

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 FLOORING 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	\$ 25,000
Lunenburg	\$ 8,000
Sterling	\$ 2,000
West Boylston	\$ 11,000
Holden	\$ 17,000
LDC	\$ 5,000
Total	\$68,000

Contract Term: 1 year

Services:

- Luxury Vinyl Tile (LVT)
- Luxury Vinyl Plank (LVP)
- Sheet Vinyl
- Vinyl Composition Tile (VCT)
- Carpet Tile
- Broadloom Carpet
- Floor Preparation
- Minor Subfloor Repair

Date Issued: Wednesday, August 12, 2026

Bid Submission Deadline:

- Wednesday, September 2, 2026 @ 10:15 a.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 FLOORING SERVICES

The Leominster Housing Authority, acting as lead 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 sealed bids from qualified flooring contractors for On-Call Flooring Services.

The participating entities collectively manage approximately 653 housing units throughout North Central Massachusetts and experienced approximately 74 vacant unit turnovers during calendar year 2025.

The work generally consists of:

- Luxury Vinyl Tile (LVT)
- Luxury Vinyl Plank (LVP)
- Sheet Vinyl
- Vinyl Composition Tile (VCT)
- Carpet Tile
- Broadloom Carpet
- Floor Preparation
- Minor Subfloor Repair

The resulting contracts shall be for a period of one (1) year. This procurement is subject to M.G.L. c.149 and 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.

Sealed bids will be received until: 10:15 A.M. Wednesday, September 2, 2026 at:

Leominster Housing Authority
100 Main Street
Leominster, Massachusetts 01453

Bids will be publicly opened and read aloud immediately thereafter. Each bid shall be accompanied by a bid deposit equal to five percent (5%) of the estimated contract amount for each participating entity bid upon.

The participating entities reserve 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
			Pearl Brook Apartments (667-1 / 705-1)	121 White Street, Lunenburg, MA
Lunenburg Housing Authority	54 Units	15		
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 contracts with qualified flooring contractors to furnish labor, materials, equipment, supervision, transportation, disposal, and incidentals necessary to perform flooring replacement and repair services for participating Housing Authorities and affiliated entities.

The resulting contracts are intended to provide timely, high-quality flooring services for vacant unit turnovers, occupied units, common areas, offices, and other Authority-owned facilities on an as-needed basis.

No minimum quantity of work is guaranteed under this solicitation.

1.2 PARTICIPATING ENTITIES

This solicitation includes:

- Leominster Housing Authority
- Leominster Development Corporation
- Lunenburg Housing Authority
- Sterling Housing Authority
- West Boylston Housing Authority
- Holden Housing Authority

Each participating entity shall:

- Independently award its own contract.
- Issue its own work orders.
- Approve invoices.
- Process payments.
- Administer contract performance.
- Exercise renewal options independently.

The Leominster Housing Authority is serving solely as the Lead Procurement Agency for this solicitation and assumes no responsibility for payment or administration of contracts awarded by other participating entities.

1.3 CONTRACT TYPE

This procurement establishes Indefinite Quantity Unit Price Service Contracts.

The estimated quantities contained in the Bid Form are provided solely for bid evaluation purposes.

Actual quantities may be greater or less than estimated.

The Awarding Authority makes no representation regarding future workload.

1.4 CONTRACT TERM

One (1) year.

1.5 PROCUREMENT STATUTES

This procurement shall be conducted in accordance with applicable provisions of the Massachusetts General Laws governing public construction and public purchasing, including requirements applicable to:

- competitive bidding;
- prevailing wages;
- bid deposits;
- payment bonds and performance bonds where required by law;
- certified payroll reporting;
- tax compliance certifications; and
- public records.

Where any provision of this specification conflicts with applicable law, the applicable law shall govern.

1.6 PREVAILING WAGES

All work performed under this Contract shall be performed in accordance with the applicable Massachusetts Prevailing Wage Schedule issued by the Department of Labor Standards.

The Contractor shall:

- pay prevailing wages;
- submit weekly certified payroll reports;
- submit Statements of Compliance;
- maintain payroll records required by law; and
- cooperate with any audit by the Awarding Authority or Commonwealth.

Failure to comply may constitute grounds for contract termination.

1.7 BIDDER QUALIFICATIONS

To be eligible for award, bidders shall:

- Have a minimum of three (3) years of commercial flooring installation experience.
- Demonstrate experience with occupied residential housing.
- Be capable of simultaneously performing multiple projects.
- Maintain all required licenses and registrations.
- Maintain Workers' Compensation Insurance.
- Maintain Commercial General Liability Insurance.
- Maintain Automobile Liability Insurance.
- Be capable of furnishing required bonds.
- Not be suspended or debarred from public contracting.
- Demonstrate satisfactory references for similar work.

2.8 REFERENCES

Each bidder shall submit a minimum of three (3) references for projects substantially similar in size and scope completed within the past five (5) years.

Each reference shall include:

- Owner
- Contact Person
- Telephone Number
- Description of Work
- Contract Amount
- Completion Date

The Awarding Authority reserves the right to investigate all references.

2.9 BID DEPOSIT

Each bid shall include a Bid Deposit equal to five percent (5%) of the Total Evaluated Bid submitted for each participating entity.

Separate bid deposits shall be submitted for each entity upon which a bidder submits pricing. Acceptable forms include:

- Bid Bond
- Certified Check
- Cashier's Check
- Treasurer's Check

Failure to provide the required bid security shall render the bid nonresponsive.

