INVITATION FOR BIDS (IFB)

NORTH CENTRAL MASSACHUSETTS
HOUSING AUTHORITIES

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

ON-CALL PAINTING 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	$ 62,000
Lunenburg	$ 12,000
Sterling	$ 5,000
West Boylston	$ 12,000
Holden	$ 5,000
LDC	$ 5,000
Total	$101,000

Contract Term: 1 year

Services:

- Vacant-unit turnover painting
- Occupied-unit painting
- Common-area painting
- Drywall preparation and repair
- Ceiling texture repair
- Surface preparation
- Related painting services

Date Issued: Wednesday, November 4, 2026

Bid Submission Deadline:

- Wednesday, November 25, 2026 @ 10:00 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 PAINTING 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 painting contractors for On-Call Painting Services.

The participating entities collectively manage approximately 653 housing units throughout North Central Massachusetts and experienced 86 vacant unit turnovers during calendar year 2025.

The work generally consists of:

- Vacant-unit turnover painting
- Occupied-unit painting
- Common-area painting
- Drywall preparation and repair incidental to painting
- Ceiling texture repair
- Surface preparation
- Related painting services

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: https://ncmhousing.org/procurements/

Sealed bids will be received until: Wednesday, November 25, 2026 at 10:00 a.m. at:

Leominster Housing Authority
100 Main Street
Leominster, Massachusetts 01453

Bids will be publicly opened and read aloud immediately thereafter. Bid security shall be furnished only where required by the applicable procurement procedure.

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
Lunenburg Housing Authority	**54 Units**	**15**	Pearl Brook Apartments (667-1 / 705-1)	121 White Street, Lunenburg, MA
Sterling Housing Authority	**40 Units**	**4**	Sholan Terrace (667-1)	41 Sholan Terrace, Sterling, MA
West Boylston Housing Authority	**62 Units**	**7**	Orchard Knoll (667-1)	87 Maple Avenue, West Boylston, MA
Holden Housing Authority	**56 Units**	**6**	Checkerberry Village (667-1 / 705-1)	9 Flagler Drive, Holden, MA
			Holden Commons Condos	1 Towle Drive, Holden, MA
TOTAL PORTFOLIO	**653 Units**	**86**	**15 Developments**	**Multiple Locations throughout North Central Massachusetts**

INSTRUCTIONS TO BIDDERS

SECTION 1

1.1 PURPOSE

The purpose of this Invitation for Bids is to establish one or more contracts for on-call painting services to supplement the Awarding Authority's maintenance operations. The Awarding Authority intends to utilize the Contractor for the majority of vacant-unit turnover painting; however, the Awarding Authority reserves the right to perform work using its own employees or by other lawful means as provided in the Contract Documents.

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 and administer its own contract. The issuance of this solicitation shall not create a joint contractual obligation among participating entities. Each participating entity shall be solely responsible for payment, administration, and enforcement of its respective contract.

1.3 CONTRACT TYPE

The resulting contracts shall be indefinite quantity service contracts. No minimum amount of work is guaranteed. Work shall be assigned on an as-needed basis. Historical turnover data and estimated quantities are provided solely for bid evaluation and informational purposes.

1.4 BIDDER QUALIFICATIONS

To be eligible for award, bidders shall:

- Have a minimum of three (3) years of experience providing painting services similar in size and scope to the work described herein.

- Demonstrate the ability to perform multiple turnover projects simultaneously when required.

- Be capable of complying with all prevailing wage requirements.
- Be capable of furnishing any payment or performance bond required by applicable law and the procurement tier of the separately awarded contract.
- Not be debarred or suspended from public contracting.
- Maintain all required licenses, registrations, and insurance coverage.

1.5 PREVAILING WAGES

All work performed under the resulting contracts shall be subject to prevailing wage requirements established pursuant to M.G.L. c.149 §§26 through 27H. The successful contractor shall submit certified payroll reports and statements of compliance as required by law.

