



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

City/Town: BROOKFIELD

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 annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
 - 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.
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	38.95	15.07	18.67	0.00	72.69
	06/01/2024	39.95	15.07	18.67	0.00	73.69
	12/01/2024	39.95	15.07	20.17	0.00	75.19
	01/01/2025	39.95	15.57	20.17	0.00	75.69
	06/01/2025	40.95	15.57	20.17	0.00	76.69
	12/01/2025	40.95	15.57	21.78	0.00	78.30
	01/01/2026	40.95	16.17	21.78	0.00	78.90
	06/01/2026	41.95	16.17	21.78	0.00	79.90
	12/01/2026	41.95	16.17	23.52	0.00	81.64
	01/01/2027	41.95	16.77	23.52	0.00	82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	39.02	15.07	18.67	0.00	72.76
	06/01/2024	40.02	15.07	18.67	0.00	73.76
	12/01/2024	40.02	15.07	20.17	0.00	75.26
	01/01/2025	40.02	15.57	20.17	0.00	75.76
	06/01/2025	41.02	15.57	20.17	0.00	76.76
	12/01/2025	41.02	15.57	21.78	0.00	78.37
	01/01/2026	41.02	16.17	21.78	0.00	78.97
	06/01/2026	42.02	16.17	21.78	0.00	79.97
	12/01/2026	42.02	16.17	23.52	0.00	81.71
	01/01/2027	42.02	16.77	23.52	0.00	82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	39.14	15.07	18.67	0.00	72.88
	06/01/2024	40.14	15.07	18.67	0.00	73.88
	12/01/2024	40.14	15.07	20.17	0.00	75.38
	01/01/2025	40.14	15.57	20.17	0.00	75.88
	06/01/2025	41.14	15.57	20.17	0.00	76.88
	12/01/2025	41.14	15.57	21.78	0.00	78.49
	01/01/2026	41.14	16.17	21.78	0.00	79.09
	06/01/2026	42.14	16.17	21.78	0.00	80.09
	12/01/2026	42.14	16.17	23.52	0.00	81.83
	01/01/2027	42.14	16.77	23.52	0.00	82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	103.05	9.40	23.12	0.00	135.57
AIR TRACK OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	38.61	9.65	17.14	0.00	65.40
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	38.61	9.65	17.14	0.00	65.40
	06/01/2024	39.94	9.65	17.14	0.00	66.73
	12/01/2024	41.27	9.65	17.14	0.00	68.06
	06/01/2025	42.66	9.65	17.14	0.00	69.45
	12/01/2025	44.04	9.65	17.14	0.00	70.83
	06/01/2026	45.48	9.65	17.14	0.00	72.27
	12/01/2026	46.92	9.65	17.14	0.00	73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	12/01/2023	40.80	14.50	11.05	0.00	66.35
	06/01/2024	41.80	14.50	11.05	0.00	67.35
	12/01/2024	42.80	14.50	11.05	0.00	68.35
	06/01/2025	43.80	14.50	11.05	0.00	69.35
	12/01/2025	44.80	14.50	11.05	0.00	70.35
ASPHALT RAKER LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	38.11	9.65	17.14	0.00	64.90

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER (HEAVY & HIGHWAY)	12/01/2023	38.11	9.65	17.14	0.00	64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	39.44	9.65	17.14	0.00	66.23
	12/01/2024	40.77	9.65	17.14	0.00	67.56
	06/01/2025	42.16	9.65	17.14	0.00	68.95
	12/01/2025	43.54	9.65	17.14	0.00	70.33
	06/01/2026	44.98	9.65	17.14	0.00	71.77
	12/01/2026	46.42	9.65	17.14	0.00	73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER)	12/01/2023	39.56	13.78	15.15	0.00	68.49
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR	12/01/2023	39.56	13.78	15.15	0.00	68.49
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2023	38.11	9.65	17.14	0.00	64.90
LABORERS - ZONE 2						
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE	12/01/2023	39.03	13.38	15.15	0.00	67.56
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2023	38.61	9.65	17.14	0.00	65.40
LABORERS - ZONE 2						
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/01/2023	38.61	9.65	17.14	0.00	65.40
	06/01/2024	39.94	9.65	17.14	0.00	66.73
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	41.27	9.65	17.14	0.00	68.06
	06/01/2025	42.66	9.65	17.14	0.00	69.45
	12/01/2025	44.04	9.65	17.14	0.00	70.83
	06/01/2026	45.48	9.65	17.14	0.00	72.27
	12/01/2026	46.92	9.65	17.14	0.00	73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER	01/01/2024	48.12	7.07	20.60	0.00	75.79
BOILERMAKERS LOCAL 29						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- BOILERMAKER - Local 29 01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2024	60.26	11.49	22.90	0.00	94.65
	08/01/2024	62.36	11.49	22.90	0.00	96.75
BRICKLAYERS LOCAL 3 (WORCESTER)	02/01/2025	63.66	11.49	22.90	0.00	98.05
	08/01/2025	65.81	11.49	22.90	0.00	100.20
	02/01/2026	67.16	11.49	22.90	0.00	101.55
	08/01/2026	69.36	11.49	22.90	0.00	103.75
	02/01/2027	70.76	11.49	22.90	0.00	105.15

Apprentice- BRICK/PLASTER/CEMENT MASON - Local 3 Worcester 02/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.13	\$11.49	\$22.90	\$0.00	\$64.52
2	60	\$36.16	\$11.49	\$22.90	\$0.00	\$70.55
3	70	\$42.18	\$11.49	\$22.90	\$0.00	\$76.57
4	80	\$48.21	\$11.49	\$22.90	\$0.00	\$82.60
5	90	\$54.23	\$11.49	\$22.90	\$0.00	\$88.62
08/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.18	\$11.49	\$22.90	\$0.00	\$65.57
2	60	\$37.42	\$11.49	\$22.90	\$0.00	\$71.81
3	70	\$43.65	\$11.49	\$22.90	\$0.00	\$78.04
4	80	\$49.89	\$11.49	\$22.90	\$0.00	\$84.28
5	90	\$56.12	\$11.49	\$22.90	\$0.00	\$90.51

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2023	39.56	13.78	15.15	0.00	68.49
ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2023	45.48	9.65	18.22	0.00	73.35
	06/01/2024	46.96	9.65	18.22	0.00	74.83
	12/01/2024	48.43	9.65	18.22	0.00	76.30
	06/01/2025	49.93	9.65	18.22	0.00	77.80
	12/01/2025	51.43	9.65	18.22	0.00	79.30
	06/01/2026	52.98	9.65	18.22	0.00	80.85
	12/01/2026	54.48	9.65	18.22	0.00	82.35
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2023	44.33	9.65	18.22	0.00	72.20
	06/01/2024	45.81	9.65	18.22	0.00	73.68
	12/01/2024	47.28	9.65	18.22	0.00	75.15
	06/01/2025	48.78	9.65	18.22	0.00	76.65
	12/01/2025	50.28	9.65	18.22	0.00	78.15
	06/01/2026	51.83	9.65	18.22	0.00	79.70
	12/01/2026	53.33	9.65	18.22	0.00	81.20
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN LABORERS - FOUNDATION AND MARINE	12/01/2023	44.33	9.65	18.22	0.00	72.20
	06/01/2024	45.81	9.65	18.22	0.00	73.68
	12/01/2024	47.28	9.65	18.22	0.00	75.15
	06/01/2025	48.78	9.65	18.22	0.00	76.65
	12/01/2025	50.28	9.65	18.22	0.00	78.15
	06/01/2026	51.83	9.65	18.22	0.00	79.70
	12/01/2026	53.33	9.65	18.22	0.00	81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 2	12/01/2023	38.11	9.65	17.14	0.00	64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER CARPENTERS -ZONE 2 (Eastern Massachusetts)	03/01/2024	47.12	9.83	19.97	0.00	76.92
	09/01/2024	48.37	9.83	19.97	0.00	78.17
	03/01/2025	49.62	9.83	19.97	0.00	79.42
	09/01/2025	50.87	9.83	19.97	0.00	80.67
	03/01/2026	52.12	9.83	19.97	0.00	81.92
	09/01/2026	53.37	9.83	19.97	0.00	83.17
	03/01/2027	54.62	9.83	19.97	0.00	84.42