1.10 QUESTIONS

Questions concerning this solicitation shall be submitted in writing to the Procurement Contact identified in the Invitation for Bids.

Questions received sufficiently in advance of the bid opening may be answered through written Addenda. Oral interpretations shall not be binding.

1.11 ADDENDA

Addenda shall become part of the Contract Documents.

Bidders shall acknowledge receipt of all Addenda on the Bid Form.

Failure to acknowledge Addenda may result in rejection of the bid where required.

1.12 BID SUBMISSION

Bids shall be submitted in a sealed envelope plainly marked:

ON-CALL FLOORING SERVICES IFB

The exterior shall clearly identify:

- Bidder Name
- Bidder Address
- Bid Opening Date
- IFB Title

Late bids shall not be accepted.

1.13 REQUIRED BID DOCUMENTS

Each bid shall include:

Bid Form

Bid Deposit(s)

Failure to submit required documents may render the bid nonresponsive.

1.14 BID ACCEPTANCE PERIOD

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

1.15 RULE FOR AWARD

Each participating entity shall independently award its contract to the lowest responsive and responsible bidder based upon that entity's Total Evaluated Bid.

Bidders may submit bids for one, several, or all participating entities.

The Awarding Authority reserves the right to:

- reject any or all bids;
 - waive minor informalities where permitted by law;
 - request clarification of bids;
 - correct obvious mathematical errors where permitted by law; and
 - reject materially unbalanced bids.
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1.16 CONTRACT EXECUTION

The successful bidder shall execute the Contract Agreement and furnish all required insurance certificates and bonds within the time prescribed by the Awarding Authority after notice of award. Failure to do so may result in forfeiture of the bid deposit 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 Lead Procurement Agency (Leominster Housing Authority) is responsible solely for conducting the procurement process.

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 in this solicitation shall create a joint contractual obligation among the participating entities.

2.2 CONTRACTOR RESPONSIBILITIES

The Contractor shall furnish all labor, supervision, project management, transportation, equipment, tools, materials, adhesives, fasteners, floor preparation products, transition materials, disposal services, permits (when required), and all incidentals necessary to complete each assigned project unless specifically noted otherwise.

The Contractor shall be responsible for:

- Field measurements
- Material ordering
- Material delivery
- Storage
- Installation
- Protection of finished work
- Daily cleanup
- Final cleanup
- Disposal of removed materials

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 via email

Verbal authorization shall not constitute authorization for additional compensation.

2.4 ESTIMATES

Unless otherwise directed, the Contractor shall:

- Visit the site when required.
- Verify field dimensions.
- Review existing conditions.
- Submit a written estimate within three (3) business days.

The estimate shall identify:

- Property
- Unit Number
- Flooring Type
- Estimated Quantities
- Unit Prices
- Extra Work (if any)
- Estimated Completion Date

Where the Authority provides verified measurements for standard turnover work, the Contractor may rely on those measurements unless discrepancies are discovered during installation.

2.5 SCHEDULING

The Contractor shall coordinate all work with the participating entity.

Routine occupied-unit work shall be scheduled to minimize inconvenience to residents.

The Contractor shall immediately notify the Authority of any anticipated delays.

2.6 RESPONSE TIMES

Unless otherwise approved:

Work Type	Contractor Response
Work Request Acknowledgment	1 Business Day
Written Estimate	3 Business Days
Emergency Repairs	24 Hours
Vacant Unit Turnovers	Complete within 10 Business Days after Notice to Proceed
Routine Flooring	Complete within 15 Business Days

Extensions may be approved for material shortages or other conditions beyond the Contractor's reasonable control.

2.7 CHANGE IN WORK

The Authority may modify the scope of work. Changes shall be authorized only by written Change Order. No additional compensation shall be paid without prior written approval. Where unforeseen conditions are encountered, the Contractor shall immediately stop affected work and notify the Authority before proceeding.

2.12 UNFORESEEN CONDITIONS

Examples include:

- Structural deficiencies
- Moisture intrusion
- Mold
- Water damage
- Hidden subfloor deterioration
- Asbestos-containing materials
- Lead-containing materials
- Adhesive requiring hazardous removal
- Concrete failure

The Contractor shall not proceed until written direction is received.

2.13 SUBCONTRACTORS

Subcontractors shall not be used without prior written approval of the participating entity.

Approved subcontractors shall comply with all Contract requirements including:

- Prevailing Wage

- Insurance
- OSHA
- Certified Payroll
- Warranty

The Contractor remains fully responsible for subcontractor performance.

2.14 DAILY CLEANUP

At the conclusion of each workday the Contractor shall:

- Remove debris
- Remove waste materials
- Remove adhesive containers
- Vacuum work areas
- Maintain safe pedestrian access
- Secure tools and equipment

Common areas shall remain accessible unless otherwise approved.

2.15 FINAL CLEANING

Upon completion, the Contractor shall:

- Remove all debris
 - Vacuum flooring
 - Remove adhesive residue
 - Clean finished flooring
 - Remove labels
 - Remove protective coverings
 - Leave the area ready for occupancy
-

2.16 PROTECTION OF PROPERTY

The Contractor shall protect:

- Walls
- Cabinets
- Appliances
- Doors
- Trim
- Windows
- Existing flooring to remain
- Furniture
- Elevators

- Corridors

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

2.8 OCCUPIED UNITS

When working in occupied units, the Contractor shall:

- Coordinate with management.
- Maintain safe access.
- Control dust and odors.
- Protect resident belongings.
- Restore utilities at the end of each workday.
- Maintain a safe, habitable environment.