1.6 BID DEPOSITS

For the Leominster Housing Authority contract, estimated at $62,000 for the one-year term, each bid shall include bid security of five percent (5%) of that bidder's Total Evaluated Bid for LHA, subject to confirmation of the applicable M.G.L. c. 149 bidding procedure. No bid deposit is required by this IFB for the other five entities, each estimated at $12,000 or less for the one-year term, unless an addendum identifies a legally applicable requirement.

Example:

- A bidder submitting pricing for LHA and LUHA shall furnish the LHA bid deposit only.
- A bidder submitting pricing for all six entities shall furnish the LHA bid deposit only.
- Required bid security shall be made payable to Leominster Housing Authority.

Acceptable forms of bid security include:

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

Failure to submit bid security when expressly required for the applicable entity may result in rejection of that entity's bid, subject to applicable law.

1.7 QUESTIONS

Questions regarding this solicitation shall be submitted in writing to:

Adam Gautie
Assistant Executive Director
Leominster Housing Authority
adam@leominsterha.com

Responses affecting the procurement shall be issued by written addendum.

1.8 ADDENDA

Addenda shall be posted publicly and distributed to known plan holders. Bidders shall acknowledge receipt of all addenda on the Bid Form.

1.9 BID SUBMISSION

Bids shall be submitted in a sealed envelope clearly marked: "ON-CALL PAINTING SERVICES IFB"

The bidder's name and address shall appear on the exterior of the envelope. Late bids shall not be accepted.

1.10 REQUIRED BID DOCUMENTS

The following documents shall be submitted with the bid:

- Bid Form
- Required Bid Deposit, if bidding on Leominster Housing Authority

1.11 BID ACCEPTANCE PERIOD

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

1.12 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.
- The Contracting Authority reserves the right to reject a bid if it determines that any non-evaluated unit price is materially unbalanced or mathematically disproportionate to the work to be performed.

1.13 REFERENCES

Each bidder shall provide a minimum of three (3) comparable projects completed within the past three (3) years.

References shall include:

- Owner Name
- Contact Person
- Telephone Number
- Description of Work
- Completion Date

1.14 CONTRACT EXECUTION

The successful bidder shall execute all required contract documents and furnish all required bonds and insurance certificates within the time prescribed by the participating entity making the 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 Agency (Leominster Housing Authority) is responsible only for conducting the procurement. After award, each participating entity shall independently issue work requests, administer its contract, process invoices, and make payment. Nothing contained herein shall create a joint contractual obligation among the participating entities.

Assignment of work shall be solely at the discretion of the Awarding Authority.

2.2 CONTRACT TERM

Each separately awarded contract shall have a term of one (1) year commencing on the date specified in the executed Owner–Contractor Agreement. The contract shall expire automatically at the end of that term. There are no renewal or extension options. Any later painting contract must be separately procured and awarded in accordance with applicable law.

2.3 CONTRACTOR RESPONSIBILITIES

The Contractor shall furnish all labor, supervision, tools, equipment, transportation, supplies, and incidental materials necessary to perform the work described herein. Unless otherwise noted, paint and coatings shall be supplied by the participating entity. The Contractor shall provide all other materials necessary to complete the work.

2.4 INVOICING

Each participating entity shall maintain a separate account. Separate invoices shall be submitted for each participating entity.

Invoices shall include:

- Property name
- Unit number or work location
- Date work performed
- Description of work
- Quantity
- Unit pricing
- Prevailing wage Certified Payroll Reports
- Invoices shall not combine work from multiple participating entities.

2.5 PAYMENT TERMS

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

2.6 INSURANCE

Prior to execution of the Contract, the successful Bidder shall furnish Certificates of Insurance demonstrating compliance with the requirements of this Section. Insurance shall remain in full force and effect throughout the Contract Term, including any approved renewal periods.

A. Workers' Compensation

Workers' Compensation Insurance as required by the Commonwealth of Massachusetts.