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- CARPENTER - Zone 2 Eastern MA						
03/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.20	\$9.83	\$1.73	\$0.00	\$32.76
2	45	\$21.20	\$9.83	\$1.73	\$0.00	\$32.76
3	55	\$25.92	\$9.83	\$3.40	\$0.00	\$39.15
4	55	\$25.92	\$9.83	\$3.40	\$0.00	\$39.15
5	70	\$32.98	\$9.83	\$16.51	\$0.00	\$59.32
6	70	\$32.98	\$9.83	\$16.51	\$0.00	\$59.32
7	80	\$37.70	\$9.83	\$18.24	\$0.00	\$65.77
8	80	\$37.70	\$9.83	\$18.24	\$0.00	\$65.77
09/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
2	45	\$21.77	\$9.83	\$1.73	\$0.00	\$33.33
3	55	\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
4	55	\$26.60	\$9.83	\$3.40	\$0.00	\$39.83
5	70	\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
6	70	\$33.86	\$9.83	\$16.51	\$0.00	\$60.20
7	80	\$38.70	\$9.83	\$18.24	\$0.00	\$66.77
8	80	\$38.70	\$9.83	\$18.24	\$0.00	\$66.77

CARPENTER WOOD FRAME	10/01/2023	25.55	7.02	4.80	0.00	37.37
CARPENTERS-ZONE 3 (Wood Frame)	10/01/2024	26.65	7.02	4.80	0.00	38.47
	10/01/2025	27.75	7.02	4.80	0.00	39.57
	10/01/2026	28.85	7.02	4.80	0.00	40.67
All Aspects of New Wood Frame Work						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- CARPENTER (Wood Frame) - Zone 3						
10/01/2023						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.33	\$7.02	\$0.00	\$0.00	\$22.35
2	60	\$15.33	\$7.02	\$0.00	\$0.00	\$22.35
3	65	\$16.61	\$7.02	\$1.00	\$0.00	\$24.63
4	70	\$17.89	\$7.02	\$1.00	\$0.00	\$25.91
5	75	\$19.16	\$7.02	\$4.80	\$0.00	\$30.98
6	80	\$20.44	\$7.02	\$4.80	\$0.00	\$32.26
7	85	\$21.72	\$7.02	\$4.80	\$0.00	\$33.54
8	90	\$23.00	\$7.02	\$4.80	\$0.00	\$34.82
10/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
2	60	\$15.99	\$7.02	\$0.00	\$0.00	\$23.01
3	65	\$17.32	\$7.02	\$1.00	\$0.00	\$25.34
4	70	\$18.66	\$7.02	\$1.00	\$0.00	\$26.68
5	75	\$19.99	\$7.02	\$4.80	\$0.00	\$31.81
6	80	\$21.32	\$7.02	\$4.80	\$0.00	\$33.14
7	85	\$22.65	\$7.02	\$4.80	\$0.00	\$34.47
8	90	\$23.99	\$7.02	\$4.80	\$0.00	\$35.81
<i>% Indentured After 10/1/17; 45/45/55/55/70/70/80/80</i>						

CEMENT MASONRY/PLASTERING 01/01/2024 49.33 13.00 23.57 1.30 87.20
 BRICKLAYERS LOCAL 3 (WORCESTER)

Apprentice- CEMENT MASONRY/PLASTERING - Worcester						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.67	\$13.00	\$15.93	\$0.00	\$53.60
2	60	\$29.60	\$13.00	\$18.57	\$1.30	\$62.47
3	65	\$32.06	\$13.00	\$19.57	\$1.30	\$65.93
4	70	\$34.53	\$13.00	\$20.57	\$1.30	\$69.40
5	75	\$37.00	\$13.00	\$21.57	\$1.30	\$72.87
6	80	\$39.46	\$13.00	\$22.57	\$1.30	\$76.33
7	90	\$44.40	\$13.00	\$23.57	\$1.30	\$82.27
<i>Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.</i>						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	38.11	9.65	17.14	0.00	64.90
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	39.03	13.38	15.15	0.00	67.56
CRANE OPERATOR OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	43.06	13.78	15.15	0.00	71.99
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 2	01/01/2024	56.06	9.95	23.95	0.00	89.96
	07/01/2024	57.26	9.95	23.95	0.00	91.16
	01/01/2025	58.46	9.95	23.95	0.00	92.36

Apprentice- PAINTER Local 35 - BRIDGES/TANKS
01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14

07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22

Steps are 750 hrs.

DEMO: ADZEMAN LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	44.48	9.65	18.07	0.00	72.20
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	45.48	9.65	18.07	0.00	73.20
DEMO: BURNERS LABORERS - ZONE 2	12/01/2023	45.23	9.65	18.07	0.00	72.95

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	45.48	9.65	18.07	0.00	73.20
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	45.23	9.65	18.07	0.00	72.95
DEMO: WRECKING LABORER LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	44.48	9.65	18.07	0.00	72.20
DIVER PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	68.70	9.40	23.12	0.00	101.22
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	49.07	9.40	23.12	0.00	81.59
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	73.60	9.40	23.12	0.00	106.12
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	103.05	9.40	23.12	0.00	135.57
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	26.77	6.67	3.93	0.16	37.53
ELECTRICIAN ELECTRICIANS LOCAL 96	09/03/2023	45.99	13.00	18.84	0.00	77.83
	09/01/2024	47.05	13.99	19.22	0.00	80.26
	09/07/2025	48.16	14.98	19.60	0.00	82.74
	09/06/2026	49.38	15.96	20.00	0.00	85.34

Apprentice- ELECTRICIAN - Local 96
09/03/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.40	\$13.00	\$0.55	\$0.00	\$31.95
2	45	\$20.70	\$13.00	\$0.62	\$0.00	\$34.32
3	48	\$22.08	\$13.00	\$15.49	\$0.00	\$50.57
4	55	\$25.29	\$13.00	\$15.94	\$0.00	\$54.23
5	65	\$29.89	\$13.00	\$16.59	\$0.00	\$59.48
6	80	\$36.79	\$13.00	\$17.55	\$0.00	\$67.34

09/01/2024

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

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

ELEVATOR CONSTRUCTOR	01/01/2024	61.98	16.18	20.96	0.00	99.12
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2025	62.83	16.28	21.36	0.00	100.47
	01/01/2026	63.68	16.38	21.76	0.00	101.82
	01/01/2027	64.53	16.48	22.16	0.00	103.17

