Contractor shall:

- Coordinate scheduling with management.
 - Protect resident property.
 - Maintain safe access.
 - Restore electrical service whenever practical before leaving the site.
 - Maintain temporary lighting when required.
 - Maintain a safe and habitable environment.
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3.6 COMMON AREA WORK

The Contractor may be requested to perform work in:

- Hallways
 - Offices
 - Community rooms
 - Laundry facilities
 - Lobbies
 - Vestibules
 - Stairwells
 - Mechanical rooms
 - Maintenance buildings
 - Exterior grounds
 - Scheduling shall minimize disruption to residents and Authority operations.
-

3.7 EMERGENCY SERVICE

Emergency work includes, but is not limited to:

- Complete loss of electrical service
- Partial building outages

- Arcing
 - Burning odors
 - Smoking electrical equipment
 - Flooded electrical equipment
 - Exposed energized conductors
 - Damaged service equipment
 - Fire-damaged electrical systems
 - Failed emergency lighting
 - Hazardous electrical conditions
 - The Contractor shall respond within four (4) hours unless otherwise directed by the Awarding Authority.
-

3.8 TROUBLESHOOTING

The Contractor shall provide diagnostic services to identify electrical problems before repairs are performed.

Troubleshooting may include:

- Voltage testing
 - Continuity testing
 - Circuit tracing
 - Load testing
 - Panel diagnostics
 - Breaker testing
 - Equipment evaluation
 - Control circuit diagnostics
 - Lighting system diagnostics
 - The Contractor shall identify the probable cause of failure and recommend corrective action.
-

3.9 ELECTRICAL REPAIRS

Typical repair work may include:

- Replace breakers
- Replace switches
- Replace receptacles
- Replace GFCIs
- Replace AFCIs
- Replace light fixtures
- Replace lamps
- Replace ballasts
- Replace drivers
- Replace disconnects
- Repair branch circuits

- Repair damaged wiring
 - Repair conduit
 - Repair junction boxes
 - Repair grounding systems
-

3.10 MINOR ELECTRICAL INSTALLATIONS

Installation work may include:

- New receptacles
 - Dedicated appliance circuits
 - Data raceways
 - Surface raceway systems
 - LED fixtures
 - Occupancy sensors
 - Exit signs
 - Emergency lights
 - Exhaust fan wiring
 - Appliance connections
 - Convenience outlets
 - Disconnect switches
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3.11 PANELS AND SERVICE EQUIPMENT

Work may include:

- Breaker replacement
- Panelboard repairs
- Circuit additions
- Panel labeling
- Load balancing
- Service disconnect replacement
- Meter socket replacement (where authorized)
- Grounding upgrades
- Bonding corrections

Replacement of complete service equipment may be assigned under this Contract when specifically authorized.

3.12 EXTERIOR ELECTRICAL SYSTEMS

Work may include:

- Parking lot lighting
- Pole lighting

- Building-mounted lighting
 - Photocells
 - Time clocks
 - Exterior receptacles
 - Security lighting
 - Site lighting controls
-

3.13 TESTING

The Contractor shall test all completed work prior to requesting inspection.

Testing may include:

- Voltage verification
- Polarity
- Ground continuity
- GFCI testing
- AFCI testing
- Lighting operation
- Equipment startup
- Functional testing

Deficiencies shall be corrected before requesting final acceptance.

3.14 PERMITS AND INSPECTIONS

The Contractor shall obtain permits when required and coordinate all required inspections unless otherwise directed by the Awarding Authority.

The Contractor shall provide copies of approved inspection reports upon request.

3.15 CLEANUP

The Contractor shall:

- Remove debris
- Remove scrap wire
- Remove packaging
- Dispose of replaced electrical equipment
- Clean work areas
- Restore finishes disturbed by normal work operations where specified
- Leave the work area ready for occupancy

3.16 WARRANTY SERVICE

During the warranty period, the Contractor shall repair or replace defective workmanship at no cost to the Awarding Authority.

Warranty work shall be completed within ten (10) business days after notification unless another schedule is approved.

TECHNICAL SPECIFICATIONS

4.1 GENERAL

All electrical work shall be performed in accordance with:

- The Contract Documents
- Massachusetts Electrical Code (527 CMR 12.00)
- National Electrical Code (NFPA 70), latest edition adopted by the Commonwealth of Massachusetts
- NFPA 70E – Standard for Electrical Safety in the Workplace
- Massachusetts State Building Code
- Massachusetts State Fire Code
- Manufacturer's published installation instructions
- OSHA Regulations
- Utility company requirements where applicable
- Local permitting requirements

Where conflicts exist, the more stringent requirement shall govern unless otherwise approved in writing by the Awarding Authority.

4.2 MATERIALS

Unless otherwise approved, all materials shall be:

- New
- First quality
- UL Listed or ETL Listed where applicable
- Manufactured for commercial or residential applications
- Free from defects
- Installed in accordance with manufacturer recommendations

Used, salvaged, or rebuilt materials shall not be installed unless specifically approved by the Awarding Authority.

4.3 ACCEPTABLE MANUFACTURERS

The following manufacturers establish the minimum quality standard. Equivalent products meeting these specifications may be submitted for approval.

Wiring Devices

Basis of Design:

- Leviton

- Hubbell
- Eaton
- Pass & Seymour (Legrand)
- Approved Equal

Circuit Breakers

Basis of Design:

- Square D
- Siemens
- Eaton
- GE
- Cutler-Hammer
- Approved Equal

Replacement breakers shall be listed and approved for use in the existing panelboard.

Panelboards

Basis of Design:

- Square D
- Siemens
- Eaton
- General Electric
- Approved Equal

Interior Lighting

Basis of Design:

- Lithonia
- Cooper Lighting
- Metalux
- Hubbell
- Columbia
- Approved Equal

Emergency Lighting and Exit Signs

Basis of Design:

- Lithonia
- Sure-Lites

- Dual-Lite
- Hubbell
- Approved Equal

Smoke and Carbon Monoxide Detectors

Basis of Design:

- Kidde
 - First Alert
 - BRK
 - System Sensor
 - Approved Equal
-

4.4 WIRING METHODS

All wiring shall comply with the National Electrical Code.

Work may include:

- NM Cable
- MC Cable
- EMT Conduit
- Rigid Conduit
- PVC Conduit
- Flexible Metallic Conduit
- Surface Raceway

Existing wiring methods shall be maintained unless otherwise directed.

4.5 ELECTRICAL DEVICES

Switches, receptacles, dimmers, GFCIs, AFCIs, occupancy sensors, and specialty devices shall:

- Be properly rated
- Match existing color unless otherwise specified
- Be securely mounted
- Be tested prior to acceptance

All replacement devices shall include matching cover plates.

4.6 PANELBOARDS

The Contractor shall:

- Verify panel capacity.
- Maintain circuit directories.
- Clearly identify new circuits.
- Maintain panel dead-front covers.
- Torque electrical connections in accordance with manufacturer requirements where applicable.

Improperly modified panels shall be reported immediately.

4.7 GROUNDING AND BONDING

Grounding and bonding shall comply with the National Electrical Code.

Grounding conductors shall not be omitted.

Equipment grounding continuity shall be maintained throughout the installation.

4.8 LIGHTING

Lighting work may include:

- LED fixture replacement
- Lamp replacement
- Driver replacement
- Ballast replacement where existing fixtures remain
- Occupancy sensor installation
- Emergency lighting
- Exit signage
- Exterior lighting

Lighting shall be tested for proper operation prior to completion.

4.9 ELECTRICAL TESTING

The Contractor shall test all completed work including:

- Voltage
- Polarity
- Ground continuity
- GFCI operation
- AFCI operation
- Lighting controls
- Equipment operation
- Circuit loading where appropriate
- Deficiencies shall be corrected before requesting acceptance.

4.10 LABELING

The Contractor shall update panel directories whenever circuits are added, removed, or modified. Labels shall be:

- Typed or neatly printed
- Permanent
- Accurate
- Easily readable

Handwritten labels shall not be acceptable except during emergencies pending permanent replacement.

4.11 PERMITS

The Contractor shall obtain all permits required by law unless otherwise directed by the Awarding Authority.

Permit costs shall be included or reimbursed as specified in the Bid Form.
Required inspections shall be coordinated by the Contractor.

4.12 WORKMANSHIP

All work shall be performed by qualified personnel in a neat and workmanlike manner. Electrical equipment shall be:

- Securely mounted
- Properly supported
- Properly protected
- Installed plumb and level where applicable
- Free from visible defects

Exposed wiring not permitted by the National Electrical Code shall not be acceptable.

4.13 CUTTING AND PATCHING

The Contractor shall minimize damage to existing construction.

Where walls, ceilings, floors, or other finishes are disturbed solely as a result of the Contractor's work, the Contractor shall perform or arrange for patching necessary to restore the affected surface to a condition ready for final finishing unless otherwise directed by the Awarding Authority.