Employer's Liability Limits:

- $500,000 Each Accident
- $500,000 Disease – Policy Limit
- $500,000 Disease – Each Employee

B. Commercial General Liability

Commercial General Liability Insurance written on an occurrence basis with limits of not less than:

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

Coverage shall include:

- Premises and Operations
- Independent Contractors
- Contractual Liability
- Products and Completed Operations

C. Automobile Liability

Automobile Liability Insurance covering all owned, hired, and non-owned vehicles.
Minimum Limit:

- $1,000,000 Combined Single Limit

D. Additional Insured

Each participating entity awarding a Contract shall be named as an Additional Insured under the Contractor's Commercial General Liability policy.

E. Certificate Holder

Certificates of Insurance shall be provided to each participating entity awarding a Contract prior to commencement of work.

F. Failure to Maintain Insurance

Failure to maintain the required insurance shall constitute a material breach of the Contract and may result in suspension of work or termination for cause.

G. Indemnification

To the fullest extent permitted by Massachusetts law, the Contractor shall indemnify and hold harmless each participating entity, its officers, employees, agents, and volunteers from claims, damages, losses, and expenses, including reasonable attorney's fees, arising out of or resulting from the negligent acts or omissions of the Contractor, its employees, agents, or subcontractors in the performance of the Work.

2.7 PAYMENT BOND

For each separately awarded contract whose price exceeds $25,000, the successful bidder shall furnish a payment bond in the amount required by M.G.L. c. 149, § 29, generally not less than fifty percent (50%) of the contract price for contracts in the applicable lower-value tier. The annual estimate or evaluated bid total is not automatically the contract price for bonding purposes. The Awarding Authority shall establish the legally appropriate contract amount and bond before execution. No performance bond is required by this IFB unless applicable law requires one for the final procurement tier.

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.

2.8 SAFETY

The Contractor shall comply with:

- OSHA Regulations
- Massachusetts Department of Labor Standards
- All applicable federal, state, and local safety requirements.
- Employees performing work under this contract shall possess OSHA 10 training as required by M.G.L. c.149.

2.9 PREVAILING WAGE

All work shall be performed in accordance with the applicable prevailing wage schedule. Certified payroll reports shall be submitted weekly. The Contractor shall comply with all reporting requirements established by the Massachusetts Department of Labor Standards.

2.10 WARRANTY

All workmanship shall be warranted for one (1) year from the date of acceptance.
The Contractor shall correct defective workmanship at no cost to the participating entity.

2.11 TERMINATION

The participating entity may terminate the contract:

• For Cause
• For Convenience

Thirty (30) days written notice shall be provided for termination for convenience. Immediate termination may occur for material breach, failure to maintain insurance, prevailing wage violations, or failure to perform.

SCOPE OF WORK

SECTION 3

3.1 PURPOSE

The purpose of this Invitation for Bids is to establish one or more contracts for on-call painting services to supplement the Awarding Authority's maintenance operations. The Awarding Authority intends to utilize the Contractor for the majority of vacant-unit turnover painting; however, the Awarding Authority reserves the right to perform work using its own employees or by other lawful means as provided in the Contract Documents.

3.2 GENERAL DESCRIPTION

The Contractor shall furnish all labor, supervision, equipment, tools, materials (except paint supplied by the Owner), transportation, and incidental items necessary to complete painting projects.

Services may include:

- Vacant apartment turnover painting
- Occupied apartment painting
- Common area painting
- Office painting
- Basement painting
- Stairwell painting
- Corridor painting
- Ceiling painting
- Door and trim painting
- Drywall preparation incidental to painting
- Texture repair

3.3 VACANT UNIT TURNOVERS

Vacant unit turnover painting is expected to represent the majority of work performed. Historical turnover activity during calendar year 2025 totaled 86 vacant units across the participating entities. Historical turnover information is provided for informational purposes only. No minimum volume of work is guaranteed.

3.4 STANDARD UNIT TURNOVER WORK

Unless otherwise directed, turnover painting shall include:

- Walls
- Ceilings
- Closets
- Interior doors
- Door frames
- Window trim
- Baseboards
- Radiator covers (when required)
- Kitchen cabinets (when directed)
- Apartment entrance doors
- Other painted surfaces designated by the participating entity.

