



TOWN OF BURLINGTON
DEPARTMENT OF PUBLIC WORKS

2025 – Town Common LED Sign

26C-411-0007 (7675)

**Department of Public Works
25 Center Street
Burlington MA 01803**

August 28, 2025

Table of Contents

| | |
|---------------------------------------|-----------|
| INVITATION FOR BID | 3 |
| PROJECT DESCRIPTION | 4 |
| INSTRUCTIONS TO BIDDERS | 5 |
| FORM OF GENERAL BID..... | 10 |
| ADDENDA..... | 11 |
| BID FORM | 12 |
| TOTAL BID PRICE..... | 13 |
| CONTRACTOR REFERENCES..... | 14 |
| CONTRACTOR CERTIFICATION | 15 |
| AGREEMENT | 16 |
| SPECIAL CONDITIONS | 17 |
| MEASUREMENT & PAYMENT..... | 34 |
| APPENDIX A | 39 |
| Project Plans..... | 39 |
| APPENDIX B | 43 |
| Prevailing Wage Rates..... | 43 |

INVITATION FOR BID

PUBLIC WORKS CONSTRUCTION

Sealed bids for 2025 Town Common LED Sign must be received by Department of Public Works, Town Hall Annex, 25 Center Street, Burlington, Massachusetts, 01803 until Thursday, August 28, 2025, at 10 AM and will be publicly opened and read aloud at such time.

- Specifications and bid forms are available on the Town's website site at: www.burlington.org, under Projects Out to Bid.
- Specifications and bid forms may be obtained at the Department of Public Works, Town Hall Annex, 25 Center Street, Burlington, Massachusetts, 01803 after August 7, 2025 between 8:30 AM and 4:00 PM for a fifty (\$50.00) dollar reproduction cost.
- A bid bond of five (5) percent is required.
- Successful bidder must provide 100% Payment and Performance bonds.
- This project is bid according to MGL 30-39M.
- Town's Designated Representative and point of contact for questions is: Stephen Hildreth, P.E., shildreth@burlington.org, (781) 270-1643.
- Prevailing wage must be paid per MGL 149 SECT. 26-27D

PROJECT DESCRIPTION

The Town of Burlington Department of Public Works is seeking qualified performance specifications submission for the construction of a free standing poured concrete wall, with a red clay brick masonry façade, encased within a weather tight wooden timber frame, and roof system, to which an LED electronic message board already owned by the Town will be mounted. The Town will install all necessary power and communications wires and LED electronic message board, upon completion of the work by the Contractor and acceptance of the work by the Owner.

Included in the scope of work, is an additional alternative, for the installation of a short freestanding concrete masonry unit (CMU) wall, with brick façade and cap, located in front of the new LED electronic message board sign and wall. Details of the wall is located in Appendix A. A rendering of the proposed wall and screen is also included in Appendix A.

The proposed message board will stand on the Town Common, at the intersection of Bedford Street and Cambridge Street, as depicted upon the site plan.

The Awarded Bidder must furnish the following aspects of the bid package:

- A full structural design, including any necessary steel reinforcement, of the proposed concrete and masonry wall, stamped by a Registered Professional Structural Engineer from the Commonwealth of Massachusetts, certifying the proposed wall is capable of supporting the loading, dead, live, wind, and any other loading events.
- Samples of all proposed materials **MUST** be submitted and approved, prior to purchase by the Awarded Contractor. The Owner has final say in all products to be used in consultation with the Contractor.

This is an unofficial Bid Spec. If this document is used to submit a bid then you must email your contact information to Engineering@burlington.org in order to be added to the bidders list.

INSTRUCTIONS TO BIDDERS

Receipt and Opening of Bids

The Town of Burlington, Massachusetts, herein called the Owner, acting by and through its Department of Public Works, will receive sealed bids as specified in the invitation for Bids at which time bids will be publicly opened and read.

Any bid may be withdrawn prior to the above scheduled time for the opening of bids or authorized postponement thereof. Any bid received after the time and date specified will not be considered. The bidder agrees that this bid will be good and may not be withdrawn for a period of thirty (30) days, Saturdays, Sundays, and legal holidays excluded, after opening the bids.

Location and Work to be Done

The Location of the Work to be done is described in the project description.

The Contractor will furnish all labor, services, materials, equipment, plant, machinery, apparatus, appliances, tools, supplies, and all other things necessary to do all work required for the completion of each item of the Work and as herein specified.

The Work to be done and paid for under any item will not be limited to the exact extent mentioned or described but will include all incidental work necessary or customarily done for the completion of that item.

Preparation of Bid

Each bid must be submitted on the prescribed form. All blank spaces for bid prices must be filled in, in ink or typewritten, in both words and figures.

Each bid must be submitted in a sealed envelope bearing on the outside **the name of the bidder, address, and endorsed with the name of the project as specified in Receipt and Opening of Bids.**

If forwarded by mail, **the sealed envelope containing the bid must be enclosed in another envelope addressed as specified in Receipt and Opening of Bids.**

The following sections need to be filled out and completed as part of the bid package;

- Form of General Bid
- Acknowledgement of Addenda, if any
- Bid Form
- Total Bid Price
- Contractor Reference
- Contractor Certification

Bid Opening Procedure

The following list of requirements will apply to each filed bid. Bids not meeting all the requirements for timeliness and security will be rejected without opening; bids not meeting signature and addenda requirements will be rejected prior to checking of bid amounts.

Bids will be filed at the place and before the time specified in Receipt and Opening of Bids.

Properly executed bid security will be placed in a sealed envelope and will be attached to the outside of the envelope containing the bid.

Bid signatures will be checked.

The total dollar amount of each bid will be read, and the three apparent lowest bids will be selected for further consideration. These three apparent low bids will be read aloud for the benefit of the other bidders and the bid opening procedure will be closed. All those present at the bid opening may arrange a time to examine all bids after the bid opening and after the reading of the three apparent low bids.

Ability and Experience of Bidder

No award will be made to any bidder who cannot satisfy the Owner that they have sufficient ability and experience in this class of work and sufficient capital and resources to enable them to complete the work successfully within the time named. The Owner's decision or judgment on these matters will be final, conclusive, and binding.

Bidder must have a minimum of five (5) years' experience and have completed satisfactorily five (5) jobs within that time of similar size and scope.

All Subcontractors must have a minimum of five (5) years' experience and have completed satisfactorily five (5) jobs within that time of similar size and scope.

The Contractor must submit with their bid proposal a list of five (5) jobs which they have successfully completed, giving the name and the address of these projects so they can be investigated prior to the award of the contract.