The Authority may require work to occur in phases.

2.9 WORK HOURS

Normal working hours shall be:

Monday through Friday 7:30 AM – 4:00 PM

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

2.10 INVOICES

Separate invoices shall be submitted for each participating entity.

Each invoice shall include:

- Purchase Order Number
- Work Order Number
- Property
- Unit Number
- Date Completed
- Flooring Type Installed
- Unit Pricing
- Total Amount Due
- Certified Payroll (when applicable)

Invoices combining multiple participating entities shall not be accepted.

2.11 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 the following minimum coverage:

Workers' Compensation

- As required by Massachusetts law.

Commercial General Liability

- \$1,000,000 Each Occurrence
- \$2,000,000 General Aggregate
- Products and Completed Operations Included

Automobile Liability

- \$1,000,000 Combined Single Limit

Each participating entity awarding a contract shall be named as an Additional Insured where appropriate.

2.18 SAFETY

The Contractor shall comply with:

- OSHA regulations
- Massachusetts Department of Labor Standards
- Applicable building and fire codes
- Manufacturer safety 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 work shall be completed within ten (10) business days after notification unless otherwise approved.

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
- Prevailing wage violations
- Repeated failure to perform
- Fraud or misrepresentation
- Failure to comply with applicable laws

2.20 PAYMENT BOND

For all contracts that are > \$25,000. The successful Bidder for each participating entity shall furnish a Payment Bond in the amount of fifty percent (50%) of that participating entity's Total Evaluated Bid listed on the bid form.

The Payment Bond shall be issued by the same or another approved surety authorized to conduct business in Massachusetts.

The cost of furnishing the required Payment Bond shall be included in the Bid submitted by the Contractor.

No separate payment shall be made for bond premiums.

SCOPE OF WORK

SECTION 3

3.1 PURPOSE

The purpose of this Contract is to provide comprehensive on-call flooring services for vacant unit turnovers, occupied residential units, administrative offices, community spaces, and common areas owned or operated by participating entities.

The Contractor shall furnish all labor, supervision, equipment, tools, transportation, materials, floor preparation products, adhesives, accessories, 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 flooring replacement, repair, and related services including, but not limited to:

- Removal of existing flooring
 - Removal of existing adhesives
 - Floor preparation
 - Moisture testing when required
 - Minor subfloor repair
 - Installation of new flooring
 - Installation of cove base
 - Installation of transition strips
 - Door trimming
 - Appliance disconnect/reconnect as necessary for flooring replacement
 - Cleanup and disposal
 - Warranty repairs
-

3.3 TYPES OF FLOORING

Work may include installation of:

Luxury Vinyl Tile (LVT)

- Commercial glue-down LVT.

Luxury Vinyl Plank (LVP)

- Commercial glue-down or floating plank flooring where specified.

Sheet Vinyl

- Commercial heterogeneous sheet vinyl.

Vinyl Composition Tile (VCT)

- Commercial-grade VCT.

Carpet Tile

- Commercial modular carpet tile.

Broadloom Carpet

- Commercial broadloom carpet with cushion where specified.

Rubber Cove Base

- Four-inch commercial rubber wall base.

Entrance Mat Systems

- When specified.

Transition Systems

- Metal, vinyl, or rubber transition strips.

3.4 LOCATIONS

Work may occur in:

- Vacant apartments
- Occupied apartments
- Family housing
- Elderly housing
- Administrative offices
- Community rooms
- Laundry rooms
- Corridors

- Vestibules
 - Stairwells
 - Elevators
 - Lobbies
 - Storage rooms
 - Mechanical rooms
 - Other Authority-owned facilities
-

3.5 VACANT UNIT TURNOVERS

Vacant-unit turnover work is anticipated to comprise the majority of work under this Contract.

Typical turnover work includes:

- Remove existing flooring
- Remove adhesive residue
- Prepare substrate
- Repair minor subfloor deficiencies
- Install new flooring
- Install cove base
- Install transition strips
- Clean completed installation

The Contractor shall coordinate work with other turnover contractors whenever required.

3.6 OCCUPIED UNIT WORK

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

The Contractor shall:

- Protect resident belongings.
 - Maintain safe pedestrian access.
 - Minimize dust and odors.
 - Maintain egress.
 - Coordinate work with property management.
 - Restore the dwelling to a safe condition at the end of each workday.
-

3.7 COMMON AREA FLOORING

The Contractor may be requested to replace flooring in:

- Hallways
- Offices
- Community rooms

- Laundry facilities
- Lobby areas
- Vestibules
- Corridors
- Stair landings
- Elevator lobbies

Scheduling shall minimize disruption to residents and Authority operations.

3.8 EMERGENCY WORK

Emergency work includes flooring failures creating immediate hazards such as:

- Trip hazards
- Water damaged flooring
- Loose flooring
- Unsafe transitions
- Flood damage
- Emergency patching

The Contractor shall respond within twenty-four (24) hours unless another response time is directed by the Authority.

3.9 FLOOR PREPARATION INCLUDED

Unless specifically identified as Extra Work, Contractor pricing shall include:

- Removal of existing flooring.
- Removal of normal adhesive residue.
- Scraping.
- Grinding of minor irregularities.
- Filling minor voids.
- Patching.
- Surface cleaning.
- Surface priming when recommended by the manufacturer.
- Normal floor leveling.
- Minor door undercutting.
- Removal and reinstallation of toilets when specifically identified on the work order (if applicable).

No additional compensation shall be allowed for normal floor preparation.