4.14 WARRANTY

The Contractor shall warrant all workmanship for a period of one (1) year from the date of acceptance. Manufacturer warranties shall be transferred to the Awarding Authority.

Warranty service shall include labor, travel, and materials required to correct defective workmanship.

BID FORM

GENERAL INSTRUCTIONS

- Bidders may submit bids for one, several, or all participating entities.
- Each participating entity shall independently award its contract.
- Quantities listed below are for bid evaluation purposes only and do not represent guaranteed work.
- The Awarding Authority reserves the right to increase or decrease quantities during the Contract.

LEOMINSTER HOUSING AUTHORITY

A. EVALUATED UNIT PRICES

Item	Estimated Annual Quantity	Unit Price	Extended Price
Journeyman Labor	90 Hours	\$_____	\$_____
Master Electrician	10 Hours	\$_____	\$_____
Apprentice Labor	20 Hours	\$_____	\$_____
Materials	\$2,000 Estimated	_____ %	\$_____

TOTAL EVALUATED BID

\$_____

B. ADDITIONAL EQUIPMENT RATES (NOT EVALUATED)

These prices shall become Contract Prices but shall not be included when determining the lowest bidder.

Equipment	Hourly Rate
Bucket Truck	\$_____
Scissor Lift	\$_____
Boom Lift	\$_____

LUNENBURG HOUSING AUTHORITY

A. EVALUATED UNIT PRICES

Item	Estimated Annual Quantity	Unit Price	Extended Price
Journeyman Labor	10 Hours	\$_____	\$_____
Master Electrician	1 Hours	\$_____	\$_____
Apprentice Labor	2 Hours	\$_____	\$_____
Materials	\$500 Estimated	_____%	\$_____

TOTAL EVALUATED BID

\$_____

B. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

These prices shall become Contract Prices but shall not be included when determining the lowest bidder.

Equipment	Hourly Rate
Bucket Truck	\$_____
Scissor Lift	\$_____
Boom Lift	\$_____

STERLING HOUSING AUTHORITY

A. EVALUATED UNIT PRICES

Item	Estimated Annual Quantity	Unit Price	Extended Price
Journeyman Labor	10 Hours	\$_____	\$_____
Master Electrician	1 Hours	\$_____	\$_____
Apprentice Labor	2 Hours	\$_____	\$_____
Materials	\$500 Estimated	_____ %	\$_____

TOTAL EVALUATED BID

\$_____

B. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

These prices shall become Contract Prices but shall not be included when determining the lowest bidder.

Equipment	Hourly Rate
Bucket Truck	\$_____
Scissor Lift	\$_____
Boom Lift	\$_____

WEST BOYLSTON HOUSING AUTHORITY

C. EVALUATED UNIT PRICES

Item	Estimated Annual Quantity	Unit Price	Extended Price
Journeyman Labor	20 Hours	\$_____	\$_____
Master Electrician	4 Hours	\$_____	\$_____
Apprentice Labor	4 Hours	\$_____	\$_____
Materials	\$500 Estimated	_____%	\$_____

TOTAL EVALUATED BID

\$_____

D. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

These prices shall become Contract Prices but shall not be included when determining the lowest bidder.

Equipment	Hourly Rate
Bucket Truck	\$_____
Scissor Lift	\$_____
Boom Lift	\$_____

HOLDEN HOUSING AUTHORITY

E. EVALUATED UNIT PRICES

Item	Estimated Annual Quantity	Unit Price	Extended Price
Journeyman Labor	10 Hours	\$_____	\$_____
Master Electrician	1 Hours	\$_____	\$_____
Apprentice Labor	2 Hours	\$_____	\$_____
Materials	\$500 Estimated	_____ %	\$_____

TOTAL EVALUATED BID

\$_____

F. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

These prices shall become Contract Prices but shall not be included when determining the lowest bidder.

Equipment	Hourly Rate
Bucket Truck	\$_____
Scissor Lift	\$_____
Boom Lift	\$_____

LEOMINSTER DEVELOPMENT CORPORATION

G. EVALUATED UNIT PRICES

Item	Estimated Annual Quantity	Unit Price	Extended Price
Journeyman Labor	10 Hours	\$_____	\$_____
Master Electrician	1 Hours	\$_____	\$_____
Apprentice Labor	2 Hours	\$_____	\$_____
Materials	\$500 Estimated	_____ %	\$_____

TOTAL EVALUATED BID

\$_____

H. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

These prices shall become Contract Prices but shall not be included when determining the lowest bidder.

Equipment	Hourly Rate
Bucket Truck	\$_____
Scissor Lift	\$_____
Boom Lift	\$_____

BID FORM CERTIFICATION

The undersigned certifies that:

- The undersigned certifies that the bidder has examined the Contract Documents and agrees to perform the work described herein for the prices stated above.
- 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.
- 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.
- 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.
- 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.
- 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.
- The bidder has acknowledged receipt of all issued Addenda.

ON-CALL ELECTRICIAN 2026 BID FORM SIGNATURE

Company Name: _____

Business Address: _____

City, State, Zip: _____

Telephone: _____

Email: _____

Authorized Representative: _____

Title: _____

Signature: _____

Date: _____

SAMPLE OWNER-CONTRACTOR AGREEMENT

This is a sample contract for demonstration purposes only. Do not submit this form with your bid. A contract will be executed between the successful Bidder and each participating Awarding Authority following award.

AGREEMENT FOR ON-CALL ELECTRICAL SERVICES

This Agreement ("Agreement") is entered into this ____ day of _____, 2026, by and between _____, a public body politic and corporate organized under the laws of the Commonwealth of Massachusetts (hereinafter referred to as the "Awarding Authority"), and _____, a corporation, partnership, limited liability company, or sole proprietorship organized under the laws of the State of _____, with its principal place of business located at _____ (hereinafter referred to as the "Contractor").

RECITALS

WHEREAS, the Awarding Authority publicly advertised and solicited bids pursuant to Massachusetts General Laws Chapter 149 for On-Call Electrical Services;

WHEREAS, the Contractor submitted a responsive bid in accordance with the Invitation for Bids;

WHEREAS, the Awarding Authority determined that the Contractor is the lowest responsive and responsible bidder for the work described in the Contract Documents;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties agree as follows:

ARTICLE 1

CONTRACT DOCUMENTS

This Agreement consists of the following Contract Documents, all of which are incorporated herein by reference:

- This Agreement
- Invitation for Bids
- Instructions to Bidders
- General Conditions
- Scope of Work
- Technical Specifications
- Bid Form and Pricing Schedule

- Certificates of Insurance
- Payment Bond (when required by Massachusetts law)
- All Addenda
- All written Change Orders issued during the Contract

If a conflict exists between the Contract Documents, they shall govern in the order listed above.

ARTICLE 2

SCOPE OF WORK

The Contractor shall furnish all labor, licensed electricians, apprentices, supervision, tools, testing equipment, transportation, materials, permits, equipment, and incidental items necessary to perform On-Call Electrical Services in accordance with the Contract Documents.

Work may include, but is not limited to:

- Vacant-unit turnover electrical work
 - Occupied-unit service calls
 - Emergency electrical repairs
 - Troubleshooting and diagnostics
 - Interior and exterior lighting
 - Switches and receptacles
 - GFCI and AFCI devices
 - Circuit breakers
 - Panelboard repairs
 - Electrical service equipment
 - Smoke and carbon monoxide detector wiring
 - Code compliance corrections
 - Minor electrical alterations
 - Temporary power
 - Electrical testing
 - Cleanup and disposal
 - Other related electrical work authorized by the Awarding Authority
-

ARTICLE 3

TERM OF AGREEMENT

The term of this Agreement shall be one (1) year, beginning _____ and ending _____.

ARTICLE 4

COMPENSATION

The Contractor shall be compensated using the hourly labor rates, material markup, and other pricing contained in its Bid Form.

Payment shall be made only for work authorized by the Awarding Authority and satisfactorily completed.

Invoices shall include:

- Work Order Number
- Property Address
- Unit Number (if applicable)
- Description of Work
- Date Work Completed
- Labor Hours
- Materials
- Applicable Contract Pricing
- Total Amount Due

Payment shall be made in accordance with applicable Massachusetts law.

ARTICLE 5

PREVAILING WAGES

The Contractor shall comply with all applicable provisions of Massachusetts General Laws Chapter 149 concerning Prevailing Wages.

Certified Payroll Reports and Statements of Compliance shall be submitted whenever required by law. The Contractor shall require all approved subcontractors to comply with the same requirements.

ARTICLE 6

PERFORMANCE OF WORK

The Contractor shall perform all Work:

- In accordance with accepted industry standards
- In compliance with the Massachusetts Electrical Code
- In compliance with the National Electrical Code (NFPA 70)
- In compliance with all applicable federal, state, and local laws
- In accordance with the Contract Documents

Failure to meet required response times, workmanship standards, or completion schedules may constitute default.

ARTICLE 7

PAYMENT BOND

Prior to execution of this Agreement, the Contractor shall furnish a Payment Bond whenever required by Massachusetts General Laws.