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- ELEVATOR CONSTRUCTOR - Local 41						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.99	\$16.18	\$0.00	\$0.00	\$47.17
2	55	\$34.09	\$16.18	\$20.96	\$0.00	\$71.23
3	65	\$40.29	\$16.18	\$20.96	\$0.00	\$77.43
4	70	\$43.39	\$16.18	\$20.96	\$0.00	\$80.53
5	80	\$49.58	\$16.18	\$20.96	\$0.00	\$86.72
01/01/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.42	\$16.28	\$0.00	\$0.00	\$47.70
2	55	\$34.56	\$16.28	\$21.36	\$0.00	\$72.20
3	65	\$40.84	\$16.28	\$21.36	\$0.00	\$78.48
4	70	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
5	80	\$50.26	\$16.28	\$21.36	\$0.00	\$87.90
<i>Steps 1-2 are 6 mos.; Steps 3-5 are 1 year</i>						

ELEVATOR CONSTRUCTOR HELPER	01/01/2024	43.39	16.18	20.96	0.00	80.53
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2025	43.98	16.28	21.36	0.00	81.62
	01/01/2026	44.58	16.38	21.76	0.00	82.72
	01/01/2027	45.17	16.48	22.16	0.00	83.81

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2023	38.11	9.65	17.14	0.00	64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	39.44	9.65	17.14	0.00	66.23
	12/01/2024	40.77	9.65	17.14	0.00	67.56
	06/01/2025	42.16	9.65	17.14	0.00	68.95
	12/01/2025	43.54	9.65	17.14	0.00	70.33
	06/01/2026	44.98	9.65	17.14	0.00	71.77
	12/01/2026	46.42	9.65	17.14	0.00	73.21

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

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	18.84	4.80	4.10	0.00	27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	21.33	4.80	4.10	0.00	30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	22.33	4.80	4.10	0.00	31.23

FIRE ALARM INSTALLER ELECTRICIANS LOCAL 96	09/03/2023	45.99	13.00	18.84	0.00	77.83
	09/01/2024	47.05	13.99	19.22	0.00	80.26
	09/07/2025	48.16	14.98	19.60	0.00	82.74
	09/06/2026	49.38	15.96	20.00	0.00	85.34

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINT/COMMISSIONING ELECTRICIANS LOCAL 96	09/03/2023	45.99	13.00	18.84	0.00	77.83
	09/01/2024	47.05	13.99	19.22	0.00	80.26
	09/07/2025	48.16	14.98	19.60	0.00	82.74
	09/06/2026	49.38	15.96	20.00	0.00	85.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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For apprentice rates see "Apprentice- ELECTRICIAN"

FIREMAN OPERATING ENGINEERS LOCAL 98	12/01/2023	39.03	13.38	15.15	0.00	67.56
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Apprentice- OPERATING ENGINEERS - Local 98 Class 3
12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.42	\$13.38	\$15.15	\$0.00	\$51.95
2	70	\$27.32	\$13.38	\$15.15	\$0.00	\$55.85
3	80	\$31.22	\$13.38	\$15.15	\$0.00	\$59.75
4	90	\$35.13	\$13.38	\$15.15	\$0.00	\$63.66

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2023	25.48	9.65	17.14	0.00	52.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	26.51	9.65	17.14	0.00	53.30
	12/01/2024	26.51	9.65	17.14	0.00	53.30
	06/01/2025	27.59	9.65	17.14	0.00	54.38
	12/01/2025	27.59	9.65	17.14	0.00	54.38
	06/01/2026	28.71	9.65	17.14	0.00	55.50
	12/01/2026	28.71	9.65	17.14	0.00	55.50

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

FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE II	03/01/2024	49.47	8.83	20.27	0.00	78.57
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Apprentice- FLOORCOVERER - Local 2168 Zone II
03/01/2024

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

Steps are 750 hrs.

% After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

FORK LIFT OPERATING ENGINEERS LOCAL 98	12/01/2023	39.25	13.78	15.15	0.00	68.18
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATORS/LIGHTING PLANTS OPERATING ENGINEERS LOCAL 98	12/01/2023	35.80	13.78	15.15	0.00	64.73
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2024	45.56	9.95	23.95	0.00	79.46
	07/01/2024	46.76	9.95	23.95	0.00	80.66
GLAZIERS LOCAL 35 (ZONE 2)	01/01/2025	47.96	9.95	23.95	0.00	81.86

Apprentice- GLAZIER - Local 35 Zone 2						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73
2	55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67
3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55
4	65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43
5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16
6	75	\$34.17	\$9.95	\$20.93	\$0.00	\$65.05
7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93
8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69
07/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33
2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33
3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27
4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21
5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00
6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95
7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89
8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77
<i>Steps are 750 hrs.</i>						