3.5 SURFACE PREPARATION INCLUDED IN UNIT PRICE

- The Contractor's unit pricing shall include:
- Cleaning painted surfaces
- Light sanding
- Minor caulking
- Filling nail holes
- Repair of up to:
    - Two (2) wall holes
- Maximum six (6) inches diameter
    - Two (2) tape joint repairs
- Removal and replacement of switch plates
- Protection of floors
- Protection of fixtures
- Protection of sprinkler heads
- Daily cleanup
- Final cleanup

3.6 EXTRA WORK

The following work is not included within standard turnover pricing:

- Wallpaper removal
- Smoke damage restoration
- Fire damage restoration
- Water damage repairs
- Lead paint stabilization
- Mold remediation
- Extensive plaster repair
- Repairs exceeding two wall openings
- Repairs exceeding two tape joints
- Large drywall replacement
- Extensive texture replacement

3.7 NON-EXCLUSIVE CONTRACT

This Contract is non-exclusive.

Nothing contained in the Contract Documents shall obligate the Awarding Authority to assign any minimum quantity of work to the Contractor.

The Awarding Authority expressly reserves the right to perform any portion of the Work with its own employees, to utilize other existing contracts available to the Awarding Authority, or to procure separate contracts when determined to be in the Awarding Authority's best interest.

The Contractor shall have no claim for damages, lost profits, or additional compensation arising from the Awarding Authority's exercise of these rights.

3.8 PAINT

Paint shall generally be supplied by the participating entity. The Contractor shall verify paint type and finish before beginning work.

3.9 OCCUPIED UNITS

Occupied-unit painting may be requested. The Contractor shall coordinate scheduling with the participating entity. The Contractor shall maintain safe pedestrian access at all times.

3.10 COMMON AREAS

The Contractor may be requested to paint:

- Community rooms
- Hallways
- Laundry rooms
- Offices
- Mechanical rooms
- Stairwells
- Storage rooms
- Basements
- Other common areas.

3.10 RESPONSE TIMES

The Contractor shall acknowledge work requests within three (3) business days.

Standard turnover work shall be completed within fifteen (15) business days after notice to proceed.

Priority turnover work designated by the participating entity shall be completed within five (5) business days whenever reasonably possible.

3.11 WORK HOURS

Normal work hours shall be:

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

Other work hours may be approved by the participating entity.

3.12 CLEANUP

The Contractor shall leave each work area broom clean at the end of each workday.

All debris shall be removed from the property daily.

Paint splatter shall be removed immediately.

Sprinkler heads, escutcheons, electrical devices, flooring, fixtures, and adjacent finishes shall remain free from paint.

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

PERFORMANCE STANDARDS

SECTION 4

4.1 GENERAL

The Contractor shall perform all work in a professional and workmanlike manner consistent with accepted industry standards.

All work shall be subject to inspection and acceptance by the participating entity.

4.2 RESPONSE TO WORK REQUESTS

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

The participating entity will identify each work request as either:

- Standard Priority
- Priority Turnover

4.3 COMPLETION OF WORK

Standard turnover painting shall be completed within fifteen (15) business days after authorization to proceed, unless otherwise approved by the participating entity.

Priority turnover painting shall be completed within five (5) business days after authorization to proceed.

The participating entity may approve extensions due to circumstances beyond the Contractor's control.

4.4 QUALITY OF WORK

Completed work shall exhibit:

- Uniform color and sheen.
- Full hiding of the underlying surface.
- Straight cut-in lines.
- No visible lap marks, runs, drips, sags, roller lines, or brush marks.
- No overspray or paint on floors, fixtures, windows, hardware, cabinets, appliances, or other adjacent surfaces.
- Proper preparation of all painted surfaces.
- All repaired surfaces shall be smooth and ready to receive paint.

4.5 CLEANLINESS

The Contractor shall maintain a clean and orderly work area at all times.

At completion of each project, the Contractor shall:

- Remove all debris.
- Remove masking materials.
- Remove paint splatter.
- Return furniture, if moved.
- Leave the unit ready for occupancy.

4.6 INSPECTION

The participating entity will inspect completed work.

If deficiencies are identified, the Contractor shall correct them at no additional cost within three (3) business days after notification unless another timeframe is approved.