The Payment Bond shall:

- Be issued by a surety licensed to conduct business in Massachusetts.
 - Remain in effect throughout the Contract Term.
 - Be renewed or replaced before any renewal term when required.
-

ARTICLE 8

INSURANCE

The Contractor shall maintain throughout the Contract:

Workers' Compensation

As required by Massachusetts law.

Commercial General Liability

\$1,000,000 Each Occurrence

\$2,000,000 General Aggregate

Automobile Liability

\$1,000,000 Combined Single Limit

Certificates of Insurance shall be furnished prior to commencement of work and upon renewal of any policy.

Each Awarding Authority shall be named as an Additional Insured where required.

ARTICLE 9

CHANGES IN THE WORK

The Awarding Authority may add, delete, or modify Work within the general scope of this Agreement. No additional compensation shall be paid unless authorized in writing by the Awarding Authority.

ARTICLE 10

TERMINATION

Termination for Cause

The Awarding Authority may terminate this Agreement immediately upon written notice if the Contractor:

- Fails to perform the Work
- Fails to maintain required insurance
- Fails to maintain required licenses
- Fails to furnish required Payment Bonds
- Violates applicable laws
- Fails to comply with the Contract Documents
- Becomes insolvent or bankrupt

The Awarding Authority may complete the Work by whatever means it deems appropriate and recover any additional costs from the Contractor.

Termination for Convenience

The Awarding Authority may terminate this Agreement without cause upon thirty (30) calendar days' written notice.

The Contractor shall be paid only for satisfactorily completed work performed prior to the effective date of termination.

ARTICLE 11

INDEPENDENT CONTRACTOR

The Contractor is an independent contractor and shall not be deemed an employee, agent, partner, or representative of the Awarding Authority.

ARTICLE 12

INDEMNIFICATION

To the fullest extent permitted by Massachusetts law, the Contractor shall indemnify and hold harmless the Awarding Authority, its commissioners, officers, employees, and agents from claims, damages, losses, liabilities, and expenses arising from the negligent acts or omissions of the Contractor, its employees, agents, or subcontractors in the performance of the Work.

ARTICLE 13

NOTICES

All notices required under this Agreement shall be in writing and delivered personally, by certified mail, recognized overnight delivery service, or electronic mail when authorized by the Contract Documents.

ARTICLE 14

ASSIGNMENT

The Contractor shall not assign this Agreement or subcontract substantial portions of the Work without the prior written approval of the Awarding Authority.

ARTICLE 15

GOVERNING LAW

This Agreement shall be governed by the laws of the Commonwealth of Massachusetts.
Venue for any legal proceeding shall lie in a court of competent jurisdiction within the Commonwealth of Massachusetts.

ARTICLE 16

ENTIRE AGREEMENT

This Agreement and the Contract Documents constitute the entire agreement between the parties.
No oral statements or prior negotiations shall modify this Agreement.

Any amendment shall be in writing and signed by both parties.

ARTICLE 17

SEVERABILITY

If any provision of this Agreement is held invalid or unenforceable, the remaining provisions shall remain in full force and effect.

ARTICLE 18

WAIVER

Failure of either party to enforce any provision of this Agreement shall not constitute a waiver of future enforcement of that provision or any other provision.

ARTICLE 19

SEPARATE CONTRACTS

This Agreement is solely between the Contractor and the Awarding Authority identified on the signature page.

No other participating entity shall be liable for payment, performance, or obligations under this Agreement.

Each participating entity shall independently administer, fund, and enforce its own separately awarded contract.

PREVAILING WAGES



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

MAURA HEALEY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority: Leominster - Housing Authority
Contract Number:
Description of Work: On-Call electrician services for the year.
Job Location: Various
City/Town: WORCESTER

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.11	\$0.00	\$72.17
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.11	\$0.00	\$73.61
LABORERS - ZONE 2	6/1/2027	\$45.30	\$10.90	\$9.75	\$9.11	\$0.00	\$75.06
	12/1/2027	\$46.75	\$10.90	\$9.75	\$9.11	\$0.00	\$76.51
	6/1/2028	\$48.25	\$10.90	\$9.75	\$9.11	\$0.00	\$78.01
	12/1/2028	\$49.75	\$10.90	\$9.75	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.21	\$0.00	\$72.27
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.21	\$0.00	\$73.71
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS)	12/1/2025	\$44.80	\$14.50	\$4.30	\$6.75	\$0.00	\$70.35
HEAT & FROST INSULATORS LOCAL 6							
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)							
ASPHALT RAKER	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BARCO-TYPE JUMPING TAMPER	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

BLOCK PAVER, RAMMER / CURB SETTER	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.11	\$0.00	\$72.17
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.11	\$0.00	\$73.61
LABORERS - ZONE 2	6/1/2027	\$45.30	\$10.90	\$9.75	\$9.11	\$0.00	\$75.06
	12/1/2027	\$46.75	\$10.90	\$9.75	\$9.11	\$0.00	\$76.51
	6/1/2028	\$48.25	\$10.90	\$9.75	\$9.11	\$0.00	\$78.01
	12/1/2028	\$49.75	\$10.90	\$9.75	\$9.11	\$0.00	\$79.51

For apprentice rates see "Apprentice- LABORER"

BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.21	\$0.00	\$72.27
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.21	\$0.00	\$73.71
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							

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

BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER**Effective Date: 1/1/2024**

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

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	8/1/2026	\$68.01	\$12.84	\$15.57	\$7.33	\$0.00	\$103.75
BRICKLAYERS LOCAL 3	2/1/2027	\$69.41	\$12.84	\$15.57	\$7.33	\$0.00	\$105.15
BRICKLAYERS LOCAL 3 (WORCESTER)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) Effective Date: 8/1/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>50.00</td><td>\$34.01</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$69.75</td></tr><tr><td>2</td><td>60.00</td><td>\$40.81</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$76.55</td></tr><tr><td>3</td><td>70.00</td><td>\$47.61</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$83.35</td></tr><tr><td>4</td><td>80.00</td><td>\$54.41</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$90.15</td></tr><tr><td>5</td><td>90.00</td><td>\$61.21</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$96.95</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	50.00	\$34.01	\$12.84	\$15.57	\$7.33	\$0.00	\$69.75	2	60.00	\$40.81	\$12.84	\$15.57	\$7.33	\$0.00	\$76.55	3	70.00	\$47.61	\$12.84	\$15.57	\$7.33	\$0.00	\$83.35	4	80.00	\$54.41	\$12.84	\$15.57	\$7.33	\$0.00	\$90.15	5	90.00	\$61.21	\$12.84	\$15.57	\$7.33	\$0.00	\$96.95
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
1	50.00	\$34.01	\$12.84	\$15.57	\$7.33	\$0.00	\$69.75																																																
2	60.00	\$40.81	\$12.84	\$15.57	\$7.33	\$0.00	\$76.55																																																
3	70.00	\$47.61	\$12.84	\$15.57	\$7.33	\$0.00	\$83.35																																																
4	80.00	\$54.41	\$12.84	\$15.57	\$7.33	\$0.00	\$90.15																																																
5	90.00	\$61.21	\$12.84	\$15.57	\$7.33	\$0.00	\$96.95																																																
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) Effective Date: 2/1/2027 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>50.00</td><td>\$34.71</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$70.45</td></tr><tr><td>2</td><td>60.00</td><td>\$41.65</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$77.39</td></tr><tr><td>3</td><td>70.00</td><td>\$48.59</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$84.33</td></tr><tr><td>4</td><td>80.00</td><td>\$55.53</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$91.27</td></tr><tr><td>5</td><td>90.00</td><td>\$62.47</td><td>\$12.84</td><td>\$15.57</td><td>\$7.33</td><td>\$0.00</td><td>\$98.21</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	50.00	\$34.71	\$12.84	\$15.57	\$7.33	\$0.00	\$70.45	2	60.00	\$41.65	\$12.84	\$15.57	\$7.33	\$0.00	\$77.39	3	70.00	\$48.59	\$12.84	\$15.57	\$7.33	\$0.00	\$84.33	4	80.00	\$55.53	\$12.84	\$15.57	\$7.33	\$0.00	\$91.27	5	90.00	\$62.47	\$12.84	\$15.57	\$7.33	\$0.00	\$98.21
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
1	50.00	\$34.71	\$12.84	\$15.57	\$7.33	\$0.00	\$70.45																																																
2	60.00	\$41.65	\$12.84	\$15.57	\$7.33	\$0.00	\$77.39																																																
3	70.00	\$48.59	\$12.84	\$15.57	\$7.33	\$0.00	\$84.33																																																
4	80.00	\$55.53	\$12.84	\$15.57	\$7.33	\$0.00	\$91.27																																																
5	90.00	\$62.47	\$12.84	\$15.57	\$7.33	\$0.00	\$98.21																																																
Apprentice to Journeyworker Ratio: 1:5																																																							
BULLDOZER/GRADER/SCRAPER	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35																																																
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79																																																
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																							
CAISSON & UNDERPINNING BOTTOM MAN	6/1/2026	\$50.40	\$10.90	\$9.75	\$9.80	\$0.00	\$80.85																																																
LABORERS	12/1/2026	\$51.90	\$10.90	\$9.75	\$9.80	\$0.00	\$82.35																																																
LABORERS - FOUNDATION AND MARINE																																																							
For apprentice rates see "Apprentice- LABORER"																																																							
CAISSON & UNDERPINNING LABORER	6/1/2026	\$49.25	\$10.90	\$9.75	\$9.80	\$0.00	\$79.70																																																
LABORERS	12/1/2026	\$50.75	\$10.90	\$9.75	\$9.80	\$0.00	\$81.20																																																
LABORERS - FOUNDATION AND MARINE																																																							
For apprentice rates see "Apprentice- LABORER"																																																							
CAISSON & UNDERPINNING TOP MAN	6/1/2026	\$49.58	\$10.90	\$9.75	\$9.80	\$0.00	\$80.03																																																
LABORERS	12/1/2026	\$51.08	\$10.90	\$9.75	\$9.80	\$0.00	\$81.53																																																
LABORERS - FOUNDATION AND MARINE																																																							
For apprentice rates see "Apprentice- LABORER"																																																							
CARBIDE CORE DRILL OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67																																																
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11																																																
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56																																																
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01																																																
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51																																																
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01																																																
For apprentice rates see "Apprentice- LABORER"																																																							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER	3/1/2026	\$50.85	\$11.08	\$11.47	\$8.50	\$0.00	\$81.90
CARPENTERS	9/1/2026	\$52.10	\$11.08	\$11.47	\$8.50	\$0.00	\$83.15
CARPENTERS -ZONE 2 (Eastern Massachusetts)	3/1/2027	\$53.35	\$11.08	\$11.47	\$8.50	\$0.00	\$84.40