GRADER/TRENCHING MACHINE/DERRICK OPERATING ENGINEERS LOCAL 98	12/01/2023	39.56	13.78	15.15	0.00	68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63	01/01/2024	43.80	10.64	17.54	2.05	74.03
	07/01/2024	45.05	10.64	17.54	2.05	75.28
	01/01/2025	46.30	10.64	17.54	2.05	76.53
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 96	09/03/2023	45.99	13.00	18.84	0.00	77.83
	09/01/2024	47.05	13.99	19.22	0.00	80.26
	09/07/2025	48.16	14.98	19.60	0.00	82.74
	09/06/2026	49.38	15.96	20.00	0.00	85.34
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	01/01/2024	43.80	10.64	17.54	2.05	74.03
	07/01/2024	45.05	10.64	17.54	2.05	75.28
	01/01/2025	46.30	10.64	17.54	2.05	76.53
For apprentice rates see "Apprentice- SHEET METAL WORKER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate																																																																						
HVAC (TESTING AND BALANCING -WATER) PLUMBERS LOCAL 4	03/01/2024	53.95	9.90	17.42	0.00	81.27																																																																						
	09/01/2024	55.35	9.90	17.42	0.00	82.67																																																																						
	03/01/2025	56.75	9.90	17.42	0.00	84.07																																																																						
	09/01/2025	58.15	9.90	17.42	0.00	85.47																																																																						
	03/01/2026	59.55	9.90	17.42	0.00	86.87																																																																						
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"																																																																												
HVAC MECHANIC PLUMBERS LOCAL 4	03/01/2024	53.95	9.90	17.42	0.00	81.27																																																																						
	09/01/2024	55.35	9.90	17.42	0.00	82.67																																																																						
	03/01/2025	56.75	9.90	17.42	0.00	84.07																																																																						
	09/01/2025	58.15	9.90	17.42	0.00	85.47																																																																						
	03/01/2026	59.55	9.90	17.42	0.00	86.87																																																																						
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"																																																																												
HYDRAULIC DRILLS LABORERS - ZONE 2	12/01/2023	38.61	9.65	17.14	0.00	65.40																																																																						
For apprentice rates see "Apprentice- LABORER"																																																																												
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	38.61	9.65	17.14	0.00	65.40																																																																						
	06/01/2024	39.94	9.65	17.14	0.00	66.73																																																																						
	12/01/2024	41.27	9.65	17.14	0.00	68.06																																																																						
	06/01/2025	42.66	9.65	17.14	0.00	69.45																																																																						
	12/01/2025	44.04	9.65	17.14	0.00	70.83																																																																						
	06/01/2026	45.48	9.65	17.14	0.00	72.27																																																																						
	12/01/2026	46.92	9.65	17.14	0.00	73.71																																																																						
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																																																																												
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	09/01/2023	48.15	14.75	19.61	0.00	82.51																																																																						
	09/01/2024	51.23	14.75	19.61	0.00	85.59																																																																						
	09/01/2025	54.31	14.75	19.61	0.00	88.67																																																																						
	09/01/2026	57.38	14.75	19.61	0.00	91.74																																																																						
<div style="border: 1px solid black; padding: 10px;"> <p>Apprentice- ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Worcester 09/01/2023</p> <table border="1"> <thead> <tr> <th>Step</th> <th>percent</th> <th>Apprentice Base Wage</th> <th>Health</th> <th>Pension</th> <th>Supplemental Unemployment</th> <th>Total Rate</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>50</td> <td>\$24.08</td> <td>\$14.75</td> <td>\$14.32</td> <td>\$0.00</td> <td>\$53.15</td> </tr> <tr> <td>2</td> <td>60</td> <td>\$28.89</td> <td>\$14.75</td> <td>\$15.37</td> <td>\$0.00</td> <td>\$59.01</td> </tr> <tr> <td>3</td> <td>70</td> <td>\$33.71</td> <td>\$14.75</td> <td>\$16.43</td> <td>\$0.00</td> <td>\$64.89</td> </tr> <tr> <td>4</td> <td>80</td> <td>\$38.52</td> <td>\$14.75</td> <td>\$17.49</td> <td>\$0.00</td> <td>\$70.76</td> </tr> </tbody> </table> <p>09/01/2024</p> <table border="1"> <thead> <tr> <th>Step</th> <th>percent</th> <th>Apprentice Base Wage</th> <th>Health</th> <th>Pension</th> <th>Supplemental Unemployment</th> <th>Total Rate</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>50</td> <td>\$25.62</td> <td>\$14.75</td> <td>\$14.32</td> <td>\$0.00</td> <td>\$54.69</td> </tr> <tr> <td>2</td> <td>60</td> <td>\$30.74</td> <td>\$14.75</td> <td>\$15.37</td> <td>\$0.00</td> <td>\$60.86</td> </tr> <tr> <td>3</td> <td>70</td> <td>\$35.86</td> <td>\$14.75</td> <td>\$16.43</td> <td>\$0.00</td> <td>\$67.04</td> </tr> <tr> <td>4</td> <td>80</td> <td>\$40.98</td> <td>\$14.75</td> <td>\$17.49</td> <td>\$0.00</td> <td>\$73.22</td> </tr> </tbody> </table> <p><i>Steps are 1 year</i></p> </div>							Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	1	50	\$24.08	\$14.75	\$14.32	\$0.00	\$53.15	2	60	\$28.89	\$14.75	\$15.37	\$0.00	\$59.01	3	70	\$33.71	\$14.75	\$16.43	\$0.00	\$64.89	4	80	\$38.52	\$14.75	\$17.49	\$0.00	\$70.76	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	1	50	\$25.62	\$14.75	\$14.32	\$0.00	\$54.69	2	60	\$30.74	\$14.75	\$15.37	\$0.00	\$60.86	3	70	\$35.86	\$14.75	\$16.43	\$0.00	\$67.04	4	80	\$40.98	\$14.75	\$17.49	\$0.00	\$73.22
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate																																																																						
1	50	\$24.08	\$14.75	\$14.32	\$0.00	\$53.15																																																																						
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4	80	\$40.98	\$14.75	\$17.49	\$0.00	\$73.22																																																																						
IRONWORKER/WELDER IRONWORKERS LOCAL 7 (WORCESTER AREA)	03/16/2024	53.67	8.35	26.70	0.00	88.72																																																																						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- LABORER (Heavy & Highway) - Zone 2						
12/01/2023						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.72	\$9.65	\$17.14	\$0.00	\$49.51
2	70	\$26.50	\$9.65	\$17.14	\$0.00	\$53.29
3	80	\$30.29	\$9.65	\$17.14	\$0.00	\$57.08
4	90	\$34.07	\$9.65	\$17.14	\$0.00	\$60.86
06/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.51	\$9.00	\$16.89	\$0.00	\$49.40
2	70	\$27.43	\$9.00	\$16.89	\$0.00	\$53.32
3	80	\$31.35	\$9.00	\$16.89	\$0.00	\$57.24
4	90	\$35.27	\$9.00	\$16.89	\$0.00	\$61.16

LABORER: CARPENTER TENDER
LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

12/01/2023 37.86 9.65 17.14 0.00 64.65

LABORER: CEMENT FINISHER TENDER
LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

12/01/2023 38.36 9.40 16.89 0.00 64.65

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER
LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

12/01/2023 37.95 9.65 17.20 0.00 64.80

LABORER: MASON TENDER
LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

12/01/2023 38.11 9.65 17.14 0.00 64.90

LABORER: MASON TENDER (HEAVY & HIGHWAY)
LABORERS - ZONE 2 (HEAVY & HIGHWAY)

12/01/2023 38.11 9.65 17.14 0.00 64.90
06/01/2024 39.44 9.65 17.14 0.00 66.23
12/01/2024 40.77 9.65 17.14 0.00 67.56
06/01/2025 42.16 9.65 17.14 0.00 68.95
12/01/2025 43.54 9.65 17.14 0.00 70.33
06/01/2026 44.98 9.65 17.14 0.00 71.77
12/01/2026 46.42 9.65 17.14 0.00 73.21

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

LABORER: MULTI-TRADE TENDER
LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

12/01/2023 37.86 9.65 17.14 0.00 64.65

LABORER: TREE REMOVER
LABORERS - ZONE 2

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"

12/01/2023 37.86 9.65 17.14 0.00 64.65

LASER BEAM OPERATOR
LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

12/01/2023 38.11 9.65 17.14 0.00 64.90

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2023	38.11	9.65	17.14	0.00	64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	39.44	9.65	17.14	0.00	66.23
	12/01/2024	40.77	9.65	17.14	0.00	67.56
	06/01/2025	42.16	9.65	17.14	0.00	68.95
	12/01/2025	43.54	9.65	17.14	0.00	70.33
	06/01/2026	44.98	9.65	17.14	0.00	71.77
	12/01/2026	46.42	9.65	17.14	0.00	73.21

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

MARBLE & TILE FINISHERS	02/01/2024	47.89	11.49	21.37	0.00	80.75
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2024	49.57	11.49	21.37	0.00	82.43
	02/01/2025	50.61	11.49	21.37	0.00	83.47
	08/01/2025	52.33	11.49	21.37	0.00	85.19
	02/01/2026	53.41	11.49	21.37	0.00	86.27
	08/01/2026	55.17	11.49	21.37	0.00	88.03
	02/01/2027	56.29	11.49	21.37	0.00	89.15

Apprentice- MARBLE & TILE FINISHER - Local 3 Marble & Tile
02/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.95	\$11.49	\$21.37	\$0.00	\$56.81
2	60	\$28.73	\$11.49	\$21.37	\$0.00	\$61.59
3	70	\$33.52	\$11.49	\$21.37	\$0.00	\$66.38
4	80	\$38.31	\$11.49	\$21.37	\$0.00	\$71.17
5	90	\$43.10	\$11.49	\$21.37	\$0.00	\$75.96

08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.79	\$11.49	\$21.37	\$0.00	\$57.65
2	60	\$29.74	\$11.49	\$21.37	\$0.00	\$62.60
3	70	\$34.70	\$11.49	\$21.37	\$0.00	\$67.56
4	80	\$39.66	\$11.49	\$21.37	\$0.00	\$72.52
5	90	\$44.61	\$11.49	\$21.37	\$0.00	\$77.47