4.7 COMMUNICATION

The Contractor shall maintain regular communication with the participating entity regarding:

- Scheduling.
- Project status.
- Delays.
- Completion dates.
- Unexpected conditions affecting the work.

4.8 CONTRACTOR PERSONNEL

The Contractor shall provide sufficient qualified personnel to complete assigned work within the required timeframes.

The participating entity may require removal of any employee whose conduct, workmanship, or performance is unacceptable.

4.9 PERFORMANCE EVALUATION

The participating entity may evaluate Contractor performance based on:

- Timeliness of completion.
- Quality of workmanship.
- Compliance with contract requirements.

- Responsiveness to work requests.
- Communication.
- Safety.
- Professional conduct.
- Overall customer service.
- Repeated failure to meet these performance standards may constitute grounds for termination for cause.

4.10 WARRANTY

The Contractor shall correct defective workmanship identified within one (1) year after acceptance at no additional cost to the participating entity.

4.11 TURNOVER READINESS

A vacant unit shall be considered complete only when:

- All contract painting work has been completed.
- All paint is dry and cured for normal occupancy.
- Floors are clean.
- Paint splatter has been removed.
- Switch plates, outlet covers, and hardware have been reinstalled.
- Doors and windows operate normally.
- The unit has been accepted by the participating entity.

BID FORM

- Bidders may submit bids for one, several, or all participating entities.
- Each participating entity shall independently award its contract to the lowest responsive and responsible bidder based upon the Total Evaluated Bid for that participating entity.
- The hourly unit prices for occupied-unit painting, common-area painting, drywall/plaster repair, and ceiling texture repair are contract prices only and are not included in determining the Total Evaluated Bid.
- A 5% bid deposit applies to the Leominster Housing Authority bid only, as described in Section 1.6. No deposit is requested for the other five entities.

LEOMINSTER HOUSING AUTHORITY

☐ **Bid Submitted**

A. Vacant Unit Turnover Pricing (Evaluated)

Item	Evaluation Quantity	Unit Price	Extended Price
1 Bedroom Turnover	40	$_____	$_____
2 Bedroom Turnover	6	$_____	$_____
3 Bedroom Turnover	6	$_____	$_____

TOTAL EVALUATED BID $_____

Bid Deposit Enclosed: ☐ Yes

B. Additional Contract Unit Prices (Not Evaluated)

Item	Unit Price
Occupied Unit Painting	$_____per hour
Common Area Painting	$_____per hour
Drywall/Plaster Repair	$_____per hour
Ceiling Texture Repair	$_____per hour

LUNENBURG HOUSING AUTHORITY

☐ **Bid Submitted**

A. Vacant Unit Turnover Pricing (Evaluated)

Item	Evaluation Quantity	Unit Price	Extended Price
1 Bedroom Turnover	13	$_____	$_____
2 Bedroom Turnover	1	$_____	$_____
3 Bedroom Turnover	1	$_____	$_____

TOTAL EVALUATED BID $_____

Bid Deposit: Not required for this entity under Section 1.6

B. Additional Contract Unit Prices (Not Evaluated)

Item	Unit Price
Occupied Unit Painting	$_____per hour
Common Area Painting	$_____per hour
Drywall/Plaster Repair	$_____per hour
Ceiling Texture Repair	$_____per hour

STERLING HOUSING AUTHORITY

☐ **Bid Submitted**

A. Vacant Unit Turnover Pricing (Evaluated)

Item	Evaluation Quantity	Unit Price	Extended Price
1 Bedroom Turnover	4	$_____	$_____

TOTAL EVALUATED BID $_____

Bid Deposit: Not required for this entity under Section 1.6

B. Additional Contract Unit Prices (Not Evaluated)

Item	Unit Price
Occupied Unit Painting	$_____per hour
Common Area Painting	$_____per hour
Drywall/Plaster Repair	$_____per hour
Ceiling Texture Repair	$_____per hour