Apprentice: CARPENTER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.88	\$11.08	\$0.00	\$1.73	\$0.00	\$35.69
2	45.00	\$22.88	\$11.08	\$0.00	\$1.73	\$0.00	\$35.69
3	55.00	\$27.97	\$11.08	\$0.00	\$3.40	\$0.00	\$42.45
4	55.00	\$27.97	\$11.08	\$0.00	\$3.40	\$0.00	\$42.45
5	70.00	\$35.60	\$11.08	\$11.41	\$5.10	\$0.00	\$63.19
6	70.00	\$35.60	\$11.08	\$11.41	\$5.10	\$0.00	\$63.19
7	80.00	\$40.68	\$11.08	\$11.44	\$6.80	\$0.00	\$70.00
8	80.00	\$40.68	\$11.08	\$11.44	\$6.80	\$0.00	\$70.00

Apprentice: CARPENTER							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.45	\$11.08	\$0.00	\$1.73	\$0.00	\$36.26
2	45.00	\$23.45	\$11.08	\$0.00	\$1.73	\$0.00	\$36.26
3	55.00	\$28.66	\$11.08	\$0.00	\$3.40	\$0.00	\$43.14
4	55.00	\$28.66	\$11.08	\$0.00	\$3.40	\$0.00	\$43.14
5	70.00	\$36.47	\$11.08	\$11.41	\$5.10	\$0.00	\$64.06
6	70.00	\$36.47	\$11.08	\$11.41	\$5.10	\$0.00	\$64.06
7	80.00	\$41.68	\$11.08	\$11.44	\$6.80	\$0.00	\$71.00
8	80.00	\$41.68	\$11.08	\$11.44	\$6.80	\$0.00	\$71.00

Apprentice to Journeyworker Ratio: 1:5

CARPENTER WOOD FRAME	10/1/2025	\$27.37	\$7.38	\$4.47	\$1.00	\$0.00	\$40.22
CARPENTERS	10/1/2026	\$28.47	\$7.38	\$4.47	\$1.00	\$0.00	\$41.32

All Aspects of New Wood Frame Work

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
7	85.00	\$23.26	\$7.38	\$3.80	\$1.00	\$0.00	\$35.44
8	90.00	\$24.63	\$7.38	\$3.80	\$1.00	\$0.00	\$36.81

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

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING	7/1/2026	\$54.49	\$13.35	\$16.43	\$7.78	\$1.80	\$93.85
PLASTERERS AND CEMENT MASONS LOCAL 534	1/1/2027	\$55.94	\$13.35	\$16.43	\$7.78	\$1.80	\$95.30
Plasterers and Cement Masons - Zone 1	7/1/2027	\$57.29	\$13.35	\$16.43	\$7.78	\$1.80	\$96.65
	1/1/2028	\$58.64	\$13.35	\$16.43	\$7.78	\$1.80	\$98.00

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.25	\$13.35	\$16.43	\$0.00	\$0.00	\$57.03
2	60.00	\$32.69	\$13.35	\$16.43	\$7.78	\$1.80	\$72.05
3	65.00	\$35.42	\$13.35	\$16.43	\$7.78	\$1.80	\$74.78
4	70.00	\$38.14	\$13.35	\$16.43	\$7.78	\$1.80	\$77.50
5	75.00	\$40.87	\$13.35	\$16.43	\$7.78	\$1.80	\$80.23
6	80.00	\$43.59	\$13.35	\$16.43	\$7.78	\$1.80	\$82.95
7	90.00	\$49.04	\$13.35	\$0.00	\$7.78	\$0.00	\$70.17

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.97	\$13.35	\$16.43	\$0.00	\$0.00	\$57.75
2	60.00	\$33.56	\$13.35	\$16.43	\$7.78	\$1.80	\$72.92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CEMENT MASONRY/PLASTERING Effective Date: 1/1/2027							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	65.00	\$36.36	\$13.35	\$16.43	\$7.78	\$1.80	\$75.72
4	70.00	\$39.16	\$13.35	\$16.43	\$7.78	\$1.80	\$78.52
5	75.00	\$41.96	\$13.35	\$16.43	\$7.78	\$1.80	\$81.32
6	80.00	\$44.75	\$13.35	\$16.43	\$7.78	\$1.80	\$84.11
7	90.00	\$50.35	\$0.00	\$16.43	\$0.00	\$0.00	\$66.78
Apprentice to Journeyworker Ratio: 1:5							
CHAIN SAW OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	6/1/2026	\$60.61	\$17.05	\$13.35	\$3.25	\$0.00	\$94.26
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$62.09	\$17.05	\$13.35	\$3.25	\$0.00	\$95.74
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR	6/1/2026	\$37.63	\$17.05	\$13.35	\$3.25	\$0.00	\$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$38.58	\$17.05	\$13.35	\$3.25	\$0.00	\$72.23
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							
Apprentice: DELEADER (BRIDGE) Effective Date: 1/1/2026							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29
Apprentice to Journeyworker Ratio: 1:1							
DEMO: ADZEMAN	6/1/2026	\$49.30	\$10.90	\$9.75	\$9.65	\$0.00	\$79.60

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/7/2026	\$50.80	\$10.90	\$9.75	\$9.65	\$0.00	\$81.10
LABORERS - ZONE 2	6/7/2027	\$52.40	\$10.90	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.00	\$10.90	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.68	\$10.90	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.35	\$10.90	\$9.75	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	6/1/2026	\$50.30	\$10.90	\$9.75	\$9.65	\$0.00	\$80.60
LABORERS	12/7/2026	\$51.80	\$10.90	\$9.75	\$9.65	\$0.00	\$82.10
LABORERS - ZONE 2	6/7/2027	\$53.40	\$10.90	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.00	\$10.90	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.68	\$10.90	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.35	\$10.90	\$9.75	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS	6/1/2026	\$50.05	\$10.90	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS	12/7/2026	\$51.55	\$10.90	\$9.75	\$9.65	\$0.00	\$81.85
LABORERS - ZONE 2	6/7/2027	\$53.15	\$10.90	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$54.75	\$10.90	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.43	\$10.90	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.10	\$10.90	\$9.75	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER	6/1/2026	\$50.30	\$10.90	\$9.75	\$9.65	\$0.00	\$80.60
LABORERS	12/7/2026	\$51.80	\$10.90	\$9.75	\$9.65	\$0.00	\$82.10
LABORERS - ZONE 2	6/7/2027	\$53.40	\$10.90	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.00	\$10.90	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.68	\$10.90	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.35	\$10.90	\$9.75	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	6/1/2026	\$50.05	\$10.90	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS	12/7/2026	\$51.55	\$10.90	\$9.75	\$9.65	\$0.00	\$81.85
LABORERS - ZONE 2	6/7/2027	\$53.15	\$10.90	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$54.75	\$10.90	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.43	\$10.90	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.10	\$10.90	\$9.75	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	6/1/2026	\$49.30	\$10.90	\$9.75	\$9.65	\$0.00	\$79.60
LABORERS	12/7/2026	\$50.80	\$10.90	\$9.75	\$9.65	\$0.00	\$81.10
LABORERS - ZONE 2	6/7/2027	\$52.40	\$10.90	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.00	\$10.90	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.68	\$10.90	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.35	\$10.90	\$9.75	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 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	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							
ELECTRICIAN	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
ELECTRICIANS LOCAL 96	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
ELECTRICIANS LOCAL 96							