3.10 EXTRA WORK

The following shall not be included in unit pricing and shall require prior written authorization:

- Structural floor repairs.
- Replacement of structural subfloor framing.
- Extensive subfloor replacement.
- Moisture mitigation systems.
- Concrete replacement.
- Asbestos abatement.
- Lead abatement.
- Mold remediation.
- Extensive self-leveling exceeding one-quarter (1/4) inch over fifty (50) square feet.
- Repairs resulting from concealed conditions.
- Repairs caused by vandalism, fire, or flooding beyond the flooring system.

The Contractor shall immediately notify the Authority upon discovery of any such condition.

3.11 FIELD MEASUREMENTS

The Contractor shall verify all field dimensions prior to ordering materials. The Authority may provide approximate dimensions for estimating purposes. The Contractor shall be responsible for verifying all measurements before installation.

3.12 MATERIAL PROCUREMENT

Unless otherwise directed, the Contractor shall furnish all flooring materials.

All materials shall be:

- New
- First quality
- Commercial grade
- Free from defects
- Stored in accordance with manufacturer recommendations

No damaged materials shall be installed.

3.13 OWNER-FURNISHED MATERIALS

The Authority reserves the right to furnish flooring materials.

Where Owner-furnished materials are supplied, the Contractor shall provide:

- Delivery from designated storage location (if on-site)
- Inspection
- Acclimation
- Installation
- Protection

- Warranty of workmanship only

Manufacturer warranties shall remain with the material manufacturer.

3.14 STORAGE

Materials shall be stored:

- Indoors
- Dry
- Protected from weather
- Protected from damage
- At temperatures recommended by the manufacturer

Flooring materials shall be acclimated prior to installation in accordance with manufacturer requirements.

3.15 DISPOSAL

The Contractor shall legally dispose of:

Existing flooring

Adhesives

Packaging

Scrap material

Waste products

Miscellaneous debris

Disposal shall comply with all federal, state, and local environmental regulations.

No debris shall remain on-site unless authorized.

3.16 WARRANTY SERVICE

During the warranty period the Contractor shall repair:

- Loose flooring
- Failed seams
- Loose cove base
- Loose transitions
- Adhesive failures
- Installation defects
- Material damage caused by improper installation

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

TECHNICAL SPECIFICATIONS

SECTION 4

4.1 GENERAL

All flooring systems shall be installed in strict accordance with:

- The Contract Documents
- Manufacturer's current printed installation instructions
- Applicable ASTM Standards
- Applicable ANSI Standards
- Resilient Floor Covering Institute (RFCI) recommendations
- National Wood Flooring Association (where applicable)
- OSHA regulations
- Massachusetts Building Code

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

4.2 ACCEPTABLE MANUFACTURERS

The following manufacturers establish the minimum quality standard.

Equivalent products meeting these specifications may be submitted for approval.

Luxury Vinyl Tile (Glue Down)

Basis of Design:

- Armstrong
- Tarkett
- Mannington
- Mohawk
- Interface
- Patcraft
- Shaw Contract
- Gerflor
- Approved Equal

Luxury Vinyl Plank

Basis of Design:

- Armstrong
- Mannington
- Shaw Contract
- Tarkett
- Mohawk
- Approved Equal

Sheet Vinyl

Basis of Design:

- Armstrong Medintech
- Armstrong Medintone
- Tarkett iQ Series
- Gerflor Mipolam
- Forbo
- Approved Equal

Vinyl Composition Tile

Basis of Design:

- Armstrong Standard Excelon
- Tarkett
- Mannington
- Approved Equal

Carpet Tile

Basis of Design:

- Shaw Contract
- Interface
- Mohawk Group
- Patcraft

- Milliken
 - Approved Equal
-

Broadloom Carpet

Basis of Design:

- Shaw Contract
 - Mohawk
 - Interface
 - Approved Equal
-

Rubber Cove Base

Basis of Design:

- Johnsonite (Tarkett)
 - Roppe
 - Burke
 - Approved Equal
-

Adhesives

Use only adhesives recommended by the flooring manufacturer.

No substitutions without written approval.

4.3 PRODUCT REQUIREMENTS

All flooring shall be:

- Commercial grade
- First quality
- New
- Free of defects
- Manufacturer's current production
- Suitable for multifamily residential occupancy
- Backed by published manufacturer warranties

4.4 LUXURY VINYL TILE

Minimum Requirements:

- Wear Layer: Minimum 20 mil
 - Thickness: Minimum 2.5 mm
 - Installation: Glue-down
 - Finish: Factory applied urethane finish
 - Slip Resistance: ANSI A326.3 compliant
 - Warranty: Minimum 10-year commercial warranty
-

4.5 LUXURY VINYL PLANK

Minimum Requirements:

- Commercial glue-down or floating system when specified.
 - Wear Layer: Minimum 20 mil
 - Minimum Thickness: 4.5 mm
 - Commercial warranty: 10 years minimum
-

4.6 SHEET VINYL

Minimum Requirements:

- Material: Commercial heterogeneous sheet vinyl
 - Minimum Thickness: 2.0 mm
 - Wear Layer: Factory applied
 - Seams: Heat welded unless manufacturer specifically recommends chemical seam sealing.
-

4.7 VINYL COMPOSITION TILE

Minimum Requirements:

- 12 x 12 inch
- 1/8 inch thick
- Commercial grade
- Factory first quality
- Finish:
- Manufacturer's standard finish
- Waxing:
- Where required by manufacturer recommendations.