WEST BOYLSTON HOUSING AUTHORITY

☐ **Bid Submitted**

A. Vacant Unit Turnover Pricing (Evaluated)

Item	Evaluation Quantity	Unit Price	Extended Price
1 Bedroom Turnover	4	$_____	$_____
2 Bedroom Turnover	2	$_____	$_____
3 Bedroom Turnover	1	$_____	$_____

TOTAL EVALUATED BID $_____

Bid Deposit: Not required for this entity under Section 1.6

B. Additional Contract Unit Prices (Not Evaluated)

Item	Unit Price
Occupied Unit Painting	$_____per hour
Common Area Painting	$_____per hour
Drywall/Plaster Repair	$_____per hour
Ceiling Texture Repair	$_____per hour

HOLDEN HOUSING AUTHORITY

☐ **Bid Submitted**

A. Vacant Unit Turnover Pricing (Evaluated)

Item	Evaluation Quantity	Unit Price	Extended Price
1 Bedroom Turnover	5	$_____	$_____
3 Bedroom Turnover	1	$_____	$_____

TOTAL EVALUATED BID $_____

Bid Deposit: Not required for this entity under Section 1.6

B. Additional Contract Unit Prices (Not Evaluated)

Item	Unit Price
Occupied Unit Painting	$_____per hour
Common Area Painting	$_____per hour
Drywall/Plaster Repair	$_____per hour
Ceiling Texture Repair	$_____per hour

LEOMINSTER DEVELOPMENT CORPORATION

☐ **Bid Submitted**

A. Vacant Unit Turnover Pricing (Evaluated)

Item	Evaluation Quantity	Unit Price	Extended Price
3 Bedroom Turnover	1	$_____	$_____
5 Bedroom Turnover	1	$_____	$_____

TOTAL EVALUATED BID $_____

Bid Deposit: Not required for this entity under Section 1.6

B. Additional Contract Unit Prices (Not Evaluated)

Item	Unit Price
Occupied Unit Painting	$_____per hour
Common Area Painting	$_____per hour
Drywall/Plaster Repair	$_____per hour
Ceiling Texture Repair	$_____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 to execute the contract and furnish any legally required payment or performance bond within the time required by the applicable bidding law and solicitation. Bond requirements are governed by Section 2.7 and the actual contract price; no blanket 100% performance and payment bond requirement is imposed by this IFB.

- 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 PAINTING 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
- Payment bond, if required under M.G.L. c. 149, § 29 and Section 2.7
- 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

This Agreement shall begin _____ and end _____, for a term of one (1) year. It shall expire at the end of that period, without any option to renew or extend. Any future painting services contract shall be separately procured and awarded as required by law.

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 – as required by M.G.L. c. 149, § 29 and Section 2.7, based on the legally established contract price.

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

No renewal option is included in this Agreement. Required bond coverage shall remain effective for the contractual work and any period required by law.

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 painting 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 form DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 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 TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$41.95	$16.17	$21.78	$0.00	$0.00	$79.90
	12/1/2026	$41.95	$16.17	$23.52	$0.00	$0.00	$81.64
	1/1/2027	$41.95	$16.77	$23.52	$0.00	$0.00	$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$42.02	$16.17	$21.78	$0.00	$0.00	$79.97
	12/1/2026	$42.02	$16.17	$23.52	$0.00	$0.00	$81.71
	1/1/2027	$42.02	$16.77	$23.52	$0.00	$0.00	$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$42.14	$16.17	$21.78	$0.00	$0.00	$80.09
	12/1/2026	$42.14	$16.17	$23.52	$0.00	$0.00	$81.83
	1/1/2027	$42.14	$16.77	$23.52	$0.00	$0.00	$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
AIR TRACK OPERATOR LABORERS LABORERS - ZONE 2	6/1/2026	$42.41	$10.90	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$43.85	$10.90	$9.75	$9.11	$0.00	$73.61
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"	6/1/2026	$42.41	$10.90	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$43.85	$10.90	$9.75	$9.21	$0.00	$73.71
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	12/1/2025	$44.80	$14.50	$4.30	$6.75	$0.00	$70.35
ASPHALT RAKER LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY) For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48