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

Apprentice: ELECTRICIAN							
Effective Date: 9/6/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$19.75	\$15.96	\$0.59	\$0.00	\$0.00	\$36.30
2	45.00	\$22.22	\$15.96	\$0.67	\$0.00	\$0.00	\$38.85
3	48.00	\$23.70	\$15.96	\$13.80	\$2.61	\$0.00	\$56.07
4	55.00	\$27.16	\$15.96	\$13.90	\$2.99	\$0.00	\$60.01
5	65.00	\$32.10	\$15.96	\$14.05	\$3.53	\$0.00	\$65.64
6	80.00	\$39.50	\$15.96	\$14.28	\$4.35	\$0.00	\$74.09

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 2:3							
ELEVATOR CONSTRUCTOR	1/1/2026	\$69.23	\$16.38	\$11.06	\$10.70	\$0.00	\$107.37
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$72.23	\$16.48	\$11.16	\$11.00	\$0.00	\$110.87
ELEVATOR CONSTRUCTORS LOCAL 41							

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

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

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$36.12	\$16.48	\$0.00	\$0.00	\$0.00	\$52.60
2	55.00	\$39.73	\$16.48	\$11.16	\$11.00	\$0.00	\$78.37
3	65.00	\$46.95	\$16.48	\$11.16	\$11.00	\$0.00	\$85.59
4	70.00	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
5	80.00	\$57.78	\$16.48	\$11.16	\$11.00	\$0.00	\$96.42

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER	1/1/2026	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
ELEVATOR CONSTRUCTORS LOCAL 41							

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21

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

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	5/1/2026	\$54.40	\$16.55	\$13.35	\$3.25	\$0.00	\$87.55
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$55.69	\$16.55	\$13.35	\$3.25	\$0.00	\$88.84
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$57.12	\$16.55	\$13.35	\$3.25	\$0.00	\$90.27

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	5/1/2026	\$56.02	\$16.55	\$13.35	\$3.25	\$0.00	\$89.17
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$57.32	\$16.55	\$13.35	\$3.25	\$0.00	\$90.47
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$58.77	\$16.55	\$13.35	\$3.25	\$0.00	\$91.92

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	5/1/2026	\$26.28	\$16.55	\$13.35	\$3.25	\$0.00	\$59.43
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$27.04	\$16.55	\$13.35	\$3.25	\$0.00	\$60.19
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$27.89	\$16.55	\$13.35	\$3.25	\$0.00	\$61.04

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIRE ALARM INSTALLER	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
ELECTRICIANS LOCAL 96	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
ELECTRICIANS LOCAL 96							

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINT/COMMISSIONING	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
ELECTRICIANS LOCAL 96	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
ELECTRICIANS LOCAL 96							

For apprentice rates see "Apprentice- ELECTRICIAN"

FIREMAN (ASST. ENGINEER)	6/1/2026	\$47.55	\$17.05	\$13.35	\$3.25	\$0.00	\$81.20
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$48.73	\$17.05	\$13.35	\$3.25	\$0.00	\$82.38
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2026	\$29.21	\$10.90	\$9.75	\$9.21	\$0.00	\$59.07
LABORERS	12/1/2026	\$29.21	\$10.90	\$9.75	\$9.21	\$0.00	\$59.07
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							

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

FLOORCOVERER	3/1/2024	\$48.93	\$10.33	\$11.47	\$8.80	\$0.00	\$79.53
FLOORCOVERERS LOCAL 2168							
FLOORCOVERERS LOCAL 2168 ZONE II							

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.47	\$10.33	\$0.00	\$1.76	\$0.00	\$36.56
2	55.00	\$26.91	\$10.33	\$0.00	\$1.76	\$0.00	\$39.00
3	60.00	\$29.36	\$10.33	\$0.00	\$3.52	\$0.00	\$43.21
4	65.00	\$31.80	\$10.33	\$0.00	\$3.52	\$0.00	\$45.65
5	70.00	\$34.25	\$10.33	\$11.47	\$5.28	\$0.00	\$61.33
6	75.00	\$36.70	\$10.33	\$11.47	\$5.28	\$0.00	\$63.78
7	80.00	\$39.14	\$10.33	\$11.47	\$7.04	\$0.00	\$67.98
8	85.00	\$41.59	\$10.33	\$11.47	\$7.04	\$0.00	\$70.43

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT/CHERRY PICKER	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS	6/1/2026	\$37.63	\$17.05	\$13.35	\$3.25	\$0.00	\$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$38.58	\$17.05	\$13.35	\$3.25	\$0.00	\$72.23
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	1/1/2026	\$49.06	\$10.35	\$12.00	\$12.60	\$0.00	\$84.01
GLAZIERS LOCAL 35							
GLAZIERS LOCAL 35 (ZONE 2)							

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.53	\$10.35	\$0.00	\$0.00	\$0.00	\$34.88
2	55.00	\$26.98	\$10.35	\$0.00	\$6.88	\$0.00	\$44.21
3	60.00	\$29.44	\$10.35	\$0.00	\$7.50	\$0.00	\$47.29
4	65.00	\$31.89	\$10.35	\$0.00	\$8.13	\$0.00	\$50.37
5	70.00	\$34.34	\$10.35	\$12.00	\$8.75	\$0.00	\$65.44
6	75.00	\$36.80	\$10.35	\$12.00	\$9.38	\$0.00	\$68.53
7	80.00	\$39.25	\$10.35	\$12.00	\$10.00	\$0.00	\$71.60
8	90.00	\$44.15	\$10.35	\$12.00	\$11.25	\$0.00	\$77.75

Apprentice to Journeyworker Ratio: 1:1

HOISTING ENGINEER/CRANES/GRADALLS	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS**Effective Date: 6/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.66	\$0.00	\$0.00	\$0.00	\$0.00	\$32.66
2	60.00	\$35.63	\$17.05	\$13.35	\$3.25	\$0.00	\$69.28
3	65.00	\$38.60	\$17.05	\$13.35	\$3.25	\$0.00	\$72.25
4	70.00	\$41.57	\$17.05	\$13.35	\$3.25	\$0.00	\$75.22
5	75.00	\$44.54	\$17.05	\$13.35	\$3.25	\$0.00	\$78.19
6	80.00	\$47.50	\$17.05	\$13.35	\$3.25	\$0.00	\$81.15
7	85.00	\$50.47	\$17.05	\$13.35	\$3.25	\$0.00	\$84.12
8	90.00	\$53.44	\$17.05	\$13.35	\$3.25	\$0.00	\$87.09

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS**Effective Date: 12/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$33.46	\$0.00	\$0.00	\$0.00	\$0.00	\$33.46
2	60.00	\$36.50	\$17.05	\$13.35	\$3.25	\$0.00	\$70.15
3	65.00	\$39.54	\$17.05	\$13.35	\$3.25	\$0.00	\$73.19

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 12/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	70.00	\$42.58	\$17.05	\$13.35	\$3.25	\$0.00	\$76.23
5	75.00	\$45.62	\$17.05	\$13.35	\$3.25	\$0.00	\$79.27
6	80.00	\$48.66	\$17.05	\$13.35	\$3.25	\$0.00	\$82.31
7	85.00	\$51.71	\$17.05	\$13.35	\$3.25	\$0.00	\$85.36
8	90.00	\$54.75	\$17.05	\$13.35	\$3.25	\$0.00	\$88.40
Apprentice to Journeyworker Ratio: 1:6							
HVAC (DUCTWORK)	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
SHEETMETAL WORKERS LOCAL 63	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS)	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
ELECTRICIANS LOCAL 96	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
ELECTRICIANS LOCAL 96							
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR)	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
SHEETMETAL WORKERS LOCAL 63	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER)	3/1/2026	\$55.90	\$13.10	\$9.71	\$8.06	\$0.00	\$86.77
PLUMBERS LOCAL 4							
PLUMBERS LOCAL 4							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC	3/1/2026	\$55.90	\$13.10	\$9.71	\$8.06	\$0.00	\$86.77
PLUMBERS LOCAL 4							
PLUMBERS LOCAL 4							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.11	\$0.00	\$72.17
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.11	\$0.00	\$73.61
LABORERS - ZONE 2	6/1/2027	\$45.30	\$10.90	\$9.75	\$9.11	\$0.00	\$75.06
	12/1/2027	\$46.75	\$10.90	\$9.75	\$9.11	\$0.00	\$76.51
	6/1/2028	\$48.25	\$10.90	\$9.75	\$9.11	\$0.00	\$78.01
	12/1/2028	\$49.75	\$10.90	\$9.75	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.21	\$0.00	\$72.27
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.21	\$0.00	\$73.71
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
INSULATOR (PIPES & TANKS)	9/1/2025	\$54.31	\$14.75	\$9.52	\$10.09	\$0.00	\$88.67
HEAT & FROST INSULATORS LOCAL 6	9/1/2026	\$57.38	\$14.75	\$9.52	\$10.09	\$0.00	\$91.74
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)							