The Owner may make such investigations as they deem necessary, and the bidder must furnish to the Owner, under oath if so required, all such information and data for this purpose as the Owner may request.

Condition of Work

Each bidder must familiarize themselves fully with the conditions relating to the construction of the project and the employment of labor thereon. Failure to do so will not relieve a successful bidder of their obligation to furnish all material and labor necessary to carry out the provisions of this Contract. Insofar as possible the Contractor, in carrying out their work, must employ such methods or means as will not cause any interruption of or interference with the work of any other Contractor.

Addenda and Interpretations

No interpretation of the bid documents will be made orally. Every request for such interpretation should be in writing addressed to the Town's Designated Representative listed in INVITATION TO BID and to be given consideration must be received at least seven (7) days prior to the date fixed for the opening of bids. Any and all such interpretations and any supplemental instructions will be in the form of written addenda to the Contract Documents. Failure of any bidder to receive any such addendum or interpretation will not relieve such bidder from any obligation under this bid as submitted. All addenda so issued will become part of the Contract Documents.

Laws and Regulations

The bidder's attention is directed to the fact that all applicable State laws, municipal ordinances, and the rules and regulation of all authorities having jurisdiction over construction of the project will apply to the Contract throughout, and they will be deemed to be included in the Contract the same as though herein written out in full.

Bid Security

Each bid must be accompanied by a BID BOND, CASH, or, CERTIFIED CHECK, payable to the Town, in the amount stated in INVITATION FOR BID. Such checks will be returned to all except the three (3) lowest responsible and eligible bidders within five (5) days, Saturday, Sundays, and legal holidays excluded, after the opening of bids, and the remaining checks will be returned promptly after the Owner and the accepted bidder have executed the Contract, or if no notice of intent to award has been presented to the selected contractor within thirty (30) days, Saturdays, Sundays and holidays excluded, after the date of the opening of bids, upon demand of the bidder at any time thereafter.

The said amount is fixed and agreed upon by and between the Contractor and the Owner because of the impracticability and extreme difficulty of fixing and ascertaining the actual damages the Owner would in such event sustain, and said amount is agreed to be the amount of damages which the Owner would sustain and said amount will be retained from time to time by the Owner from current periodical estimates.

Right to Reject Bid

The Owner reserves the right to waive any informality or reject any and all bids and alternate bids, should the Owner deem it to be in the public interest to do so.

The Owner also reserves the right to reject the bid of any bidder that the Owner considers to be unqualified based on the criteria set forth herein.

Time for Completion

The bidder must agree to commence work and to fully complete the project within the time limit stated in SPECIAL CONDITIONS.

Comparison of Bids

In the event that there is a discrepancy in FORM OF GENERAL BID between the lump sum or unit prices written in words and figures, the prices written in words will govern.

Rule for Award of Contract

The Contract will be awarded to “the lowest responsible and eligible bidder” for the Total Price Bid pursuant to General Laws Chapter 30, Section 39M, as amended. Such a bidder will possess the skill ability and integrity necessary for the faithful performance of the work, will be able to furnish labor that can work in harmony with all other elements of labor employed, or to be employed, in the work, and will otherwise comply with all applicable provisions of law. Bidder will execute formal agreement within ten (10) days of the Notice of Award.

Statutes Regulating Competitive Bidding

Any bid that does not comply with the provisions of Massachusetts General Laws Chapter 30, Section 39M as amended, need not be accepted and the Owner may reject every such bid.

Wage Rates

Prevailing Wage Rates as determined by the Commissioner of Department of Labor and Industries under the provision of the Massachusetts General Laws, Chapter 149, Section 26 to 27G, as amended, apply to this project. It is the responsibility of the contractor, before bid opening to request if necessary, any additional information on Prevailing Wage Rates for those trades people who may be employed for the proposed work under this contract.

State schedules of Prevailing Wage Rates are included in the contract documents.

Specifications

All specifications and bid items are based on “Commonwealth of Massachusetts Department of Transportation Standard Specifications for Highway & Bridges” 2020 edition, or latest revised.

Bid Items Not Guaranteed

The successful bidder is not guaranteed all items or the total bid price under this contract. Bidders must understand that like items may be bid under other contracts specifically packaged as one complete project. The successful bidder has no right to similar items bid under other projects. The Owner will specify where and when this contract will be applied to undertake a particular improvement.

Liquid Asphalt Adjustment

Per MGL 30-38A paving or Hot Mix Asphalt items bid under this contract (if any) as subject to liquid asphalt price adjustment. The basis of bid price for liquid asphalt adjustment or any other applicable adjustments permissible under this contract, will be made based upon the moth of the bid opening.

Tie Bids

In the event of tied bids, wherein two or more responsive and responsible vendors provide the same bid price a coin toss will be used to break the tie.

Unforeseen Office Closure

If, at the time of the scheduled bid opening, Town Offices are closed due to uncontrolled events, the bid opening will be postponed until the next normal business day at the original time specified in the documents. Bids will be accepted until that date and time.

FORM OF GENERAL BID

Bid of _____ (hereinafter called "Bidder")*

(____) a corporation, organized and existing under the laws of the state of _____.

(____) a partnership

(____) a joint venture

(____) an individual doing business as _____

To the Town of Burlington, Massachusetts (hereinafter called "Owner").

Bidder:

The bidder, in compliance with your invitation for bid, examined the Contract Documents and being familiar with all of the conditions surrounding the construction of the proposed project including the availability of materials and labor, hereby propose to furnish all labor, materials, and supplies, and to construct the project in accordance with the Contract Documents within the time set forth in the agreement, and at the prices stated below. These prices are to cover all expenses incurred in performing the work required under the Contract Documents, or which this proposal is a part.

*Insert corporation, partnership or individual as applicable.

ADDENDA

Bidder acknowledges receipt of the following addenda:

No._____ Dated:_____

No._____ Dated:_____

No._____ Dated:_____

No._____ Dated:_____

No._____ Dated:_____

BID FORM

Base Bid Items

| Bid Item | Quantity | Per | Unit Price | Total Price |
|--|-----------------|------------|-------------------|--------------------|
| <u>Item 1</u> Free Standing Concrete Wall | 1 | LS | \$ _____ /LS | \$ _____ |
| <u>Item 2</u> Brick Masonry Work | 1 | LS | \$ _____ /LS | \$ _____ |
| <u>Item 3</u> Carpentry work | 1 | LS | \$ _____ /LS | \$ _____ |
| <u>Item 4</u> Landscaping and Site Cleanup | 1 | LS | \$ _____ /LS | \$ _____ |

Total Sum of Base Bid Items = _____

Additional Alternative One

| | | | | |
|---|---|----|--------------|----------|
| <u>Item 5</u> Decorative Modular Wall, with Brick Façade, and Cap | 1 | LS | \$ _____ /LS | \$ _____ |
|---|---|----|--------------|----------|

Total Sum of Additional Alternative One = _____

Total Sum of Base Bid Plus Additional Alternative One =

\$ _____

TOTAL BID PRICE

Total Base Bid
Price: \$ _____

Total Base Bid
Price in Words: _____

Total Additional
Alternative One Bid
Price: \$ _____

Total Additional
Alternative One Bid
Price in Words: _____

Total Combined
Bid Price: \$ _____

Total Combined
Bid Price in Words: _____

Name: _____

Signature: _____

Title: _____

Company: _____

Address: _____

Phone: _____

CONTRACTOR REFERENCES

The undersigned offers the following information as evidence of their qualifications to perform the work as bid upon according to all the requirements of the plans and specifications.