4.8 CARPET TILE

- Minimum Requirements:
- Solution dyed nylon
- Minimum 24-ounce face weight
- PVC-free backing preferred
- Commercial warranty:
- 10 years
- Replaceable modular construction

4.9 BROADLOOM CARPET

Minimum Requirements:

- Commercial nylon
- Minimum face weight: 28 ounces
- Class I fire rating
- Commercial backing
- Manufacturer warranty: 10 years minimum

4.10 RUBBER COVE BASE

- Height: 4 inches
- Type: Toe style
- Corners: Factory preformed where available.
- Adhesive: Manufacturer approved.

4.11 TRANSITION STRIPS

Transition strips shall be installed wherever flooring materials change.

Transition strips shall be:

- Aluminum
- Vinyl
- Rubber

As appropriate for the flooring system.

No exposed fasteners unless manufacturer requires mechanical fastening.

4.12 SUBFLOOR REQUIREMENTS

Prior to installation the Contractor shall inspect the substrate.

Subfloors shall be:

- Clean
- Dry
- Structurally sound
- Smooth
- Level
- Free of contaminants

No flooring shall be installed over unsuitable substrates.

4.13 FLOOR FLATNESS

Finished substrate shall not vary by more than:

- 3/16 inch in ten feet
- unless manufacturer recommends stricter tolerances.

4.14 MOISTURE TESTING

Concrete slabs shall be tested whenever required by the flooring manufacturer.

Acceptable tests include:

- ASTM F2170

or

- ASTM F1869

Test results shall comply with flooring manufacturer's published limits.

4.15 FLOOR PREPARATION

Contractor shall perform all normal floor preparation including:

- Scraping
- Grinding
- Vacuuming
- Patching
- Priming
- Feather finishing
- Minor leveling

Normal preparation shall be included within unit pricing.

4.16 SUBFLOOR REPAIR

Minor repairs include:

- Tightening loose panels
- Refastening plywood
- Replacing isolated damaged underlayment
- Filling minor voids

Extensive repairs shall constitute Extra Work.

4.17 DOOR MODIFICATIONS

Where necessary the Contractor shall:

- Trim doors
- Undercut jambs
- Adjust thresholds
- Reinstall hardware

No binding shall occur after flooring installation.

4.18 INSTALLATION

Installation shall comply with:

- Manufacturer instructions
- Industry best practices
- Applicable ASTM standards
- Flooring shall be:
- Straight

- Square
 - Properly aligned
 - Free of visible defects
-

4.19 SHEET VINYL SEAMS

Seams shall be:

- Factory straight
- Heat welded
- Properly grooved
- Properly sealed

Where permitted by manufacturer, chemical seam sealing may be used.

4.20 ADHESIVES

Adhesives shall:

- Be compatible with flooring
 - Be compatible with substrate
 - Meet manufacturer recommendations
 - Be VOC compliant
 - No expired adhesives shall be used.
-

4.21 FLOOR PROTECTION

Following installation the Contractor shall protect finished flooring until accepted by the Authority.

Damage prior to acceptance shall be repaired at Contractor expense.

4.22 CLEANING

Contractor shall:

- Remove adhesive residue
- Vacuum flooring
- Wash resilient flooring
- Remove markings

- Remove labels
 - Leave flooring ready for occupancy
-

4.23 WARRANTIES

The Contractor shall warrant workmanship for one (1) year.

Manufacturer warranties shall be assigned to the Awarding Authority.

4.24 SUBMITTALS

Prior to first installation, the Contractor shall provide:

- Manufacturer data sheets
- Installation instructions
- Maintenance recommendations
- Color charts
- Samples upon request
- Warranty information
- Safety Data Sheets (SDS) for adhesives, primers, patching compounds, and other applicable products

The Awarding Authority may approve products at the beginning of the contract for repeated use, reducing the need for resubmittals on routine work unless a different product is proposed.

4.25 QUALITY ASSURANCE

The Awarding Authority reserves the right to inspect work at any stage of installation.

The Contractor shall immediately correct work that:

- Does not comply with the Contract Documents;
- Does not meet manufacturer installation requirements;
- Exhibits visible defects, including open joints, lippage, bubbles, wrinkles, telegraphing, loose cove base, or improperly installed transitions; or
- Fails to meet accepted industry standards.

Any rejected work shall be removed and replaced at no additional cost to the Awarding Authority.

PERFORMANCE STANDARDS

SECTION 5

5.1 GENERAL

The Contractor shall perform all work in a professional and workmanlike manner consistent with:

- The Contract Documents;
- Manufacturer installation requirements;
- Recognized commercial flooring industry standards; and
- Applicable federal, state, and local laws.

Completed work shall be subject to inspection and acceptance by the Awarding Authority. Failure to comply with these Performance Standards may constitute grounds for rejection of work, corrective action, termination for cause, or non-renewal of the Contract.

5.2 RESPONSE TO WORK REQUESTS

The Contractor shall acknowledge receipt of each work request within one (1) business day.

The Awarding Authority shall designate each work request as one of the following:

Emergency: Immediate safety hazard or condition affecting occupancy.

- Response: Within twenty-four (24) hours.

Priority Turnover: Vacant unit scheduled for occupancy.

- Estimate: Within one (1) business day.
- Completion: Within five (5) business days after Notice to Proceed unless otherwise approved.

Standard Turnover: Routine vacant unit flooring replacement.

- Estimate: Within three (3) business days.
- Completion: Within ten (10) business days after Notice to Proceed.

Routine Work: Occupied units, offices, and common areas.