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.16	\$14.75	\$9.27	\$5.05	\$0.00	\$56.23
2	60.00	\$32.59	\$14.75	\$9.32	\$6.05	\$0.00	\$62.71
3	70.00	\$38.02	\$14.75	\$9.37	\$7.06	\$0.00	\$69.20
4	80.00	\$43.45	\$14.75	\$9.42	\$8.07	\$0.00	\$75.69

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.69	\$14.75	\$9.27	\$5.05	\$0.00	\$57.76
2	60.00	\$34.43	\$14.75	\$9.32	\$6.05	\$0.00	\$64.55
3	70.00	\$40.17	\$14.75	\$9.37	\$7.06	\$0.00	\$71.35
4	80.00	\$45.90	\$14.75	\$9.42	\$8.07	\$0.00	\$78.14

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER	3/16/2026	\$58.35	\$9.25	\$12.75	\$15.00	\$0.00	\$95.35
IRONWORKERS LOCAL 7							
IRONWORKERS LOCAL 7 (WORCESTER AREA)							

Apprentice: IRONWORKER/WELDER

Effective Date: 3/16/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	70.00	\$40.85	\$9.25	\$12.75	\$5.00	\$0.00	\$67.85
2	80.00	\$46.68	\$9.25	\$12.75	\$5.00	\$0.00	\$73.68
3	90.00	\$52.52	\$9.25	\$12.75	\$5.00	\$0.00	\$79.52
4	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORER	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86
LABORERS - ZONE 2	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76

Apprentice: LABORER							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.00	\$10.90	\$9.75	\$9.11	\$0.00	\$54.76
2	70.00	\$29.16	\$10.90	\$9.75	\$9.11	\$0.00	\$58.92
3	80.00	\$33.33	\$10.90	\$9.75	\$9.11	\$0.00	\$63.09
4	90.00	\$37.49	\$10.90	\$9.75	\$9.11	\$0.00	\$67.25

Apprentice: LABORER							
Effective Date: 12/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.86	\$10.90	\$9.75	\$9.11	\$0.00	\$55.62
2	70.00	\$30.17	\$10.90	\$9.75	\$9.11	\$0.00	\$59.93
3	80.00	\$34.48	\$10.90	\$9.75	\$9.11	\$0.00	\$64.24
4	90.00	\$38.79	\$10.90	\$9.75	\$9.11	\$0.00	\$68.55

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY)	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.21	\$0.00	\$71.52
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.21	\$0.00	\$72.96
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.00	\$10.90	\$9.75	\$9.21	\$0.00	\$54.86
2	70.00	\$29.16	\$10.90	\$9.75	\$9.21	\$0.00	\$59.02
3	80.00	\$33.33	\$10.90	\$9.75	\$9.21	\$0.00	\$63.19
4	90.00	\$37.49	\$10.90	\$9.75	\$9.10	\$0.00	\$67.24

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 12/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.86	\$10.90	\$9.75	\$9.21	\$0.00	\$55.72

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 12/1/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>2</td><td>70.00</td><td>\$30.17</td><td>\$10.90</td><td>\$9.75</td><td>\$9.21</td><td>\$0.00</td><td>\$60.03</td></tr><tr><td>3</td><td>80.00</td><td>\$34.48</td><td>\$10.90</td><td>\$9.75</td><td>\$9.21</td><td>\$0.00</td><td>\$64.34</td></tr><tr><td>4</td><td>90.00</td><td>\$38.79</td><td>\$10.90</td><td>\$9.75</td><td>\$9.21</td><td>\$0.00</td><td>\$68.65</td></tr></tbody></table> Apprentice to Journeyworker Ratio: 1:5								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	2	70.00	\$30.17	\$10.90	\$9.75	\$9.21	\$0.00	\$60.03	3	80.00	\$34.48	\$10.90	\$9.75	\$9.21	\$0.00	\$64.34	4	90.00	\$38.79	\$10.90	\$9.75	\$9.21	\$0.00	\$68.65
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																
2	70.00	\$30.17	\$10.90	\$9.75	\$9.21	\$0.00	\$60.03																																
3	80.00	\$34.48	\$10.90	\$9.75	\$9.21	\$0.00	\$64.34																																
4	90.00	\$38.79	\$10.90	\$9.75	\$9.21	\$0.00	\$68.65																																
LABORER: CARPENTER TENDER	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42																																
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86																																
LABORERS - ZONE 2	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31																																
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76																																
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26																																
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76																																
For apprentice rates see "Apprentice- LABORER"																																							
LABORER: CEMENT FINISHER TENDER	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42																																
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86																																
LABORERS - ZONE 2	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31																																
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76																																
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26																																
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76																																
For apprentice rates see "Apprentice- LABORER"																																							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	6/1/2026	\$41.75	\$10.90	\$9.75	\$9.65	\$0.00	\$72.05																																
LABORERS	12/7/2026	\$43.19	\$10.90	\$9.75	\$9.65	\$0.00	\$73.49																																
LABORERS - ZONE 2	6/7/2027	\$44.64	\$10.90	\$9.75	\$9.65	\$0.00	\$74.94																																
	12/6/2027	\$46.09	\$10.90	\$9.75	\$9.65	\$0.00	\$76.39																																
	6/5/2028	\$47.59	\$10.90	\$9.75	\$9.65	\$0.00	\$77.89																																
	12/4/2028	\$49.09	\$10.90	\$9.75	\$9.65	\$0.00	\$79.39																																
For apprentice rates see "Apprentice- LABORER"																																							
LABORER: MASON TENDER	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67																																
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11																																
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56																																
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01																																
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51																																
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01																																
For apprentice rates see "Apprentice- LABORER"																																							
LABORER: MASON TENDER (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77																																
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21																																
LABORERS - ZONE 2 (HEAVY & HIGHWAY)																																							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																																							
LABORER: MULTI-TRADE TENDER	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42																																
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86																																
LABORERS - ZONE 2	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31																																

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86
LABORERS - ZONE 2	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76

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

LASER BEAM OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							

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

MARBLE & TILE FINISHERS	8/1/2026	\$53.84	\$12.84	\$15.57	\$5.78	\$0.00	\$88.03
BRICKLAYERS LOCAL 3	2/1/2027	\$54.96	\$12.84	\$15.57	\$5.78	\$0.00	\$89.15
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 8/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.92	\$12.84	\$15.57	\$5.78	\$0.00	\$61.11
2	60.00	\$32.30	\$12.84	\$15.57	\$5.78	\$0.00	\$66.49
3	70.00	\$37.69	\$12.84	\$15.57	\$5.78	\$0.00	\$71.88
4	80.00	\$43.07	\$12.84	\$15.57	\$5.78	\$0.00	\$77.26
5	90.00	\$48.46	\$12.84	\$15.57	\$5.78	\$0.00	\$82.65

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 2/1/2027**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.48	\$12.84	\$15.57	\$5.78	\$0.00	\$61.67
2	60.00	\$32.98	\$12.84	\$15.57	\$5.78	\$0.00	\$67.17
3	70.00	\$38.47	\$12.84	\$15.57	\$5.78	\$0.00	\$72.66

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MARBLE & TILE FINISHERS Effective Date: 2/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	80.00	\$43.97	\$12.84	\$15.57	\$5.78	\$0.00	\$78.16
5	90.00	\$49.46	\$12.84	\$15.57	\$5.78	\$0.00	\$83.65
Apprentice to Journeyworker Ratio: 1:5							

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	8/1/2026	\$70.17	\$12.84	\$15.57	\$7.99	\$0.00	\$106.57
BRICKLAYERS LOCAL 3	2/1/2027	\$71.57	\$12.84	\$15.57	\$7.99	\$0.00	\$107.97
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.09	\$12.84	\$15.57	\$7.99	\$0.00	\$71.49
2	60.00	\$42.10	\$12.84	\$15.57	\$7.99	\$0.00	\$78.50
3	70.00	\$49.12	\$12.84	\$15.57	\$7.99	\$0.00	\$85.52
4	80.00	\$56.14	\$12.84	\$15.57	\$7.99	\$0.00	\$92.54
5	90.00	\$63.15	\$12.84	\$15.57	\$7.99	\$0.00	\$99.55

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH Effective Date: 2/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.79	\$12.84	\$15.57	\$7.99	\$0.00	\$72.19
2	60.00	\$42.94	\$12.84	\$15.57	\$7.99	\$0.00	\$79.34
3	70.00	\$50.10	\$12.84	\$15.57	\$7.99	\$0.00	\$86.50
4	80.00	\$57.26	\$12.84	\$15.57	\$7.99	\$0.00	\$93.66
5	90.00	\$64.41	\$12.84	\$15.57	\$7.99	\$0.00	\$100.81