1. Have been in business under present name for ____years.
2. The names and addresses of all persons interested in the bid (if made by a partnership or corporation) as Principals are as follows:

(Attach supplementary list if necessary)

3. The bidder is requested to state below what work of a similar character to that included in the proposed contract they have done, and give references that will enable the Owner to judge their experience, skill and business standing (add supplementary page if necessary).

| # | Completion Date | Project Name | Contract Amount | Reference Name | Telephone No. |
|---|-----------------|--------------|-----------------|----------------|---------------|
| 1 | | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |

4. Bank reference

(Name)

(Bank)

(Address)

(Telephone No.)

CONTRACTOR CERTIFICATION

NON-COLLUSION

I certify under penalties of perjury that this bid or proposal has been made and submitted under good faith and without collusion or fraud with any other person. As used in this certification, the word “person” means any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

TAX COMPLIANCE

Pursuant to Massachusetts General Law Chapter 62C, Section 49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

LABOR HARMONY / OSHA 10-HOUR

I will furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work, and All employees to be employed in the work subject to this bid 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.

Signature: _____
(Person Signing Bid)

(Name of Business)

AGREEMENT

THIS AGREEMENT, by and between the party of the first part, the Town of Burlington, hereinafter called "OWNER", acting herein through its Town Administrator, and the party of the second part hereinafter called "CONTRACTOR".

WITNESSETH: That for and in consideration of the payments and agreements hereinafter mentioned, to be made and performed by the OWNER, the CONTRACTOR hereby agrees with the OWNER to commence and complete the project described by these bid documents hereinafter called the project, for the sum of the contract price and all extra work in connection therewith, under the terms as stated in the Contract Documents; and at their (its and their) own proper cost and expense to furnish all the materials, supplies, machinery equipment, tools, superintendence, labor, insurance, and other accessories and services necessary to complete the said project in accordance with the conditions and prices stated in FORM OF GENERAL BID, GENERAL CONDITIONS, Contract Documents as prepared by the Owner.

IN WITNESS WHEREOF, the parties to these presents have executed this contract.

\$ _____
Contract Price

AGREED:

Town of Burlington

Owner _____ Date _____

Contractor _____

Contractor _____ Date _____

Company _____
Name: _____

Address: _____

In accordance with M.G.L. C. 44, Section 31C, this is to certify than an appropriation in the amount of this contract is available therefore and that the Town Administrator has been authorized to execute the contract and approve all requisitions and change orders.

Account # _____ Town Accountant _____ Date _____

2025 Town Common LED Sign
26C-411-0007 (7675)
Thursday, August 28, 2025 at 10:00 AM
16

SPECIAL CONDITIONS

1. The Contractor is made aware this Contract contains Additional Alternative bid options. The Owner exercises the right to select all, some, or none of the proposed Additional Alternative scopes of work to the Base Bid, in a sequential order, based upon available project funding.
2. The Contract shall be awarded based on the combined total of the Base Bid cost plus any Additional Alternatives, selected in sequential order, to the lowest and most qualified bidder, based upon the combined total of the Base Bid plus any Additional Alternatives selected. If no Additional Alternatives are selected due to budget restrictions, the contract will be awarded to the lowest and most qualified bidder, based upon the Base Bid cost alone.
3. The Contractor is responsible for coordinating any internal Town permits needed, and all labor, time, and materials to obtain such permits is considered incidental to the total cost of the project.
4. All work under this contract must comply with the most recent edition of the Town of Burlington Department of Public Works; Street Opening/Utility Connection Rules & Regulations.
5. Unless otherwise specified, the cost of the Police Detail Officer(s) will be paid for by the Town of Burlington. If the Contractor does not properly cancel the police details in time, then the Contractor will be back charged for any charges occurred for any police details.
6. At the end of each week the Contractor must submit an itemized summary/quantities of items per street completed during the week. These quantities will be reviewed with the Town's Designated Representative before the end of the day on Friday.
7. All certified payroll slips must be submitted as part of the pay requisition package for each individual pay requisition request, for each contractor and sub-contractor that has performed work under this contract, up to date of the current pay requisition before the pay requisition will be processed and paid.
8. Under this contract the Contractor agrees to complete "Punch List of Items" assembled by the Designated Representative . The "Punch List of Items" must be completed before the final payment requisition is processed. All the items will be paid for under the appropriate bid item under this contract.
9. Traffic Management under this contract must be considered at all times meaning the following points apply:
 - Two (2) way traffic must be maintained at all times

- Complete compliance with the Traffic Management Plan standards set forth in the Town of Burlington Department of Public Works Street Opening/Utility Connections Rules & Regulations
- Detours not included as part of the Traffic Management Plan will be allowed only upon written authorization from the Owner and the Contractor is responsible for supplying all necessary sign(s) and traffic barrels to which to attach the signs, for the detour.

10. Attention is directed to the following parts of the contract:

| Description | Location in Contract |
|-----------------------------------|--|
| Preparation of Bid | Instructions Bidders |
| Experience of Bidders | Instructions to Bidders |
| Bid Security | Instructions to Bidders |
| Execution, Correlation and Intent | General Conditions; Article 1 |
| Contract Administration | General Conditions; Article 2 |
| Superintendent | General Conditions; Article 4, Section 8 |
| Project/Progress Schedule | General Conditions; Article 4, Section 9 |
| Liquidated Damages | General Conditions; Article 6 |
| Project Plans | Appendix A |
| Prevailing Wage Rates | Appendix B |

11. Summary Table of Important Contract Dates

| Item | Date |
|------------------------------------|---------------------------------------|
| Bid Opening | Thursday, August 28, 2025 at 10:00 AM |
| Commencement of Work No Later Than | Monday, September 29, 2025 |
| Completion of Work No Later Than | Tuesday, June 30, 2026 |
| Liquidated Damages Starting | Wednesday, July 1, 2026 |

GENERAL CONDITIONS

ARTICLE 1

CONTRACT DOCUMENTS

1.1 DEFINITIONS

1.1.1 THE CONTRACT DOCUMENTS

The Contract Documents consist of the Owner-Contractor Agreement, the Conditions of the Contract (General, and other Conditions), the Drawings, the Specifications, all Addenda issued prior to and all Change Orders issued after execution of the Contract, and all applicable laws, ordinances and regulations. The Contract Documents include Bidding Documents such as the Advertisement or Invitation for Bid, the Instructions to Bidders, sample forms, the Contractor's Bid or portions of Addenda relating to any of these, or any other documents, specifically enumerated in the Owner-Contractor Agreement.