- Estimate: Within three (3) business days.
- Completion: Within fifteen (15) business days after authorization unless otherwise approved.

5.3 PROJECT SCHEDULING

The Contractor shall:

- Coordinate work with the Awarding Authority.
 - Confirm installation dates.
 - Notify the Awarding Authority of material lead times.
 - Provide advance notice of delays.
 - Maintain adequate staffing to complete assigned work.
-

5.4 COMMUNICATION

The Contractor shall maintain regular communication with the Awarding Authority regarding:

- Scheduling;
- Material availability;
- Unexpected site conditions;
- Delays;
- Completion dates;
- Warranty issues; and
- Emergency conditions.

The Contractor shall designate one Project Manager or Contract Administrator who shall serve as the primary point of contact throughout the Contract.

5.5 QUALITY OF INSTALLATION

Completed flooring shall exhibit:

- Uniform appearance.
- Straight layout.
- Tight joints.
- Proper alignment.
- Secure adhesion.
- Smooth transitions.
- Properly installed cove base.
- No bubbles.
- No wrinkles.
- No curling edges.
- No open seams.
- No visible adhesive.
- No lippage.
- No telegraphing caused by poor floor preparation.

5.6 SHEET VINYL QUALITY

Sheet vinyl installations shall exhibit:

- Properly aligned seams.
- Tight seams.
- Correct heat welds where required.
- No shrinkage.
- No gaps.
- No trapped debris beneath flooring.
- Uniform appearance.

5.7 LVT / LVP QUALITY

Luxury Vinyl Tile and Luxury Vinyl Plank installations shall exhibit:

- Tight joints.
- Proper pattern alignment.
- Uniform spacing.
- Proper adhesive coverage.
- No movement.
- No loose edges.
- Proper transition installation.

5.8 CARPET INSTALLATIONS

Carpet installations shall exhibit:

- Tight seams.
- Proper stretching where applicable.
- Uniform pattern alignment.
- Secure edge conditions.
- Smooth transitions.
- No wrinkles.
- No bubbles.
- No visible seam separation.

5.9 COVE BASE

- Rubber cove base shall:
- Adhere tightly to wall surfaces.
- Exhibit smooth inside and outside corners.
- Have tight joints.
- Remain free from gaps.

- Be cut neatly around frames and cabinets.
-

5.10 TRANSITION STRIPS

Transitions shall:

- Sit firmly against adjacent flooring.
 - Eliminate trip hazards.
 - Be securely fastened.
 - Match flooring elevations.
 - Maintain ADA accessibility where applicable.
-

5.11 SUBFLOOR QUALITY

Prior to installation the Contractor shall ensure:

- Dry substrate.
 - Stable substrate.
 - Smooth substrate.
 - Properly repaired defects.
 - Proper preparation.
 - Installation over unsuitable substrates shall not be permitted.
-

5.12 CLEANLINESS

Throughout construction the Contractor shall:

- Control dust.
 - Remove debris daily.
 - Prevent adhesive tracking.
 - Maintain safe walkways.
 - Store materials neatly.
 - Maintain professional housekeeping.
-

5.13 FINAL ACCEPTANCE

Each project shall be considered complete only when:

- Flooring installation is complete.
- Cove base installed.
- Transition strips installed.
- Doors adjusted.
- Work area cleaned.
- Waste removed.
- Punch list completed.

- Inspection completed.
 - Accepted by the Awarding Authority.
-

5.14 DEFICIENCIES

If deficiencies are identified during inspection, the Contractor shall correct them at no additional cost within:

- Three (3) business days unless another schedule is approved by the Awarding Authority.
-

5.15 WARRANTY RESPONSE

Warranty claims shall be acknowledged within:

- One (1) business day.

Warranty repairs shall commence within:

- Five (5) business days unless emergency conditions require a faster response.
-

5.16 PERFORMANCE EVALUATION

The Awarding Authority may evaluate Contractor performance based upon:

- Quality of workmanship.
- Timeliness.
- Communication.
- Cooperation.
- Safety.
- Warranty responsiveness.
- Resident relations.
- Completion of punch lists.
- Cleanliness.
- Compliance with Contract requirements.

Performance evaluations may be considered when determining whether to exercise contract renewal options.

5.17 CONTRACTOR PERSONNEL

The Contractor shall provide sufficient qualified personnel to perform assigned work.

The Awarding Authority may require removal of any employee who:

- Demonstrates unsafe work practices;
 - Performs unacceptable workmanship;
 - Violates Authority policies applicable to contractors;
 - Behaves unprofessionally toward residents or staff; or
 - Fails to comply with the Contract Documents.
 - Replacement personnel shall be equally qualified.
-

5.18 RESIDENT RELATIONS

Because much of the work will occur in occupied multifamily housing, Contractor personnel shall:

- Treat residents with courtesy and respect.
- Maintain appropriate appearance and conduct.
- Avoid unnecessary noise.
- Use appropriate language.
- Protect resident privacy.
- Follow property-specific access procedures.

Any resident complaints received by the Awarding Authority shall be investigated and may be considered during performance evaluations.