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)	1/5/2026	\$45.20	\$10.58	\$11.47	\$9.75	\$0.00	\$77.00
MILLWRIGHTS LOCAL 1121							
MILLWRIGHTS LOCAL 1121 - Zone 3							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MILLWRIGHT (Zone 3) Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$24.86	\$10.58	\$0.00	\$5.36	\$0.00	\$40.80
2	65.00	\$29.38	\$10.58	\$0.00	\$6.34	\$0.00	\$46.30
3	75.00	\$33.90	\$10.58	\$11.47	\$7.31	\$0.00	\$63.26
4	85.00	\$38.42	\$10.58	\$11.47	\$8.29	\$0.00	\$68.76
Apprentice Notes Step 1&2 Appr. indentured after 1/6/2020 receive no pension,							
Apprentice to Journeyworker Ratio: 1:4							
MORTAR MIXER	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	6/1/2026	\$25.07	\$17.05	\$13.35	\$3.25	\$0.00	\$58.72
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$25.74	\$17.05	\$13.35	\$3.25	\$0.00	\$59.39
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)	6/1/2026	\$31.17	\$17.05	\$13.35	\$3.25	\$0.00	\$64.82
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$31.97	\$17.05	\$13.35	\$3.25	\$0.00	\$65.62
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.50	\$0.00	\$94.41
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER (BRIDGES/TANKS) Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) * 1/1/2026 \$50.46 \$10.35 \$12.00 \$12.60 \$0.00 \$85.41

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.23	\$10.35	\$0.00	\$0.00	\$0.00	\$35.58
2	55.00	\$27.75	\$10.35	\$0.00	\$6.93	\$0.00	\$45.03
3	60.00	\$30.28	\$10.35	\$0.00	\$7.56	\$0.00	\$48.19
4	65.00	\$32.80	\$10.35	\$0.00	\$8.19	\$0.00	\$51.34
5	70.00	\$35.32	\$10.35	\$12.00	\$8.82	\$0.00	\$66.49
6	75.00	\$37.85	\$10.35	\$12.00	\$9.45	\$0.00	\$69.65
7	80.00	\$40.37	\$10.35	\$12.00	\$10.08	\$0.00	\$72.80
8	90.00	\$45.41	\$10.35	\$12.00	\$11.34	\$0.00	\$79.10

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) 1/1/2026 \$48.52 \$10.35 \$12.00 \$12.60 \$0.00 \$83.47

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.26	\$10.35	\$0.00	\$0.00	\$0.00	\$34.61
2	55.00	\$26.69	\$10.35	\$0.00	\$6.93	\$0.00	\$43.97
3	60.00	\$29.11	\$10.35	\$0.00	\$7.56	\$0.00	\$47.02
4	65.00	\$31.54	\$10.35	\$0.00	\$8.19	\$0.00	\$50.08
5	70.00	\$33.96	\$10.35	\$12.00	\$8.82	\$0.00	\$65.13
6	75.00	\$36.39	\$10.35	\$12.00	\$9.45	\$0.00	\$68.19
7	80.00	\$38.82	\$10.35	\$12.00	\$10.08	\$0.00	\$71.25

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT) Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	90.00	\$43.67	\$10.35	\$12.00	\$11.34	\$0.00	\$77.36
Apprentice to Journeyworker Ratio: 1:1							
PAINTER / TAPER (BRUSH, NEW) *	1/1/2026	\$49.06	\$10.35	\$12.00	\$12.60	\$0.00	\$84.01
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2							
Apprentice: PAINTER / TAPER (BRUSH, NEW) * Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.53	\$10.35	\$0.00	\$0.00	\$0.00	\$34.88
2	55.00	\$26.98	\$10.35	\$0.00	\$6.93	\$0.00	\$44.26
3	60.00	\$29.44	\$10.35	\$0.00	\$7.56	\$0.00	\$47.35
4	65.00	\$31.89	\$10.35	\$0.00	\$8.19	\$0.00	\$50.43
5	70.00	\$34.34	\$10.35	\$12.00	\$8.82	\$0.00	\$65.51
6	75.00	\$36.80	\$10.35	\$12.00	\$9.45	\$0.00	\$68.60
7	80.00	\$39.25	\$10.35	\$12.00	\$10.08	\$0.00	\$71.68
8	90.00	\$44.15	\$10.35	\$12.00	\$11.34	\$0.00	\$77.84
Apprentice to Journeyworker Ratio: 1:1							
PAINTER / TAPER (BRUSH, REPAINT)	1/1/2026	\$47.12	\$10.35	\$12.00	\$12.60	\$0.00	\$82.07
PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2							
Apprentice: PAINTER / TAPER (BRUSH, REPAINT) Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.56	\$10.35	\$0.00	\$0.00	\$0.00	\$33.91
2	55.00	\$25.92	\$10.35	\$0.00	\$6.93	\$0.00	\$43.20
3	60.00	\$28.27	\$10.35	\$0.00	\$7.56	\$0.00	\$46.18
4	65.00	\$30.63	\$10.35	\$0.00	\$8.19	\$0.00	\$49.17
5	70.00	\$32.98	\$10.35	\$12.00	\$8.82	\$0.00	\$64.15
6	75.00	\$35.34	\$10.35	\$12.00	\$9.45	\$0.00	\$67.14
7	80.00	\$37.70	\$10.35	\$12.00	\$10.08	\$0.00	\$70.13
8	90.00	\$42.41	\$10.35	\$12.00	\$11.34	\$0.00	\$76.10
Apprentice to Journeyworker Ratio: 1:1							
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.21	\$0.00	\$71.52

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.21	\$0.00	\$72.96
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PANEL & PICKUP TRUCKS DRIVER	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							

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

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.39	\$10.08	\$0.00	\$2.53	\$0.00	\$36.00
2	55.00	\$28.58	\$10.08	\$0.00	\$5.07	\$0.00	\$43.73
3	70.00	\$36.38	\$10.08	\$11.62	\$7.60	\$0.00	\$65.68
4	80.00	\$41.58	\$10.08	\$11.62	\$10.14	\$0.00	\$73.42

Apprentice to Journeyworker Ratio: 1:5

PIPELAYER	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							

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

PLUMBER & PIPEFITTER	3/1/2026	\$55.90	\$13.10	\$9.71	\$8.06	\$0.00	\$86.77
PLUMBERS LOCAL 4							
PLUMBERS LOCAL 4							

Apprentice: PLUMBER & PIPEFITTER**Effective Date: 3/1/2026**

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PLUMBER & PIPEFITTER Effective Date: 3/1/2026							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$22.36	\$13.10	\$0.00	\$0.00	\$0.00	\$35.46
2	50.00	\$27.95	\$13.10	\$0.00	\$0.00	\$0.00	\$41.05
3	60.00	\$33.54	\$13.10	\$0.00	\$0.00	\$0.00	\$46.64
4	70.00	\$39.13	\$13.10	\$0.00	\$8.06	\$0.00	\$60.29
5	80.00	\$44.72	\$13.10	\$0.00	\$8.06	\$0.00	\$65.88
Apprentice to Journeyworker Ratio: 1:3							
PNEUMATIC CONTROLS (TEMP.)	3/1/2026	\$55.90	\$13.10	\$9.71	\$8.06	\$0.00	\$86.77
PLUMBERS LOCAL 4							
PLUMBERS LOCAL 4							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER	6/1/2026	\$42.66	\$10.90	\$9.75	\$9.11	\$0.00	\$72.42
LABORERS	12/1/2026	\$44.10	\$10.90	\$9.75	\$9.11	\$0.00	\$73.86
LABORERS - ZONE 2	6/1/2027	\$45.55	\$10.90	\$9.75	\$9.11	\$0.00	\$75.31
	12/1/2027	\$47.00	\$10.90	\$9.75	\$9.11	\$0.00	\$76.76
	6/1/2028	\$48.50	\$10.90	\$9.75	\$9.11	\$0.00	\$78.26
	12/1/2028	\$50.00	\$10.90	\$9.75	\$9.11	\$0.00	\$79.76
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	6/1/2026	\$42.66	\$10.90	\$9.75	\$9.21	\$0.00	\$72.52
LABORERS	12/1/2026	\$44.10	\$10.90	\$9.75	\$9.21	\$0.00	\$73.96
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWER SHOVEL/DERRICK/TRENCHING MACHINE	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE)	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER)	6/1/2026	\$37.63	\$17.05	\$13.35	\$3.25	\$0.00	\$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$38.58	\$17.05	\$13.35	\$3.25	\$0.00	\$72.23
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

READY-MIX CONCRETE DRIVER TEAMSTERS 170 TEAMSTERS 170 - Dauphinais (Bellingham)	1/1/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$0.00	\$45.01
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RECLAIMERS	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