1.1.2 THE CONTRACT

The Contract Documents form the Contract for Construction. This Contract represents the entire and integrated agreement between the parties hereto and supersedes all prior negotiations, representations, or agreements, either written or oral. The Contract may be amended or modified only by a written Change Order.

1.1.3 THE WORK

The Work comprises the completed construction required by the Contract Documents and includes all labor necessary to produce such construction, and all materials and equipment incorporated in such construction.

1.1.4 THE PROJECT

The project is the total construction of which the Work performed under the Contract Documents may be the whole or a part.

1.1.5 OR EQUAL

The use of the words "Or Equal" following the name of any manufacturer, vendor or proprietary product will be understood to mean that articles or materials may be substituted which, in the opinion of the Owner, are equal in quality, durability, appearance, strength, design and performance to the articles or materials named or described and will perform adequately in providing a first-class facility.

When submitting shop drawing information on articles or materials which are being proposed as substitutes for specified items, the Contractor must clearly identify them as such. If the articles or materials are accepted as equal to those on which dimensions on the drawings are based, any dimensional variance from those shown and/or specified must be shown on the shop drawings prepared by the Contractor, illustrating the manner in which conformity to dimensions and design is to be obtained. All such drawings will

be subject to the approval of the Owner and the installation of the article will not proceed without first obtaining said approval.

1.2 EXECUTION, CORRELATION AND INTENT

1.2.1

By executing the Contract, the Contractor represents that they have visited the site, familiarized themselves with the local conditions under which the Work is to be performed, and correlated their observations with the requirements of the Contract Documents.

1.2.2

The intent of the Contract Documents is to include all items necessary for the proper execution and completion of the Work. The Contract Documents are complementary, and what is required by any one will be as binding as if required by all. Work not covered in the Contract Documents will not be required unless it is consistent therewith and is reasonably inferable there from as being necessary to produce the intended results. Words and abbreviations which have well-known technical or trade meanings are used in the Contract Documents in accordance with such recognized meanings.

1.2.3

The Notice to Proceed will come in the form of a written letter to the Contractor. Once the written Notice to Proceed has been received by the Contractor, that date will be the legal start date for work under the Contract.

In the event of a failure to issue a Notice to Proceed written document specifying the commencement date, the pre-construction meeting date will serve as the Notice to Proceed date.

1.3 OWNERSHIP AND USE OF DOCUMENTS

1.3.1

All Drawings, Specifications and copies thereof furnished by the Owner are and will remain the Owner's property. They are to be used only with respect to this Project and are not to be used on any other project without prior written consent of the Owner. With the exception of one contract set for each party to the Contract, such documents are to be returned or suitably accounted for to the Owner at the completion of the Work.

Submission or distribution to meet official regulatory requirements or for other purposes in connection with the Project is not to be construed as publication in derogation of any reserved rights.

ARTICLE 2

ADMINISTRATION

2.1 ADMINISTRATION OF THE CONTRACT

2.1.1

The Owner or its Designated Representative will visit the site at intervals appropriate to the stage of construction to familiarize themselves generally with the progress and quality of the Work and to determine in general if the Work is proceeding in accordance with the Contract Documents. However, the Owner's Designated Representative will not be required to make exhaustive or continuous on-site inspections to check the quality or quantity of the Work.

2.1.2

The Owner will at all times have access to the Work whenever it is in preparation and progress. The Contractor must provide facilities for such access so the Owner may perform its functions under the Contract Documents.

2.1.3

The Owner will make payments for completed work, as approved by the Owner, in accordance with M.G.L. Ch. 30, Sec. 39G. A five percent retainage will be deducted from periodic payments to the Contractor.

2.1.4

The Owner will render information necessary for the proper execution or progress of the Work within twenty (20) days of any request by the contractor or in accordance with any time limit agreed upon.

2.1.5

The Owner will have authority to reject Work which does not conform to the Contract Documents. Whenever, in the Owners opinion, considers it necessary or advisable for the implementation of the intent of the Contract Documents, the Owner will have authority to require special inspection or testing of the Work whether or not such Work is then fabricated, installed or completed. Any such rejection of work will not relieve the Contractor of the responsibility for maintaining protection of the Work and the Owner's property.

2.1.6

The Owner or its Designated Representative will review and approve or take other appropriate action upon Contractor's submittals such as Shop Drawings, Product Data and Samples, but only for conformance with the design concept of the Work and with the information given in the Contract Documents. Such action will be taken with reasonable promptness so as to cause no delay. The Owner's approval of a specific item will not indicate approval of an assembly of which the item is a component.

2.1.7

The Owner will conduct inspections to determine the date of Substantial Completion and Final Completion, will review written warranties and related documents required by the Contract and assembled by the Contractor, and will issue a final Certificate for Payment.

ARTICLE 3

OWNER

3.1 DEFINITION

3.1.1

The Owner is the person or entity identified as such in the Owner-Contractor Agreement and is referred to throughout the Contract Documents as if singular in number and masculine in gender. The term Owner means the Town of Burlington or its designated representative.

3.2 INFORMATION AND SERVICES REQUIRED OF THE OWNER

3.2.1

The Owner will, at the time of execution of the Agreement and any subsequent Change Orders, certify for the Contractor that financial arrangements have been made to fulfill the Owner's obligations under the Contract.

3.2.2

The Owner will furnish all documents describing the work.

3.2.3

Except as provided in Subparagraph 4.7.1. Owner will secure and pay for necessary approvals, easements, assessments and charges required for the construction, use or occupancy of permanent structures or for permanent changes in existing facilities.

3.2.4

Information or services under the Owner's control will be furnished by the Owner with reasonable promptness to avoid delay in the orderly progress of the Work.

3.2.5

The Owner will furnish the Contractor with three (3) copies of all Drawings and Specifications and revisions issued during the progress of the Work; all additional copies will be furnished upon request at the cost of reproduction.