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2024	62.42	11.49	23.56	0.00	97.47
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2024	64.52	11.49	23.56	0.00	99.57
	02/01/2025	65.82	11.49	23.56	0.00	100.87
	08/01/2025	67.97	11.49	23.56	0.00	103.02
	02/01/2026	69.32	11.49	23.56	0.00	104.37
	08/01/2026	71.52	11.49	23.56	0.00	106.57
	02/01/2027	72.92	11.49	23.56	0.00	107.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile						
02/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.21	\$11.49	\$23.56	\$0.00	\$66.26
2	60	\$37.45	\$11.49	\$23.56	\$0.00	\$72.50
3	70	\$43.69	\$11.49	\$23.56	\$0.00	\$78.74
4	80	\$49.94	\$11.49	\$23.56	\$0.00	\$84.99
5	90	\$56.18	\$11.49	\$23.56	\$0.00	\$91.23
08/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.26	\$11.49	\$23.56	\$0.00	\$67.31
2	60	\$38.71	\$11.49	\$23.56	\$0.00	\$73.76
3	70	\$45.16	\$11.49	\$23.56	\$0.00	\$80.21
4	80	\$51.62	\$11.49	\$23.56	\$0.00	\$86.67
5	90	\$58.07	\$11.49	\$23.56	\$0.00	\$93.12
MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	39.56	13.78	15.15	0.00	68.49
MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	39.03	13.38	15.15	0.00	67.56
MILLWRIGHT (Zone 3)	01/01/2024	41.20	10.08	21.22	0.00	72.50
MILLWRIGHTS LOCAL 1121 - Zone 3	01/06/2025	43.48	10.08	21.22	0.00	74.78
	01/05/2026	45.76	10.08	21.22	0.00	77.06

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- MILLWRIGHT - Local 1121 Zone 3						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.66	\$10.08	\$5.36	\$0.00	\$38.10
2	65	\$26.78	\$10.08	\$6.34	\$0.00	\$43.20
3	75	\$30.90	\$10.08	\$18.78	\$0.00	\$59.76
4	85	\$35.02	\$10.08	\$19.76	\$0.00	\$64.86
01/06/2025						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.91	\$10.08	\$5.36	\$0.00	\$39.35
2	65	\$28.26	\$10.08	\$6.34	\$0.00	\$44.68
3	75	\$32.61	\$10.08	\$18.78	\$0.00	\$61.47
4	85	\$36.96	\$10.08	\$19.76	\$0.00	\$66.80
<i>Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)</i>						
MORTAR MIXER LABORERS - ZONE 2	12/01/2023	38.11	9.65	17.14	0.00	64.90
For apprentice rates see "Apprentice- LABORER"						
OILER OPERATING ENGINEERS LOCAL 98	12/01/2023	35.02	13.78	15.15	0.00	63.95
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	12/01/2023	32.74	13.78	15.15	0.00	61.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	01/01/2024	56.06	9.95	23.95	0.00	89.96
PAINTERS LOCAL 35 - ZONE 2	07/01/2024	57.26	9.95	23.95	0.00	91.16
	01/01/2025	58.46	9.95	23.95	0.00	92.36

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- PAINTER Local 35 - BRIDGES/TANKS						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14
07/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22
<i>Steps are 750 hrs.</i>						

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2024	46.96	9.95	23.95	0.00	80.86
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	07/01/2024	48.16	9.95	23.95	0.00	82.06
PAINTERS LOCAL 35 - ZONE 2	01/01/2025	49.36	9.95	23.95	0.00	83.26

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- PAINTER Local 35 Zone 2 - Spray/Sandblast - New						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$9.95	\$0.00	\$0.00	\$33.43
2	55	\$25.83	\$9.95	\$6.66	\$0.00	\$42.44
3	60	\$28.18	\$9.95	\$7.26	\$0.00	\$45.39
4	65	\$30.52	\$9.95	\$7.87	\$0.00	\$48.34
5	70	\$32.87	\$9.95	\$20.32	\$0.00	\$63.14
6	75	\$35.22	\$9.95	\$20.93	\$0.00	\$66.10
7	80	\$37.57	\$9.95	\$21.53	\$0.00	\$69.05
8	90	\$42.26	\$9.95	\$22.74	\$0.00	\$74.95
07/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.08	\$9.95	\$0.00	\$0.00	\$34.03
2	55	\$26.49	\$9.95	\$6.66	\$0.00	\$43.10
3	60	\$28.90	\$9.95	\$7.26	\$0.00	\$46.11
4	65	\$31.30	\$9.95	\$7.87	\$0.00	\$49.12
5	70	\$33.71	\$9.95	\$20.32	\$0.00	\$63.98
6	75	\$36.12	\$9.95	\$20.93	\$0.00	\$67.00
7	80	\$38.53	\$9.95	\$21.53	\$0.00	\$70.01
8	90	\$43.34	\$9.95	\$22.74	\$0.00	\$76.03
<i>Steps are 750 hrs.</i>						

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2024	45.02	9.95	23.95	0.00	78.92
PAINTERS LOCAL 35 - ZONE 2	07/01/2024	46.22	9.95	23.95	0.00	80.12
	01/01/2025	47.42	9.95	23.95	0.00	81.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$9.95	\$0.00	\$0.00	\$32.46
2	55	\$24.76	\$9.95	\$6.66	\$0.00	\$41.37
3	60	\$27.01	\$9.95	\$7.26	\$0.00	\$44.22
4	65	\$29.26	\$9.95	\$7.87	\$0.00	\$47.08
5	70	\$31.51	\$9.95	\$20.32	\$0.00	\$61.78
6	75	\$33.77	\$9.95	\$20.93	\$0.00	\$64.65
7	80	\$36.02	\$9.95	\$21.53	\$0.00	\$67.50
8	90	\$40.52	\$9.95	\$22.74	\$0.00	\$73.21
07/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.11	\$9.95	\$0.00	\$0.00	\$33.06
2	55	\$25.42	\$9.95	\$6.66	\$0.00	\$42.03
3	60	\$27.73	\$9.95	\$7.26	\$0.00	\$44.94
4	65	\$30.04	\$9.95	\$7.87	\$0.00	\$47.86
5	70	\$32.35	\$9.95	\$20.32	\$0.00	\$62.62
6	75	\$34.67	\$9.95	\$20.93	\$0.00	\$65.55
7	80	\$36.98	\$9.95	\$21.53	\$0.00	\$68.46
8	90	\$41.60	\$9.95	\$22.74	\$0.00	\$74.29
<i>Steps are 750 hrs.</i>						

PAINTER / TAPER (BRUSH, NEW) *	01/01/2024	45.56	9.95	23.95	0.00	79.46
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2024	46.76	9.95	23.95	0.00	80.66
	01/01/2025	47.96	9.95	23.95	0.00	81.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- PAINTER - Local 35 Zone 2 - BRUSH NEW						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73
2	55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67
3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55
4	65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43
5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16
6	75	\$34.17	\$9.95	\$20.93	\$0.00	\$65.05
7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93
8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69
07/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33
2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33
3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27
4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21
5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00
6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95
7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89
8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77
<i>Steps are 750 hrs.</i>						