RIDE-ON MOTORIZED BUGGY OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)	2/1/2026	\$53.53	\$14.53	\$12.67	\$9.03	\$0.00	\$89.76
ROOFERS LOCAL 33							
ROOFERS LOCAL 33							

Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)**Effective Date: 2/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.77	\$14.53	\$6.52	\$9.03	\$0.00	\$56.85
2	60.00	\$32.12	\$14.53	\$12.67	\$9.03	\$0.00	\$68.35
3	65.00	\$34.79	\$14.53	\$12.67	\$9.03	\$0.00	\$71.02
4	75.00	\$40.15	\$14.53	\$12.67	\$9.03	\$0.00	\$76.38
5	85.00	\$45.50	\$14.53	\$12.67	\$9.03	\$0.00	\$81.73

Apprentice Notes

**** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1**

Apprentice to Journeyworker Ratio: 1:5

ROOFER SLATE / TILE / PRECAST CONCRETE	2/1/2026	\$53.78	\$14.53	\$12.67	\$9.03	\$0.00	\$90.01
ROOFERS LOCAL 33							
ROOFERS LOCAL 33							

For apprentice rates see "Apprentice- ROOFER"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
SHEETMETAL WORKERS LOCAL 63	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

Apprentice: SHEETMETAL WORKER							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.96	\$4.95	\$0.00	\$0.85	\$31.33
2	50.00	\$21.74	\$6.62	\$5.51	\$0.00	\$0.94	\$34.81
3	55.00	\$23.91	\$7.28	\$9.91	\$0.00	\$1.15	\$42.25
4	60.00	\$26.09	\$7.94	\$9.91	\$0.00	\$1.23	\$45.17
5	65.00	\$28.26	\$8.60	\$9.91	\$0.00	\$1.31	\$48.08
6	70.00	\$30.44	\$9.27	\$9.91	\$0.00	\$1.39	\$51.01
7	75.00	\$32.61	\$9.93	\$9.91	\$0.00	\$1.47	\$53.92
8	80.00	\$34.78	\$10.59	\$9.91	\$9.92	\$1.78	\$66.98
9	85.00	\$36.96	\$11.25	\$9.91	\$9.92	\$1.86	\$69.90
10	90.00	\$39.13	\$11.92	\$9.91	\$9.92	\$1.94	\$72.82

Apprentice: SHEETMETAL WORKER							
Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$6.09	\$4.95	\$0.00	\$0.85	\$31.46
2	50.00	\$21.74	\$6.77	\$5.51	\$0.00	\$0.94	\$34.96
3	55.00	\$23.91	\$7.45	\$9.91	\$0.00	\$1.15	\$42.42
4	60.00	\$26.09	\$8.36	\$9.91	\$0.00	\$1.23	\$45.59
5	65.00	\$28.26	\$8.86	\$9.91	\$0.00	\$1.31	\$48.34
6	70.00	\$30.44	\$9.48	\$9.91	\$0.00	\$1.39	\$51.22
7	75.00	\$32.61	\$10.15	\$9.91	\$0.00	\$1.47	\$54.14
8	80.00	\$34.78	\$10.83	\$9.91	\$11.12	\$1.78	\$68.42
9	85.00	\$36.96	\$11.51	\$9.91	\$11.12	\$1.86	\$71.36
10	90.00	\$39.13	\$12.18	\$9.91	\$11.12	\$1.94	\$74.28

Apprentice to Journeyworker Ratio: 1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82
SPRINKLER FITTER	7/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	10/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	1/1/2027	\$56.54	\$14.55	\$7.50	\$9.41	\$0.00	\$88.00

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	4/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	7/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	10/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	1/1/2028	\$59.83	\$15.50	\$7.55	\$9.41	\$0.00	\$92.29

Apprentice: SPRINKLER FITTER

Effective Date: 7/1/2026

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

Apprentice: SPRINKLER FITTER

Effective Date: 10/1/2026

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

Apprentice to Journeyworker Ratio: 1:1

STEAM BOILER OPERATOR	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TERRAZZO FINISHERS	8/1/2026	\$69.09	\$12.84	\$15.57	\$8.02	\$0.00	\$105.52
BRICKLAYERS LOCAL 3	2/1/2027	\$70.49	\$12.84	\$15.57	\$8.02	\$0.00	\$106.92
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO FINISHERS Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.55	\$12.84	\$15.57	\$8.02	\$0.00	\$70.98
2	60.00	\$41.45	\$12.84	\$15.57	\$8.02	\$0.00	\$77.88
3	70.00	\$48.36	\$12.84	\$15.57	\$8.02	\$0.00	\$84.79
4	80.00	\$55.27	\$12.84	\$15.57	\$8.02	\$0.00	\$91.70
5	90.00	\$62.18	\$12.84	\$15.57	\$8.02	\$0.00	\$98.61
Apprentice: TERRAZZO FINISHERS Effective Date: 2/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.25	\$12.84	\$15.57	\$8.02	\$0.00	\$71.68
2	60.00	\$42.29	\$12.84	\$15.57	\$8.02	\$0.00	\$78.72
3	70.00	\$49.34	\$12.84	\$15.57	\$8.02	\$0.00	\$85.77
4	80.00	\$56.39	\$12.84	\$15.57	\$8.02	\$0.00	\$92.82
5	90.00	\$63.44	\$12.84	\$15.57	\$8.02	\$0.00	\$99.87
Apprentice to Journeyworker Ratio: 1:5							
TEST BORING DRILLER	6/1/2026	\$53.25	\$10.90	\$9.75	\$9.80	\$0.00	\$83.70
LABORERS	12/1/2026	\$54.75	\$10.90	\$9.75	\$9.80	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER	6/1/2026	\$49.37	\$10.90	\$9.75	\$9.80	\$0.00	\$79.82
LABORERS	12/1/2026	\$50.87	\$10.90	\$9.75	\$9.80	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	6/1/2026	\$49.25	\$10.90	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS	12/1/2026	\$50.75	\$10.90	\$9.75	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	6/1/2026	\$61.48	\$10.90	\$9.75	\$10.25	\$0.00	\$92.38
LABORERS	12/1/2026	\$62.98	\$10.90	\$9.75	\$10.25	\$0.00	\$93.88
LABORERS (COMPRESSED AIR)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS	6/1/2026	\$63.48	\$10.90	\$9.75	\$10.25	\$0.00	\$94.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$64.98	\$10.90	\$9.75	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR LABORERS	6/1/2026	\$53.55	\$10.90	\$9.75	\$10.25	\$0.00	\$84.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$55.05	\$10.90	\$9.75	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS	6/1/2026	\$55.55	\$10.90	\$9.75	\$10.25	\$0.00	\$86.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$57.05	\$10.90	\$9.75	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
VOICE-DATA-VIDEO TECHNICIAN	9/7/2025	\$36.12	\$14.98	\$13.94	\$3.97	\$0.00	\$69.01
ELECTRICIANS LOCAL 96	9/6/2026	\$37.04	\$15.96	\$14.20	\$4.07	\$0.00	\$71.27
ELECTRICIANS LOCAL 96							

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

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

Apprentice: VOICE-DATA-VIDEO TECHNICIAN**Effective Date: 9/6/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.52	\$15.96	\$0.56	\$4.07	\$0.00	\$39.11
2	55.00	\$20.37	\$15.96	\$0.61	\$4.07	\$0.00	\$41.01
3	60.00	\$22.22	\$15.96	\$13.76	\$4.07	\$0.00	\$56.01
4	65.00	\$24.08	\$15.96	\$13.81	\$4.07	\$0.00	\$57.92
5	70.00	\$25.93	\$15.96	\$13.87	\$4.07	\$0.00	\$59.83
6	75.00	\$27.78	\$15.96	\$13.92	\$4.07	\$0.00	\$61.73
7	80.00	\$29.63	\$15.96	\$13.98	\$4.07	\$0.00	\$63.64

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																
Apprentice: VOICE-DATA-VIDEO TECHNICIAN Effective Date: 9/6/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>8</td><td>85.00</td><td>\$31.48</td><td>\$15.96</td><td>\$14.03</td><td>\$4.07</td><td>\$0.00</td><td>\$65.54</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	8	85.00	\$31.48	\$15.96	\$14.03	\$4.07	\$0.00	\$65.54
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																
8	85.00	\$31.48	\$15.96	\$14.03	\$4.07	\$0.00	\$65.54																
Apprentice to Journeyworker Ratio: 1:1																							
WAGON DRILL OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67																
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11																
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56																
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01																
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51																
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01																
For apprentice rates see "Apprentice- LABORER"																							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77																
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21																
LABORERS - ZONE 2 (HEAVY & HIGHWAY)																							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																							
WASTE WATER PUMP OPERATOR	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03																
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48																
OPERATING ENGINEERS LOCAL 4																							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																							
WATER METER INSTALLER	3/1/2026	\$55.90	\$13.10	\$9.71	\$8.06	\$0.00	\$86.77																
PLUMBERS LOCAL 4																							
PLUMBERS LOCAL 4																							
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.