3.2.6

The Owner, through its Designated Represented, will forward all instructions directly to the Contractor.

3.3 OWNER'S RIGHT TO STOP THE WORK

3.3.1

If the Contractor fails to correct defective Work as required by the Owner or fails to carry out the Work in accordance with the Contract Documents or if the Owner will for any

other reason so require, the Owner, by a written order signed personally or by an agent specifically so empowered by the Owner in writing, may order the Contractor to stop the Work, or any portion thereof, until the cause for such order has been eliminated or until further written notice from the Owner; however, this right of the Owner to stop the Work will not give rise to any duty on the part of the Owner to exercise this right for the benefit of the Contractor or any other person or entity. The Contractor must resume the Work after such stoppage promptly upon written notice to do so from the Owner. If such stoppage is required through no fault of the Contractor, the Contract Time (and the dates for achieving Substantial Completion and Final Completion) will be extended by a period equal to the period of the stoppage, and the Contractor will be compensated for its reasonable and justifiable cost incurred as a result of such stoppage.

3.4 OWNER'S RIGHT TO CARRY OUT THE WORK

3.4.1

If the Contractor defaults or neglects to carry out the Work in accordance with the Contract Documents and fails within seven days after receipt of written notice from the Owner to commence and continue correction of such default or neglect with diligence and promptness, the Owner may, without prejudice to any other remedy they may have, perform such work or cause such work to be performed and/or make good such deficiencies. In such case an appropriate Change Order will be issued deducting from the payments then or thereafter due the Contractor the cost of correcting such deficiencies, including compensation for additional services made necessary by such default, neglect or failure. If the payments then or thereafter due the Contractor are not sufficient to cover the amount, the Contractor must pay the difference to the Owner.

3.5 OWNER'S RIGHT TO TERMINATE CONTRACT

3.5.1

The Town reserves the right to terminate this Contract at their discretion with thirty (30) days written notice to the contractor. In the event of Contract termination, all finished or unfinished work, or un-used material, already paid for under Contract prices, will become the property of the Town of Burlington.

ARTICLE 4

CONTRACTOR

4.1 DEFINITION

4.1.1

The Contractor is the person or entity identified as such in the Owner-Contractor Agreement and is referred to throughout the Contract Documents as if singular in number and masculine in gender. The term Contractor means the Contractor or their authorized representative.

4.2 REVIEW OF CONTRACT DOCUMENTS

4.2.1

The Contractor must carefully study and compare the Contract Documents and must at once report to the Owner any error, inconsistency or omission they may discover. The Contractor will not be liable to the Owner for any damage resulting from errors, inconsistencies or omissions in the Contract Documents which The Contractor discovers but will be liable for damage to the extent The Contractor reasonably should have but failed to discover such errors, inconsistencies or omissions. The Contractor will perform no portion of the Work at any time without Contract Documents or, where required, approved Shop Drawings, Product Data or Samples for such portion of the Work.

4.3 SUPERVISION AND CONSTRUCTION PROCEDURES

4.3.1

The Contractor must supervise and direct the Work, using their best skill and attention which will not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The Contractor must maintain adequate supervisory personnel at the Site during the performance of the Work. The Contractor will be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Contract.

4.3.2

The Contractor will be responsible to the Owner for the acts and omissions of their employees, Subcontractors and their agents and employees, and other persons performing any of the Work under a contract with the Contractor. This obligation will also extend to the presence on the Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.

4.3.3

The Contractor will not be relieved from their obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the Owner in its administration of the Contract.

4.4 LABOR AND MATERIALS

4.4.1

Unless otherwise provided in the Contract Documents, the Contractor will provide and pay for all labor, materials, equipment, tools, construction equipment and machinery, water, heat, utilities, transportation, and other facilities and service necessary for the proper execution and completion of the Work, whether temporary or permanent and whether or not incorporated or to be incorporated in the Work.

4.4.2

The Contractor will at all times enforce strict discipline and good order among their employees and will not employ on the Work any unfit person or anyone not skilled in the task assigned to them including all persons on the Site controlled directly or indirectly by the Contractor.

4.5 WARRANTY

4.5.1

The Contractor warrants to the Owner that all materials and equipment furnished under this Contract will be new and of recent manufacture unless otherwise permitted in writing by the Owner and that all Work will be of good quality, free from faults and defects and in conformance with the Contract Documents. All Work not conforming to these requirements, including substitutions not properly approved and authorized, may be considered defective and, promptly after written notification of non-conformance, will be repaired or replaced by the Contractor with Work conforming to such requirements. If required by the Owner, the Contractor will furnish satisfactory evidence as to the kind and quality of materials and equipment.

4.6 TAXES

4.6.1

The Contractor will pay all applicable sales, consumer, use and other similar taxes for the Work or portion thereof provided by the Contractor which are legally enacted at the time bids are received, whether or not yet effective.

4.7 PERMITS, FEES AND NOTICES

4.7.1

Unless otherwise expressly provided in the SPECIAL CONDITIONS, the Contractor will secure and pay for all permits and fees, licenses and inspections necessary for the proper execution and completion of the Work which are customarily secured after execution of the Contract and which are legally required at the time the bids are received, and the same will at all times be the property of the Owner and will be delivered to the Owner upon completion of the Project.

4.7.2

The Contractor must give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public authority bearing on the performance of the Work. The Contractor must provide the Owner with reproductions of all permits, licenses and receipts for any fees paid. The Owner represents that it has disclosed to the Contractor all orders and requirements known to the Owner of any public authority particular to this Contract.

4.7.3

If the Contractor observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, the Contractor must promptly notify the Owner in writing, and any necessary changes must be accomplished by appropriate Modification.

4.7.4

If the Contractor performs any Work which they know or should know is contrary to such laws, ordinances, rules and regulations, and without such notice to the Owner, the Contractor will assume full responsibility therefore and will bear all costs attributable thereto.

4.8 SUPERINTENDENT

4.8.1

The Contractor must employ a competent superintendent and necessary assistants who will be in attendance at the Project site at all times during the progress of the Work. The superintendent will represent the Contractor and all communications given to the superintendent will be as binding as if given to the Contractor. Important communications will be confirmed in writing. Other communications will be so confirmed on written request in each case.

4.9 PROGRESS SCHEDULE

4.9.1

The Contractor, immediately after being awarded the Contract, must prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule must be related to the entire Project to the extent required by the Contract Documents, and will provide for expeditious and practicable execution of the Work. No work will start without the Project schedule. The Contractor must submit the project schedule five days prior to start the work.