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2024	43.62	9.95	23.95	0.00	77.52
PAINTERS LOCAL 35 - ZONE 2	07/01/2024	44.82	9.95	23.95	0.00	78.72
	01/01/2025	46.02	9.95	23.95	0.00	79.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- PAINTER Local 35 Zone 2 - BRUSH REPAINT						
01/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$9.95	\$0.00	\$0.00	\$31.76
2	55	\$23.99	\$9.95	\$6.66	\$0.00	\$40.60
3	60	\$26.17	\$9.95	\$7.26	\$0.00	\$43.38
4	65	\$28.35	\$9.95	\$7.87	\$0.00	\$46.17
5	70	\$30.53	\$9.95	\$20.32	\$0.00	\$60.80
6	75	\$32.72	\$9.95	\$20.93	\$0.00	\$63.60
7	80	\$34.90	\$9.95	\$21.53	\$0.00	\$66.38
8	90	\$39.26	\$9.95	\$22.74	\$0.00	\$71.95
07/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.41	\$9.95	\$0.00	\$0.00	\$32.36
2	55	\$24.65	\$9.95	\$6.66	\$0.00	\$41.26
3	60	\$26.89	\$9.95	\$7.26	\$0.00	\$44.10
4	65	\$29.13	\$9.95	\$7.87	\$0.00	\$46.95
5	70	\$31.37	\$9.95	\$20.32	\$0.00	\$61.64
6	75	\$33.62	\$9.95	\$20.93	\$0.00	\$64.50
7	80	\$35.86	\$9.95	\$21.53	\$0.00	\$67.34
8	90	\$40.34	\$9.95	\$22.74	\$0.00	\$73.03
<i>Steps are 750 hrs.</i>						

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2023	37.86	9.65	17.14	0.00	64.65
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	39.19	9.65	17.14	0.00	65.98
	12/01/2024	40.52	9.65	17.14	0.00	67.31
	06/01/2025	41.91	9.65	17.14	0.00	68.70
	12/01/2025	43.29	9.65	17.14	0.00	70.08
	06/01/2026	44.73	9.65	17.14	0.00	71.52
	12/01/2026	46.17	9.65	17.14	0.00	72.96

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

PANEL & PICKUP TRUCKS DRIVER	01/01/2024	38.78	15.07	18.67	0.00	72.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	39.78	15.07	18.67	0.00	73.52
	12/01/2024	39.78	15.07	20.17	0.00	75.02
	01/01/2025	39.78	15.57	20.17	0.00	75.52
	06/01/2025	40.78	15.57	20.17	0.00	76.52
	12/01/2025	40.78	15.57	21.78	0.00	78.13
	01/01/2026	40.78	16.17	21.78	0.00	78.73
	06/01/2026	41.78	16.17	21.78	0.00	79.73
	12/01/2026	41.78	16.17	23.52	0.00	81.47
	01/01/2027	41.78	16.77	23.52	0.00	82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2020	46.11	9.40	23.12	0.00	78.63
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PILE DRIVER LOCAL 56 (ZONE 2)
For apprentice rates see "Apprentice- PILE DRIVER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate														
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 2)	08/01/2020	46.11	9.40	23.12	0.00	78.63														
<div style="border: 1px solid black; padding: 10px;"> <p>Apprentice- PILE DRIVER - Local 56 Zone 2 08/01/2020</p> <table border="1"> <thead> <tr> <th>Step</th> <th>percent</th> <th>Apprentice Base Wage</th> <th>Health</th> <th>Pension</th> <th>Supplemental Unemployment</th> <th>Total Rate</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0</td> <td>\$0.00</td> <td>\$0.00</td> <td>\$0.00</td> <td>\$0.00</td> <td>\$0.00</td> </tr> </tbody> </table> <p><i>Apprentice wages shall be no less than the following Steps; (Same as set in Zone 1)</i></p> </div>							Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate														
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00														
PIPELAYER LABORERS - ZONE 2	12/01/2023	38.11	9.65	17.14	0.00	64.90														
For apprentice rates see "Apprentice- LABORER"																				
PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	38.11	9.65	17.14	0.00	64.90														
	06/01/2024	39.44	9.65	17.14	0.00	66.23														
	12/01/2024	40.77	9.65	17.14	0.00	67.56														
	06/01/2025	42.16	9.65	17.14	0.00	68.95														
	12/01/2025	43.54	9.65	17.14	0.00	70.33														
	06/01/2026	44.98	9.65	17.14	0.00	71.77														
	12/01/2026	46.42	9.65	17.14	0.00	73.21														
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																				
PLUMBER & PIPEFITTER PLUMBERS LOCAL 4	03/01/2024	53.95	9.90	17.42	0.00	81.27														
	09/01/2024	55.35	9.90	17.42	0.00	82.67														
	03/01/2025	56.75	9.90	17.42	0.00	84.07														
	09/01/2025	58.15	9.90	17.42	0.00	85.47														
	03/01/2026	59.55	9.90	17.42	0.00	86.87														

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- PLUMBER/PIPEFITTER - Local 4						
03/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.58	\$9.90	\$0.00	\$0.00	\$31.48
2	50	\$26.98	\$9.90	\$0.00	\$0.00	\$36.88
3	60	\$32.37	\$9.90	\$0.00	\$0.00	\$42.27
4	70	\$37.77	\$9.90	\$7.71	\$0.00	\$55.38
5	80	\$43.16	\$9.90	\$7.71	\$0.00	\$60.77
09/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.14	\$9.90	\$0.00	\$0.00	\$32.04
2	50	\$27.68	\$9.90	\$0.00	\$0.00	\$37.58
3	60	\$33.21	\$9.90	\$0.00	\$0.00	\$43.11
4	70	\$38.75	\$9.90	\$7.71	\$0.00	\$56.36
5	80	\$44.28	\$9.90	\$7.71	\$0.00	\$61.89
<i>Steps - 2000 hrs; Step 4 w/lic 75%, Step 5 w/lic 85%</i>						

PNEUMATIC CONTROLS (TEMP.)	03/01/2024	53.95	9.90	17.42	0.00	81.27
PLUMBERS LOCAL 4	09/01/2024	55.35	9.90	17.42	0.00	82.67
	03/01/2025	56.75	9.90	17.42	0.00	84.07
	09/01/2025	58.15	9.90	17.42	0.00	85.47
	03/01/2026	59.55	9.90	17.42	0.00	86.87

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

PNEUMATIC DRILL/TOOL OPERATOR	12/01/2023	38.11	9.65	17.14	0.00	64.90
LABORERS - ZONE 2						
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2023	38.11	9.65	17.14	0.00	64.90
	06/01/2024	39.44	9.65	17.14	0.00	66.23
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2024	40.77	9.65	17.14	0.00	67.56
	06/01/2025	42.16	9.65	17.14	0.00	68.95
	12/01/2025	43.54	9.65	17.14	0.00	70.33
	06/01/2026	44.98	9.65	17.14	0.00	71.77
	12/01/2026	46.42	9.65	17.14	0.00	73.21

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

POWDERMAN & BLASTER	12/01/2023	38.86	9.65	17.14	0.00	65.65
LABORERS - ZONE 2						
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2023	39.36	9.40	16.89	0.00	65.65
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	40.69	9.40	16.89	0.00	66.98
	12/01/2024	42.02	9.40	16.89	0.00	68.31
	06/01/2025	43.41	9.40	16.89	0.00	69.70
	12/01/2025	44.79	9.40	16.89	0.00	71.08
	06/01/2026	46.23	9.40	16.89	0.00	72.52
	12/01/2026	47.67	9.40	16.89	0.00	73.96

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	39.56	13.78	15.15	0.00	68.49
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	39.03	13.38	15.15	0.00	67.56
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton)	05/01/2023	25.24	11.57	7.00	0.00	43.81
	05/01/2024	26.14	11.82	7.25	0.00	45.21
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 2 For apprentice rates see "Apprentice- LABORER"	12/01/2023	38.11	9.65	17.14	0.00	64.90
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	38.42	13.78	15.15	0.00	67.35
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) ROOFERS LOCAL 33	02/01/2024	50.03	12.78	21.45	0.00	84.26
	08/01/2024	51.53	12.78	21.45	0.00	85.76
	02/01/2025	52.78	12.78	21.45	0.00	87.01
	08/01/2025	54.28	12.78	21.45	0.00	88.51
	02/01/2026	55.53	12.78	21.45	0.00	89.76