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
OPERATING ENGINEERS LOCAL 4							
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

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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
CARPENTERS-ZONE 3 (Wood Frame)							

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 PLASTERERS AND CEMENT MASONS LOCAL 534 Plasterers and Cement Masons - Zone 1	7/1/2026	$54.49	$13.35	$16.43	$7.78	$1.80	$93.85
	1/1/2027	$55.94	$13.35	$16.43	$7.78	$1.80	$95.30
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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 OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.61	$17.05	$13.35	$3.25	$0.00	$94.26
	12/1/2026	$62.09	$17.05	$13.35	$3.25	$0.00	$95.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$37.63	$17.05	$13.35	$3.25	$0.00	$71.28
	12/1/2026	$38.58	$17.05	$13.35	$3.25	$0.00	$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.60	$0.00	$94.51

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 LABORERS - ZONE 2	12/7/2026	$50.80	$10.90	$9.75	$9.65	$0.00	$81.10
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$50.30	$10.90	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$51.80	$10.90	$9.75	$9.65	$0.00	$82.10
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$50.05	$10.90	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.55	$10.90	$9.75	$9.65	$0.00	$81.85
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$50.30	$10.90	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$51.80	$10.90	$9.75	$9.65	$0.00	$82.10
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$50.05	$10.90	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.55	$10.90	$9.75	$9.65	$0.00	$81.85
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$49.30	$10.90	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$50.80	$10.90	$9.75	$9.65	$0.00	$81.10
	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 OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$78.11	$10.08	$11.62	$12.67	$0.00	$112.48
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A $69.83, 3A $91.79,4A $102.14 Total Rate							
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34
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) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$83.69	$10.08	$11.62	$12.67	$0.00	$118.06
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 DRAWBRIDGE - SEIU LOCAL 888	7/1/2020	$26.77	$6.67	$3.93	$0.00	$0.16	$37.53
ELECTRICIAN ELECTRICIANS LOCAL 96 ELECTRICIANS LOCAL 96	9/7/2025	$48.16	$14.98	$14.30	$5.30	$0.00	$82.74
	9/6/2026	$49.38	$15.96	$14.57	$5.43	$0.00	$85.34

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)	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)							
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

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 OPERATING ENGINEERS LOCAL 4	12/1/2026	$38.58	$17.05	$13.35	$3.25	$0.00	$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 GLAZIERS LOCAL 35 (ZONE 2)	1/1/2026	$49.06	$10.35	$12.00	$12.60	$0.00	$84.01

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 OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48

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

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2026	$43.48	$13.24	$11.01	$9.92	$2.13	$79.78
	1/1/2027	$43.48	$13.54	$11.01	$11.12	$2.13	$81.28
	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) ELECTRICIANS LOCAL 96 ELECTRICIANS LOCAL 96	9/7/2025	$48.16	$14.98	$14.30	$5.30	$0.00	$82.74
	9/6/2026	$49.38	$15.96	$14.57	$5.43	$0.00	$85.34
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63 SHEETMETAL WORKERS LOCAL 63	7/1/2026	$43.48	$13.24	$11.01	$9.92	$2.13	$79.78
	1/1/2027	$43.48	$13.54	$11.01	$11.12	$2.13	$81.28
	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) PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS LABORERS LABORERS - ZONE 2	6/1/2026	$42.41	$10.90	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$43.85	$10.90	$9.75	$9.11	$0.00	$73.61
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$42.41	$10.90	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$43.85	$10.90	$9.75	$9.21	$0.00	$73.71
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 HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	9/1/2026	$57.38	$14.75	$9.52	$10.09	$0.00	$91.74

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

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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	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

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.66	$10.90	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.10	$10.90	$9.75	$9.21	$0.00	$72.96

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

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

Apprentice to Journeyworker Ratio: 1:5

LABORER: CARPENTER TENDER LABORERS LABORERS - ZONE 2	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.75	$10.90	$9.75	$9.65	$0.00	$72.05
	12/7/2026	$43.19	$10.90	$9.75	$9.65	$0.00	$73.49
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER LABORERS LABORERS - ZONE 2	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.66	$10.90	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.10	$10.90	$9.75	$9.11	$0.00	$72.86
	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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21