4.10 DOCUMENTS AND SAMPLES AT THE SITE

4.10.1

The Contractor must maintain at the site for the Owner one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications, and "As-Built"

Drawings and Specifications in good order and marked currently to record all changes made during construction, and approved Shop Drawings, Product Data and Samples. These will be available to the Owner upon completion of the Work.

4.11 SHOP DRAWINGS, PRODUCT DATA AND SAMPLES

4.11.1

Shop Drawings are drawings, diagrams, schedules and other data specially prepared for the Work by the Contractor or any Subcontractor, manufacturer, supplier or distributor to illustrate some portion of the Work.

4.11.2

Product Data are illustrations, standard schedules, performance charts, instructions, brochures, diagrams and other information furnished by the Contractor to illustrate a material, product or system for some portion of the Work.

4.11.3

Samples are physical examples which illustrate materials, equipment or workmanship and establish standards by which the Work will be judged.

4.11.4

The Contractor must review, approve and submit, with reasonable promptness and in such sequence as to cause no delay in the Work or in the work of the Owner or any separate contractor, all Shop Drawings, Product Data and Samples required by the Contract Documents.

4.11.5

By approving and submitting Shop Drawings, Product Data and Samples, the Contractor represents that they have determined and verified all material, field measurements, and field construction criteria related thereto, or will do so, and that they have checked and coordinated the information contained within such submittals with the requirements of the Work and of the Contract Documents.

4.11.6

The Contractor will not be relieved of responsibility for any deviation from the requirements or the Contract Documents by the Owner's approval of Shop Drawings, Product Data or Samples or the Owners' approval of the same unless the Contractor has specifically informed the Designated Representative in writing of such deviation at the time of submission and the Designated Representative has given written approval to the specific deviation. The Contractor will not be relieved from responsibility from errors or omissions in the Shop Drawings, Product Data or Samples by the Owner's approval thereof.

4.11.7

The Contractor must direct specific attention, in writing or on resubmitted Shop Drawings, Product Data or Samples, to revisions other than those requested by the Owner or its Designated Representative on previous submittals.

Designated Representative

4.11.8

No portion of the Work requiring submission of a Shop Drawing, Product Data or Sample will be commenced until the submittal has been approved by the Owner or Designated Representative . All such portions of the Work will be in accordance with approved submittals.

4.12 USE OF SITE

4.12.1

The Contractor will confine operations at the site to areas permitted by law, ordinances, permits and the Contract Documents and must not unreasonably encumber the site with any materials or equipment.

4.13 CUTTING AND PATCHING OF WORK

4.13.1

The Contractor will be responsible for all cutting, fitting or patching that may be required to complete the Work or to make its several parts fit together properly.

4.13.2

The Contractor must not damage or endanger any portion of the Work or the work of the Owner or any separate contractors by cutting, patching or otherwise altering any work or by excavation. The Contractor must not cut or otherwise alter the work of the Owner or any separate contractor except with the written consent of the Owner and of such separate contractor. The Contractor must not unreasonably withhold from the Owner or any separate contractor their consent to cutting or otherwise altering the Work.

4.14 CLEANING UP

4.14.1

The Contractor at all times will keep the premises free from accumulation of waste materials or rubbish caused by their operations. At the completion of the Work the Contractor will remove all their waste materials and rubbish from and about the Project in full compliance with all applicable laws and regulations as well as all their tools, construction equipment, machinery and surplus materials and the Project must be thoroughly cleaned and ready for immediate occupancy by the Owner.

4.14.2

If the Contractor fails to clean up at the completion of the Work, the Owner may do so as provided in Paragraph 3.4 and the cost thereof will be charged to the Contractor.

4.15 COMMUNICATIONS

4.15.1

The Contractor must forward all communications to the Owner's designated representative.

4.15.2

The Contractor will at all times have a designated representative in the field that is authorized to act on behalf and make decisions for the Contractor under this contract agreement.

4.16 ROYALTIES AND PATENTS

4.16.1

The Contractor must pay all royalties and license fees. The Contractor must defend all suits or claims for infringement of any patent rights and will save the Owner harmless from loss on account thereof, except that the Owner will be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified, but if the Contractor believes or has reason to believe that the design, process or product specified is an infringement of a patent, the Contractor will be responsible for such loss unless they promptly give such information to the Owner, and thereafter the Owner insists on the use of the design, process or products specified.

4.17 INDEMNIFICATION

4.17.1

To the fullest extent permitted by law, the Contractor will indemnify and hold harmless the Owner, the Designated Representative, and their agents and employees from and against all claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from the performance of the Work, provided that any such claim, damage, loss or expense (1) is attributable to bodily injury, sickness, disease or death, or to injury or destruction of tangible property (other than the Work itself) including the loss of use resulting there from, and (2) is caused in whole or in part by any negligent act or omission of the Contractor, any Subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party indemnified there under. Such obligation will not be construed to negate, abridge, or otherwise reduce any other right or of indemnity which would otherwise exist as to any party or person described in this Paragraph 4.17.

4.17.2

In any and all claims against the Owner the Designated Representative or any of their agents or employees by any employee of the Contractor, any Subcontractor anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation under this Paragraph 4.17 will not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for the Contractor or any Subcontractor under workers' or workmen's compensation acts, disability benefit acts or other employee benefit acts.

4.17.3

The obligations of the Contractor under this paragraph 4.17 will not extend to the liability of the Owner, the Designated Representative , their agents or employees, arising out of (1) the preparation or approval of maps, drawings, opinions, reports, surveys, change orders, designs or specifications, or (2) written directions or instructions given by the Owner, the Designated Representative , their agents or employees, provided they are the sole cause of the injury or damage.

ARTICLE 5
INSURANCE

Contractor must provide insurance as specified below:

General Liability

Includes:

- Comprehensive form
- Premises/Operations
- Underground Explosion & Collapse Hazard
- Products / Completed Operations
- Independent Contractors
- Broad From Property Damage
- Personal Injury

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

Automobile Liability

Includes:

- All Owned Vehicles
- Hired Vehicles
- Non-owned Vehicles

| | |
|--|-------------|
| Bodily Injury & Property Damage Combined | \$1,000,000 |
|--|-------------|

Workers Compensation & Employers Liability

- As Required by State of Massachusetts

| | |
|--|-----------|
| Each Accident | \$100,000 |
| Bodily Injury by Disease (Policy Limit) | \$500,000 |
| Bodily Injury by Disease (Each Employee) | \$100,000 |

Additional Insurance / Requirements

- The Town of Burlington Will be named as Additional Insured

ARTICLE 6

LIQUIDATED DAMAGES

6.1 LIQUIDATED DAMAGES

If the Contractor neglects, fails or refuses to complete the work as herein specified, or any proper extension thereof granted by the Owner, then the Contractor does hereby agree, as a part consideration for the awarding of this Contract, to pay to Owner the amount of \$1,000 per day, not as a penalty but as liquidated damages for such breach of Contract as hereinafter set forth, for each and every calendar day that the Contract will be in default after the date stipulated in the Contract for completing the work.