Apprentice- ROOFER - Local 33
02/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.02	\$12.78	\$6.21	\$0.00	\$44.01
2	60	\$30.02	\$12.78	\$21.45	\$0.00	\$64.25
3	65	\$32.52	\$12.78	\$21.45	\$0.00	\$66.75
4	75	\$37.52	\$12.78	\$21.45	\$0.00	\$71.75
5	85	\$42.53	\$12.78	\$21.45	\$0.00	\$76.76

08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.77	\$12.78	\$6.21	\$0.00	\$44.76
2	60	\$30.92	\$12.78	\$21.45	\$0.00	\$65.15
3	65	\$33.49	\$12.78	\$21.45	\$0.00	\$67.72
4	75	\$38.65	\$12.78	\$21.45	\$0.00	\$72.88
5	85	\$43.80	\$12.78	\$21.45	\$0.00	\$78.03

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

Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33	02/01/2024	50.28	12.78	21.45	0.00	84.51
	08/01/2024	51.78	12.78	21.45	0.00	86.01
	02/01/2025	53.03	12.78	21.45	0.00	87.26
	08/01/2025	54.53	12.78	21.45	0.00	88.76
	02/01/2026	55.78	12.78	21.45	0.00	90.01

For apprentice rates see "Apprentice- ROOFER"

SCRAPER OPERATING ENGINEERS LOCAL 98	12/01/2023	39.03	13.38	15.15	0.00	67.56
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	12/01/2023	38.42	13.78	15.15	0.00	67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2023	35.80	13.78	15.15	0.00	64.73
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER	01/01/2024	43.80	10.64	17.54	2.05	74.03
SHEETMETAL WORKERS LOCAL 63	07/01/2024	45.05	10.64	17.54	2.05	75.28
	01/01/2025	46.30	10.64	17.54	2.05	76.53

Apprentice- SHEET METAL WORKER - Local 63
01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.71	\$4.79	\$4.76	\$0.92	\$30.18
2	50	\$21.90	\$5.32	\$5.29	\$1.03	\$33.54
3	55	\$24.09	\$5.85	\$5.82	\$1.13	\$36.89
4	60	\$26.28	\$6.38	\$6.35	\$1.23	\$40.24
5	65	\$28.47	\$6.92	\$6.88	\$1.33	\$43.60
6	70	\$30.66	\$7.45	\$7.41	\$1.44	\$46.96
7	75	\$32.85	\$7.98	\$7.94	\$1.54	\$50.31
8	80	\$35.04	\$8.51	\$15.42	\$1.64	\$60.61
9	85	\$37.23	\$9.04	\$15.95	\$1.74	\$63.96
10	90	\$39.42	\$9.58	\$16.48	\$1.85	\$67.33

07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$20.27	\$4.79	\$4.76	\$0.92	\$30.74
2	50	\$22.53	\$5.32	\$5.29	\$1.03	\$34.17
3	55	\$24.78	\$5.85	\$5.82	\$1.13	\$37.58
4	60	\$27.03	\$6.38	\$6.35	\$1.23	\$40.99
5	65	\$29.28	\$6.92	\$6.88	\$1.33	\$44.41
6	70	\$31.54	\$7.45	\$7.41	\$1.44	\$47.84
7	75	\$33.79	\$7.98	\$7.94	\$1.54	\$51.25
8	80	\$36.04	\$8.51	\$15.42	\$1.64	\$61.61
9	85	\$38.29	\$9.04	\$15.95	\$1.74	\$65.02
10	90	\$40.55	\$9.58	\$16.48	\$1.85	\$68.46

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	01/01/2024	39.24	15.07	18.67	0.00	72.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	40.24	15.07	18.67	0.00	73.98
	12/01/2024	40.24	15.07	20.17	0.00	75.48
	01/01/2025	40.24	15.57	20.17	0.00	75.98
	06/01/2025	41.24	15.57	20.17	0.00	76.98
	12/01/2025	41.24	15.57	21.78	0.00	78.59
	01/01/2026	41.24	16.17	21.78	0.00	79.19
	06/01/2026	42.24	16.17	21.78	0.00	80.19
	12/01/2026	42.24	16.17	23.52	0.00	81.93
	01/01/2027	42.24	16.77	23.52	0.00	82.53

SPECIALIZED EARTH MOVING EQUIP > 35 TONS	01/01/2024	39.53	15.07	18.67	0.00	73.27
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	40.53	15.07	18.67	0.00	74.27
	12/01/2024	40.53	15.07	20.17	0.00	75.77
	01/01/2025	40.53	15.57	20.17	0.00	76.27
	06/01/2025	41.53	15.57	20.17	0.00	77.27
	12/01/2025	41.53	15.57	21.78	0.00	78.88
	01/01/2026	41.53	16.17	21.78	0.00	79.48
	06/01/2026	42.53	16.17	21.78	0.00	80.48
	12/01/2026	42.53	16.17	23.52	0.00	82.22
	01/01/2027	42.53	16.77	23.52	0.00	82.82