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

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

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

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

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

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**					
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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$25.07	$17.05	$13.35	$3.25	$0.00	$58.72
	12/1/2026	$25.74	$17.05	$13.35	$3.25	$0.00	$59.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$31.17	$17.05	$13.35	$3.25	$0.00	$64.82
	12/1/2026	$31.97	$17.05	$13.35	$3.25	$0.00	$65.62
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.50	$0.00	$94.41
Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 1/1/2026							
Step / Percent		**Apprentice Base Wage**					
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 LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.10	$10.90	$9.75	$9.21	$0.00	$72.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	6/1/2026	$41.78	$16.17	$21.78	$0.00	$0.00	$79.73
	12/1/2026	$41.78	$16.17	$23.52	$0.00	$0.00	$81.47
	1/1/2027	$41.78	$16.77	$23.52	$0.00	$0.00	$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34

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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PLUMBER & PIPEFITTER PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77

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

Step	Percent	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.) PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER LABORERS LABORERS - ZONE 2	6/1/2026	$42.66	$10.90	$9.75	$9.11	$0.00	$72.42
	12/1/2026	$44.10	$10.90	$9.75	$9.11	$0.00	$73.86
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$42.66	$10.90	$9.75	$9.21	$0.00	$72.52
	12/1/2026	$44.10	$10.90	$9.75	$9.21	$0.00	$73.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$37.63	$17.05	$13.35	$3.25	$0.00	$71.28
	12/1/2026	$38.58	$17.05	$13.35	$3.25	$0.00	$72.23
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
RECLAIMERS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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 OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$58.70	$17.05	$13.35	$3.25	$0.00	$92.35
	12/1/2026	$60.14	$17.05	$13.35	$3.25	$0.00	$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	$53.53	$14.53	$12.67	$9.03	$0.00	$89.76

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer 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 ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	$53.78	$14.53	$12.67	$9.03	$0.00	$90.01
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 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"							
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 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"							
TERRAZZO FINISHERS	8/1/2026	$69.09	$12.84	$15.57	$8.02	$0.00	$105.52
BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2027	$70.49	$12.84	$15.57	$8.02	$0.00	$106.92

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 LABORERS - FOUNDATION AND MARINE	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 LABORERS - FOUNDATION AND MARINE	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 LABORERS - FOUNDATION AND MARINE	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 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 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	$42.82	$16.17	$23.52	$0.00	$0.00	$82.51
	1/1/2027	$42.82	$16.77	$23.52	$0.00	$0.00	$83.11
TUNNEL WORK - COMPRESSED AIR	6/1/2026	$61.48	$10.90	$9.75	$10.25	$0.00	$92.38
LABORERS LABORERS (COMPRESSED AIR)	12/1/2026	$62.98	$10.90	$9.75	$10.25	$0.00	$93.88

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)	6/1/2026	$63.48	$10.90	$9.75	$10.25	$0.00	$94.38
LABORERS 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	6/1/2026	$53.55	$10.90	$9.75	$10.25	$0.00	$84.45
LABORERS 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)	6/1/2026	$55.55	$10.90	$9.75	$10.25	$0.00	$86.45
LABORERS LABORERS (FREE AIR TUNNEL)	12/1/2026	$57.05	$10.90	$9.75	$10.25	$0.00	$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
TEAMSTERS JOINT COUNCIL NO. 10 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 ELECTRICIANS LOCAL 96	9/6/2026	$37.04	$15.96	$14.20	$4.07	$0.00	$71.27

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

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 LABORERS LABORERS - ZONE 2	6/1/2026	$41.91	$10.90	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.35	$10.90	$9.75	$9.11	$0.00	$73.11
	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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$41.91	$10.90	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.35	$10.90	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.38	$17.05	$13.35	$3.25	$0.00	$93.03
	12/1/2026	$60.83	$17.05	$13.35	$3.25	$0.00	$94.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	$55.90	$13.10	$9.71	$8.06	$0.00	$86.77
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.