MEASUREMENT & PAYMENT

The work under this contract will include all equipment, labor, material, supplies, etc. necessary to furnish the work herein described in this contract section. Also considered incidental to all unit items as set forth in the Bid Form and described in the Measurement and Payment, will be the cost, time, and coordination to obtain all necessary Building, Public Works, or any other necessary permits for all phases of the construction project.

Base Bid Items

Item 1: Free Standing Concrete Wall

The work consists of the excavation, forming, pouring, and finishing a freestanding poured in place concrete foundation wall, which will serve as the structural base for the entire message board system, as depicted upon the Plan Set. The contractor can also submit specifications for a Concrete Masonry Unit (CMU) wall, constructed from concrete blocks or cinder blocks or other construction wall material, matching the specified dimensions, and capable of supporting all proposed loading requirements for the entire wall system.

Considered incidental to the price of this unit item, as set forth in the Bid Form, will be the complete stamped structural design plan(s), including all necessary footings, and steel reinforcement, by a Registered Professional Structural Engineer in the Commonwealth of Massachusetts. The design of the wall and foundation shall be capable of withstanding all loading events, including but not limited to, dead, live, wind, snow, etc. The wall shall conform to the rough dimensions as shown on the Plan Set. No geotechnical boring or explorations were been conducted, as part of this bid package. Structural Engineer is to use regular industry standard design methods to design the wall.

When designing the concrete wall, the Structural Engineer must take into account the location of the existing twenty (20) inch ductile iron watermain, shown upon the plan set, and design the wall, foundation, or any footings to avoid any conflict with said watermain. Location of the main has been field determined and located, and is deemed to be considered accurate, as shown upon the plan set.

If the wall is to be a formed and poured wall, than the concrete mix design shall meet the following design standards:

- Twenty eight (28) day ultimate compressive strength of 3,000 psi
- Type 1 Portland cement
- Nominal coarse aggregate size between $\frac{3}{4}$ to 1 inch in size, ranging from 144 to 156 pounds per cubic foot
- Slump value between four (4) to six (6) inches
- Water to cement ratio range between 0.40 to 0.50

- Air entrainment range between 5.0 to 8.0%
- Minimum rebar sizing = #4 bar along the top and bottom of the pour, running both vertically and horizontally as determined necessary by the Structural Engineer.

Two (2) separate, two (2) inch diameter electrical conduit sleeves will be set into the wall, as depicted upon the Plan Set, allowing for all necessary power and wiring to be run from the underground hand hole adjacent to the proposed wall location, into the top wooden façade. The first conduit will run from the existing hand hole to the side of the wall location, up into the wooden framed area, at the top of the wall, and the second will terminate halfway down the wall, exiting towards the screen at the halfway point of the wall. The cost to install the conduit lines is considered incidental to this unit item as set forth in the Bid Form.

Any necessary traffic management setups and takedown, including but not limited to, traffic cones, signs, and barrels, coordination of Police Detail Officers, should the need arise during the project, will be considered incidental to the cost of this unit item price as set forth in the Bid Form. The price of the traffic management will follow the conditions as directed in the Special Conditions, or as directed and agreed upon by the Owner, Contractor, and Burlington Police Department. The Contractor is formally made aware that Cambridge Street (Route 3A) is a State owned roadway, and has recently been paved, so any disturbance to the new asphalt surface should be avoided. All access should be from the Town Common and adjacent Town owned roadways, as much as possible.

Measurement and payment for the Free Standing Poured in Place Concrete Wall shall be on a lump sum basis, upon full completion of the work, and acceptance by the Owner. Included in the price of the freestanding wall, will be the full and complete design by a Registered Professional Structural Engineer within the Commonwealth of Massachusetts, as well as all required installation of all necessary power conduit lines, traffic management, and other associated incidental items to this bid item.

Item 2: Brick Masonry Work

The work consist of the installation, by a Certified Mason, of the decorative red brick façade and proposed cap to the freestanding concrete wall. The bricks shall be secured to the concrete wall in a manner consistent with industry standards for adhering brick to concrete, including the use of any necessary tiebacks, metal support systems, etc.

The brick wall shall be constructed from first class burnt-clay bricks, approximately 7-5/8 inches long, by 2-1/4 inches in height, and 3-5/8 inches in depth, set in a bed of type N mortar mix, with a joint width of 3/8 of a inch, set in a running bond pattern. The brick façade on the front does not cover the entire front space of the wall.

Only two layers of brickwork will be laid behind the back of the screen, out of view from the front. The area where the screen shall be attached to the wall will remain exposed to the bare concrete wall behind the brick façade, allowing for the proper attachment of the LED electronic message board to the wall by the Town.

All brick walls and caps should match as close as possible to the aesthetic of the existing decorative brick walls located on the Common.

Measurement and payment for Brick Masonry Work shall be on a lump sum basis, upon full completion of the work, and acceptance by the Owner.

Item 3: Carpentry Work

The work consists of the installation of the wood framing system encompassing the top perimeter of the concrete and brick walls. Included in this unit item, will be the roofing of the peak of the structure in two (2) separate sheets of metal seamed roofing, as well as all decorative trim work, and decorative framing working, including but not limited to, the fascia board, decorative column sleeves, trim board, etc.

All interior wood framing material shall be constructed from standard kiln dried wood studs, and plywood encasement as necessary. Spacing of any studs, joists, etc., shall conform to the most current standards as set forth in the Massachusetts State Building Code. Two (2) individual airflow vents shall be installed allowing for air circulation within the wood framed structure. Said vents, are not depicted upon the Plan Set, but are the responsibility of the Contractor to install in the trim work, or as appropriately determined to diminish their presence within the structure.

The roofing system shall be set on a 6:12 pitch, with a singular section of metal seamed roofing system with a matte black finish, or approved equal, with appropriate ice and water shielding underneath, completely covering the under laying plywood sheathing. The roof system will be connected to the proposed wall structure, via an inset galvanized post base, set into the wet concrete, to cure and be capable of receiving a nominal sized four (4) inch by four (4) in post, with one on each side the wall, which will then be encased in the vinyl column decorative piece. The roof system will also be attached to the top of the wall, with masonry screws through a flat laid horizontal ledger board, secured to the top of the concrete masonry wall.

The interior of the wooden framed roofing system shall serve as the housing area for all the power and control boxes for the LED electronic message board, and the termination/access point for the proposed conduit sleeves. All installed power and electronic components shall be individually weather tight.