SPRINKLER FITTER	04/01/2023	47.43	11.45	16.61	0.00	75.49
SPRINKLER FITTERS LOCAL 669						

Apprentice- SPRINKLER FITTER - Local 669
04/01/2023

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

TERRAZZO FINISHERS	02/01/2024	61.34	11.49	23.59	0.00	96.42
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2024	63.44	11.49	23.59	0.00	98.52
	02/01/2025	64.74	11.49	23.59	0.00	99.82
	08/01/2025	66.89	11.49	23.59	0.00	101.97
	02/01/2026	68.24	11.49	23.59	0.00	103.32
	08/01/2026	70.44	11.49	23.59	0.00	105.52
	02/01/2027	71.84	11.49	23.59	0.00	106.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice- TERRAZZO FINISHER - Local 3 Marble & Tile						
02/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.67	\$11.49	\$23.59	\$0.00	\$65.75
2	60	\$36.80	\$11.49	\$23.59	\$0.00	\$71.88
3	70	\$42.94	\$11.49	\$23.59	\$0.00	\$78.02
4	80	\$49.07	\$11.49	\$23.59	\$0.00	\$84.15
5	90	\$55.21	\$11.49	\$23.59	\$0.00	\$90.29
08/01/2024						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.72	\$11.49	\$23.59	\$0.00	\$66.80
2	60	\$38.06	\$11.49	\$23.59	\$0.00	\$73.14
3	70	\$44.41	\$11.49	\$23.59	\$0.00	\$79.49
4	80	\$50.75	\$11.49	\$23.59	\$0.00	\$85.83
5	90	\$57.10	\$11.49	\$23.59	\$0.00	\$92.18
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TEST BORING DRILLER	12/01/2023	48.33	9.65	18.22	0.00	76.20
LABORERS - FOUNDATION AND MARINE	06/01/2024	49.81	9.65	18.22	0.00	77.68
	12/01/2024	51.28	9.65	18.22	0.00	79.15
	06/01/2025	52.78	9.65	18.22	0.00	80.65
	12/01/2025	54.28	9.65	18.22	0.00	82.15
	06/01/2026	55.83	9.65	18.22	0.00	83.70
	12/01/2026	57.33	9.65	18.22	0.00	85.20
For apprentice rates see "Apprentice- LABORER"						
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TEST BORING DRILLER HELPER	12/01/2023	44.45	9.65	18.22	0.00	72.32
LABORERS - FOUNDATION AND MARINE	06/01/2024	45.93	9.65	18.22	0.00	73.80
	12/01/2024	47.40	9.65	18.22	0.00	75.27
	06/01/2025	48.90	9.65	18.22	0.00	76.77
	12/01/2025	50.40	9.65	18.22	0.00	78.27
	06/01/2026	51.95	9.65	18.22	0.00	79.82
	12/01/2026	53.45	9.65	18.22	0.00	81.32
For apprentice rates see "Apprentice- LABORER"						
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TEST BORING LABORER	12/01/2023	44.33	9.65	18.22	0.00	72.20
LABORERS - FOUNDATION AND MARINE	06/01/2024	45.81	9.65	18.22	0.00	73.68
	12/01/2024	47.28	9.65	18.22	0.00	75.15
	06/01/2025	48.78	9.65	18.22	0.00	76.65
	12/01/2025	50.28	9.65	18.22	0.00	78.15
	06/01/2026	51.83	9.65	18.22	0.00	79.70
	12/01/2026	53.33	9.65	18.22	0.00	81.20
For apprentice rates see "Apprentice- LABORER"						
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TRACTORS	12/01/2023	38.42	13.78	15.15	0.00	67.35
OPERATING ENGINEERS LOCAL 98						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	01/01/2024	39.82	15.07	18.67	0.00	73.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	40.82	15.07	18.67	0.00	74.56
	12/01/2024	40.82	15.07	20.17	0.00	76.06
	01/01/2025	40.82	15.57	20.17	0.00	76.56
	06/01/2025	41.82	15.57	20.17	0.00	77.56
	12/01/2025	41.82	15.57	21.78	0.00	79.17
	01/01/2026	41.82	16.17	21.78	0.00	79.77
	06/01/2026	42.82	16.17	21.78	0.00	80.77
	12/01/2026	42.82	16.17	23.52	0.00	82.51
	01/01/2027	42.82	16.77	23.52	0.00	83.11
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TUNNEL WORK - COMPRESSED AIR	12/01/2023	56.56	9.65	18.67	0.00	84.88
LABORERS (COMPRESSED AIR)	06/01/2024	58.04	9.65	18.67	0.00	86.36
	12/01/2024	59.51	9.65	18.67	0.00	87.83
	06/01/2025	61.01	9.65	18.67	0.00	89.33
	12/01/2025	62.51	9.65	18.67	0.00	90.83
	06/01/2026	64.06	9.65	18.67	0.00	92.38
	12/01/2026	65.56	9.65	18.67	0.00	93.88
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For apprentice rates see "Apprentice- LABORER"						
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TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2023	58.56	9.65	18.67	0.00	86.88
LABORERS (COMPRESSED AIR)	06/01/2024	60.04	9.65	18.67	0.00	88.36
	12/01/2024	61.51	9.65	18.67	0.00	89.83
	06/01/2025	63.01	9.65	18.67	0.00	91.33
	12/01/2025	64.51	9.65	18.67	0.00	92.83
	06/01/2026	66.06	9.65	18.67	0.00	94.38
	12/01/2026	67.56	9.65	18.67	0.00	95.88
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For apprentice rates see "Apprentice- LABORER"						
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TUNNEL WORK - FREE AIR	12/01/2023	48.63	9.65	18.67	0.00	76.95
LABORERS (FREE AIR TUNNEL)	06/01/2024	50.11	9.65	18.67	0.00	78.43
	12/01/2024	51.58	9.65	18.67	0.00	79.90
	06/01/2025	53.08	9.65	18.67	0.00	81.40
	12/01/2025	54.58	9.65	18.67	0.00	82.90
	06/01/2026	56.13	9.65	18.67	0.00	84.45
	12/01/2026	57.63	9.65	18.67	0.00	85.95
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For apprentice rates see "Apprentice- LABORER"						
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TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2023	50.63	9.65	18.67	0.00	78.95
LABORERS (FREE AIR TUNNEL)	06/01/2024	52.11	9.65	18.67	0.00	80.43
	12/01/2024	53.58	9.65	18.67	0.00	81.90
	06/01/2025	55.08	9.65	18.67	0.00	83.40
	12/01/2025	56.58	9.65	18.67	0.00	84.90
	06/01/2026	58.13	9.65	18.67	0.00	86.45
	12/01/2026	59.63	9.65	18.67	0.00	87.95
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For apprentice rates see "Apprentice- LABORER"						
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VAC-HAUL	01/01/2024	39.24	15.07	18.67	0.00	72.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	40.24	15.07	18.67	0.00	73.98
	12/01/2024	40.24	15.07	20.17	0.00	75.48
	01/01/2025	40.24	15.57	20.17	0.00	75.98
	06/01/2025	41.24	15.57	20.17	0.00	76.98
	12/01/2025	41.24	15.57	21.78	0.00	78.59
	01/01/2026	41.24	16.17	21.78	0.00	79.19
	06/01/2026	42.24	16.17	21.78	0.00	80.19
	12/01/2026	42.24	16.17	23.52	0.00	81.93
	01/01/2027	42.24	16.77	23.52	0.00	82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VOICE-DATA-VIDEO TECHNICIAN	09/03/2023	34.49	13.00	17.22	0.00	64.71
ELECTRICIANS LOCAL 96	09/01/2024	35.29	13.99	17.57	0.00	66.85
	09/07/2025	36.12	14.98	17.91	0.00	69.01
	09/06/2026	37.04	15.96	18.27	0.00	71.27

Apprentice- VOICE-DATA-VIDEO TECHNICIAN - Local 96
09/03/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.25	\$13.00	\$4.31	\$0.00	\$34.56
2	55	\$18.97	\$13.00	\$4.36	\$0.00	\$36.33
3	60	\$20.69	\$13.00	\$16.81	\$0.00	\$50.50
4	65	\$22.42	\$13.00	\$16.86	\$0.00	\$52.28
5	70	\$24.14	\$13.00	\$16.91	\$0.00	\$54.05
6	75	\$25.87	\$13.00	\$16.97	\$0.00	\$55.84
7	80	\$27.59	\$13.00	\$17.02	\$0.00	\$57.61
8	85	\$29.32	\$13.00	\$17.07	\$0.00	\$59.39

09/01/2024

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

WAGON DRILL OPERATOR 12/01/2023 38.11 9.65 17.14 0.00 64.90
LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

WAGON DRILL OPERATOR (HEAVY & HIGHWAY) 12/01/2023 38.11 9.65 17.14 0.00 64.90
LABORERS - ZONE 2 (HEAVY & HIGHWAY) 06/01/2024 39.44 9.65 17.14 0.00 66.23
12/01/2024 40.77 9.65 17.14 0.00 67.56
06/01/2025 42.16 9.65 17.14 0.00 68.95
12/01/2025 43.54 9.65 17.14 0.00 70.33
06/01/2026 44.98 9.65 17.14 0.00 71.77
12/01/2026 46.42 9.65 17.14 0.00 73.21

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

WATER METER INSTALLER 03/01/2024 53.95 9.90 17.42 0.00 81.27
PLUMBERS LOCAL 4 09/01/2024 55.35 9.90 17.42 0.00 82.67
03/01/2025 56.75 9.90 17.42 0.00 84.07
09/01/2025 58.15 9.90 17.42 0.00 85.47
03/01/2026 59.55 9.90 17.42 0.00 86.87

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

Additional Apprentices Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentices ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

Example