BID FORM

GENERAL INSTRUCTIONS

- Bidders may submit bids for one, several, or all participating entities.
- Each participating entity shall independently award its contract.
- A separate bid deposit shall accompany each participating entity bid. 5% Bid Deposit is required for each housing authority. 5% is based on total evaluated bid amount.
- Unit prices shall include all labor, supervision, materials, equipment, tools, transportation, floor preparation, cleanup, disposal, overhead, profit, insurance, and all incidentals unless specifically noted otherwise.
- 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	Evaluation Quantity	Unit	Unit Price	Extended Price
Commercial Glue-Down LVT	3,000	SF	\$_____	\$_____
Commercial Sheet Vinyl	2,000	SF	\$_____	\$_____
Commercial Carpet Tile	1,500	SF	\$_____	\$_____
Broadloom Carpet	500	SF	\$_____	\$_____
Vinyl Composition Tile	500	SF	\$_____	\$_____
Rubber Cove Base	1,000	LF	\$_____	\$_____
Minor Subfloor Repair	60	Sheets	\$_____	\$_____
Subfloor Repair Labor	80	Hours	\$_____	\$_____

TOTAL EVALUATED BID

\$_____ Bid Deposit Enclosed: ☐ YES

B. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

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

Item	Unit	Unit Price
Furniture Moving	Per Hour	\$_____
Appliance Disconnect/Reconnect	Each	\$_____
Moisture Testing	Each Test	\$_____
Self-Leveling Underlayment	Per SF	\$_____
Transition Strip Replacement	Per LF	\$_____
Floor Patching	Per SF	\$_____
Emergency Response	Per Hour	\$_____
Overtime Labor	Per Hour	\$_____

LUNENBURG HOUSING AUTHORITY

A. EVALUATED UNIT PRICES

Item	Evaluation Quantity	Unit	Unit Price	Extended Price
Commercial Glue-Down LVT	1,200	SF	\$_____	\$_____
Commercial Sheet Vinyl	600	SF	\$_____	\$_____
Commercial Carpet Tile	500	SF	\$_____	\$_____
Broadloom Carpet	250	SF	\$_____	\$_____
Rubber Cove Base	300	LF	\$_____	\$_____
Minor Subfloor Repair	15	Sheets	\$_____	\$_____
Subfloor Repair Labor	20	Hours	\$_____	\$_____

TOTAL EVALUATED BID

\$_____ Bid Deposit Enclosed: ☐ YES

B. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

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

Item	Unit	Unit Price
Furniture Moving	Per Hour	\$_____
Appliance Disconnect/Reconnect	Each	\$_____
Moisture Testing	Each Test	\$_____
Self-Leveling Underlayment	Per SF	\$_____
Transition Strip Replacement	Per LF	\$_____
Floor Patching	Per SF	\$_____
Emergency Response	Per Hour	\$_____
Overtime Labor	Per Hour	\$_____

STERLING HOUSING AUTHORITY

A. EVALUATED UNIT PRICES

Item	Evaluation Quantity	Unit	Unit Price	Extended Price
Commercial Glue-Down LVT	600	SF	\$_____	\$_____
Commercial Sheet Vinyl	300	SF	\$_____	\$_____
Commercial Carpet Tile	200	SF	\$_____	\$_____
Rubber Cove Base	150	LF	\$_____	\$_____
Minor Subfloor Repair	8	Sheets	\$_____	\$_____
Subfloor Repair Labor	10	Hours	\$_____	\$_____

TOTAL EVALUATED BID

\$_____ **Bid Deposit Enclosed:** ☐ YES

B. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

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

Item	Unit	Unit Price
Furniture Moving	Per Hour	\$_____
Appliance Disconnect/Reconnect	Each	\$_____
Moisture Testing	Each Test	\$_____
Self-Leveling Underlayment	Per SF	\$_____
Transition Strip Replacement	Per LF	\$_____
Floor Patching	Per SF	\$_____
Emergency Response	Per Hour	\$_____
Overtime Labor	Per Hour	\$_____

WEST BOYLSTON HOUSING AUTHORITY

A. EVALUATED UNIT PRICES

Item	Evaluation Quantity	Unit	Unit Price	Extended Price
Commercial Glue-Down LVT	1,000	SF	\$_____	\$_____
Commercial Sheet Vinyl	600	SF	\$_____	\$_____
Commercial Carpet Tile	300	SF	\$_____	\$_____
Rubber Cove Base	250	LF	\$_____	\$_____
Minor Subfloor Repair	12	Sheets	\$_____	\$_____
Subfloor Repair Labor	16	Hours	\$_____	\$_____

TOTAL EVALUATED BID

\$_____ **Bid Deposit Enclosed:** ☐ YES

B. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

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

Item	Unit	Unit Price
Furniture Moving	Per Hour	\$_____
Appliance Disconnect/Reconnect	Each	\$_____
Moisture Testing	Each Test	\$_____
Self-Leveling Underlayment	Per SF	\$_____
Transition Strip Replacement	Per LF	\$_____
Floor Patching	Per SF	\$_____
Emergency Response	Per Hour	\$_____

HOLDEN HOUSING AUTHORITY

A. EVALUATED UNIT PRICES

Item	Evaluation Quantity	Unit	Unit Price	Extended Price
Commercial Glue-Down LVT	500	SF	\$_____	\$_____
Commercial Sheet Vinyl	350	SF	\$_____	\$_____
Commercial Carpet Tile	250	SF	\$_____	\$_____
Rubber Cove Base	200	LF	\$_____	\$_____
Minor Subfloor Repair	10	Sheets	\$_____	\$_____
Subfloor Repair Labor	10	Hours	\$_____	\$_____

TOTAL EVALUATED BID

\$_____ Bid Deposit Enclosed: ☐ YES

B. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

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

Item	Unit	Unit Price
Furniture Moving	Per Hour	\$_____
Appliance Disconnect/Reconnect	Each	\$_____
Moisture Testing	Each Test	\$_____
Self-Leveling Underlayment	Per SF	\$_____
Transition Strip Replacement	Per LF	\$_____
Floor Patching	Per SF	\$_____
Emergency Response	Per Hour	\$_____

LEOMINSTER DEVELOPMENT CORPORATION

A. EVALUATED UNIT PRICES

Item	Evaluation Quantity	Unit	Unit Price	Extended Price
Commercial Glue-Down LVT 500		SF	\$_____	\$_____
Commercial Sheet Vinyl	200	SF	\$_____	\$_____
Commercial Carpet Tile	150	SF	\$_____	\$_____
Rubber Cove Base	100	LF	\$_____	\$_____
Minor Subfloor Repair	5	Sheets	\$_____	\$_____
Subfloor Repair Labor	8	Hours	\$_____	\$_____

TOTAL EVALUATED BID

\$_____ **Bid Deposit Enclosed:** ☐ YES

B. ADDITIONAL CONTRACT UNIT PRICES (NOT EVALUATED)

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

Item	Unit	Unit Price
Furniture Moving	Per Hour	\$_____
Appliance Disconnect/Reconnect	Each	\$_____
Moisture Testing	Each Test	\$_____
Self-Leveling Underlayment	Per SF	\$_____
Transition Strip Replacement	Per LF	\$_____
Floor Patching	Per SF	\$_____
Emergency Response	Per Hour	\$_____

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 FLOORING 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 proposal submission. A contract will be signed by both parties once the responsive and responsible proposer is awarded the contract.

AGREEMENT FOR ON-CALL PAINTING 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 the "Awarding Authority"), and ** _____ **, a corporation/partnership/sole proprietorship organized under the laws of the State of _____, with a principal place of business at _____ (hereinafter the "Contractor").*

RECITALS

WHEREAS, the Awarding Authority publicly advertised and solicited bids pursuant to Massachusetts General Laws Chapter 149 for On-Call Painting Services; and
WHEREAS, the Contractor submitted a bid in response to 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 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

- Performance Standards
 - Contractor's Bid Form
 - 50% Payment Bond if contract > \$25,000
 - Certificates of Insurance
 - All Addenda
 - All written Change Orders issued during the Contract.
 - If any 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, supervision, tools, equipment, transportation, incidental materials, and all other items necessary to perform On-Call Painting Services in accordance with the Contract Documents.

Work may include, but is not limited to:

- Vacant-unit turnover painting
- Occupied-unit painting
- Common-area painting
- Minor drywall and plaster repairs
- Surface preparation
- Cleanup and disposal
- Other related work authorized by the Awarding Authority.

The Awarding Authority shall furnish paint unless otherwise specifically authorized.

ARTICLE 3

TERM OF AGREEMENT

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

The Awarding Authority may, at its sole discretion and subject to the availability of funds, renew this Agreement for up to two (2) additional one-year periods by written amendment executed by both parties.

Nothing herein obligates the Awarding Authority to exercise any renewal option.

ARTICLE 4

COMPENSATION

The Contractor shall be compensated using the unit prices contained in its Bid Form. Payment shall be made only for work actually authorized and completed.

Invoices shall identify:

- Work Order Number
- Property Address
- Unit Number
- Date Work Completed
- Applicable Unit Price
- Total Amount Due

Payment shall be made in accordance with Massachusetts General Laws Chapter 30, Section 39M, or other applicable law governing payment by public entities.

ARTICLE 5

PREVAILING WAGES

The Contractor shall comply with all applicable provisions of Massachusetts General Laws Chapter 149 regarding Prevailing Wages. Certified payroll reports shall be submitted as required by law. The Contractor shall require every subcontractor 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 all applicable federal, state, and local laws;
- In accordance with the Performance Standards contained in the Contract Documents.

Failure to meet required completion times or quality standards may constitute default.

ARTICLE 7

PAYMENT BOND

Prior to execution of this Agreement, the Contractor shall furnish:

Payment Bond – 50% of the Contract Amount if contract > \$25,000

Payment bond shall be issued by a surety licensed to conduct business in Massachusetts.

Prior to any renewal period, the Contractor shall provide evidence that the required bond remain in effect or furnish replacement bonds acceptable to the Awarding Authority.

ARTICLE 8

INSURANCE

The Contractor shall maintain throughout the Contract:

Workers' Compensation

- As required by Massachusetts law.

Commercial General Liability

Minimum Limits:

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

Automobile Liability

Minimum Limit:

- \$1,000,000 Combined Single Limit

The Awarding Authority shall be named as an Additional Insured where required by the Contract Documents.

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

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 or 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, or by recognized overnight delivery service.

Notice to the Awarding Authority shall be sent to:

Notice to the Contractor shall be sent to:

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 administer and enforce its own separately awarded contract.

SIGNATURES

CONTRACTOR

Company Name: _____

By: _____

Printed Name: _____

Title: _____

Business Address: _____

Telephone: _____

Email: _____

Date: _____

AWARDING AUTHORITY

Authority Name: _____

By: _____

Printed Name: _____

Title: _____

Business Address: _____

Date: _____

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	City/Town:	WORCESTER
Contract Number:			
Description of Work:	On-call flooring services for the year.		
Job Location:	Various		

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							
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							
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							
Step	Percent	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							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29
Apprentice to Journeyworker Ratio: 1:1							
DEMO: ADZEMAN	6/1/2026	\$49.30	\$10.90	\$9.75	\$9.65	\$0.00	\$79.60

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.Roofers Waterproofing &Roofers 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.Roofers Waterproofing &Roofers 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 TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
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.