The roof system will have a thickness of two (2) feet measured from front to back, with a one (1) foot overhang, and drip edge, centered on the center of the concrete masonry

wall, to provide adequate coverage to the LED electronic message board. In the rear of the roof system, opposite side of the LED electronic message board, a hidden access door, with keyed lock and hidden hinges, must be installed allowing for future access to all interior controls, and components.

Once the framework, all necessary plywood sheathing, and roof system is completed, the wooden frame shall be encased with poly vinyl chloride (PVC) exterior board, including but not limited to all fascia, visible sheeting, and trim. The PVC board shall be capable of receiving two coats of flat white exterior trim paint.

The decorative lettering will be set as depicted upon the rendering, with all letters being a capitalized letter of the Latin based alphabet system, spelling out the message “WELCOME TO BURLINTON.” The message of “WELCOME TO” installed in the upper front triangular portion of the façade in a gentle arching pattern, as shown on the Plan Set, with a letter size of five (5) inches in height. The “BURLINGTON” portion of the message shall be laid horizontally starting from the center of the LED electronic message board, with a letter size of eight (8) inches in height.

All proposed letters be fabricated from a clean sheet of aluminum, with a flat black powder coated finish, in a Times New Roman font script. The thickness of the letters shall be a nominal thickness of $\frac{1}{2}$ of an inch with a tolerance of 1/16 of an inch +/-.

Measurement and payment for Carpentry Work shall be on a lump sum basis, upon full completion of the work, and acceptance by the Owner.

Item 4: Landscaping and Site Cleanup

The work consists of the installation of all necessary loam and back fill, site cleanup, and installation of proposed plantings, blending the new grades into the surrounding existing lines and grades.

All back fill material shall be free of trash, masonry material, glass, and other hazardous material, and shall not have any aggregate larger in nominal diameter of one (1) inch, and have been double screened through and appropriate sized mechanical screener.

Measurement and payment for Landscaping and Site Cleanup shall be on a lump sum basis, upon full completion of the work, and acceptance by the Owner.

Additional Alternative One

Item 5: Decorative Modular Wall, with Brick Façade, and Cap

The work consists of the installation of a one (1) foot high decorative Concrete Masonry Unit (CMU) wall, with the same brick façade and pattern as the electronic LED electronic message sign wall. The brick pattern installed on the front of the wall **only**, and a cap of concrete paver block of a dark grey, or similar color, with rough dimensions of twelve (12) inches in length, two (2) inches in height, and eight (8) inches in depth. The cap and brick pattern will match the cap and brick pattern of the main wall in the base bid.

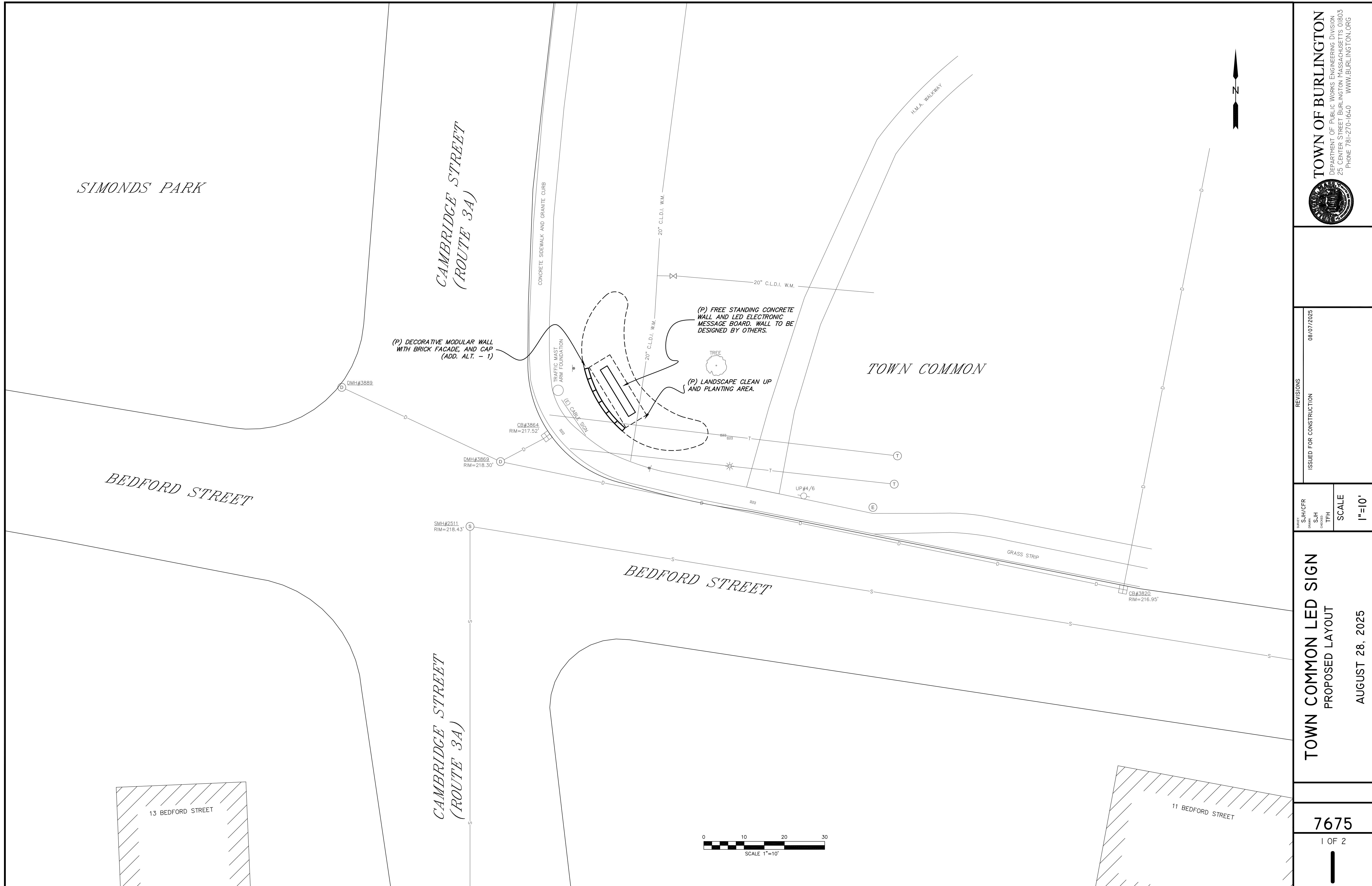
All brick walls and caps should match as close as possible to the aesthetic of the existing decorative brick walls located on the Common.

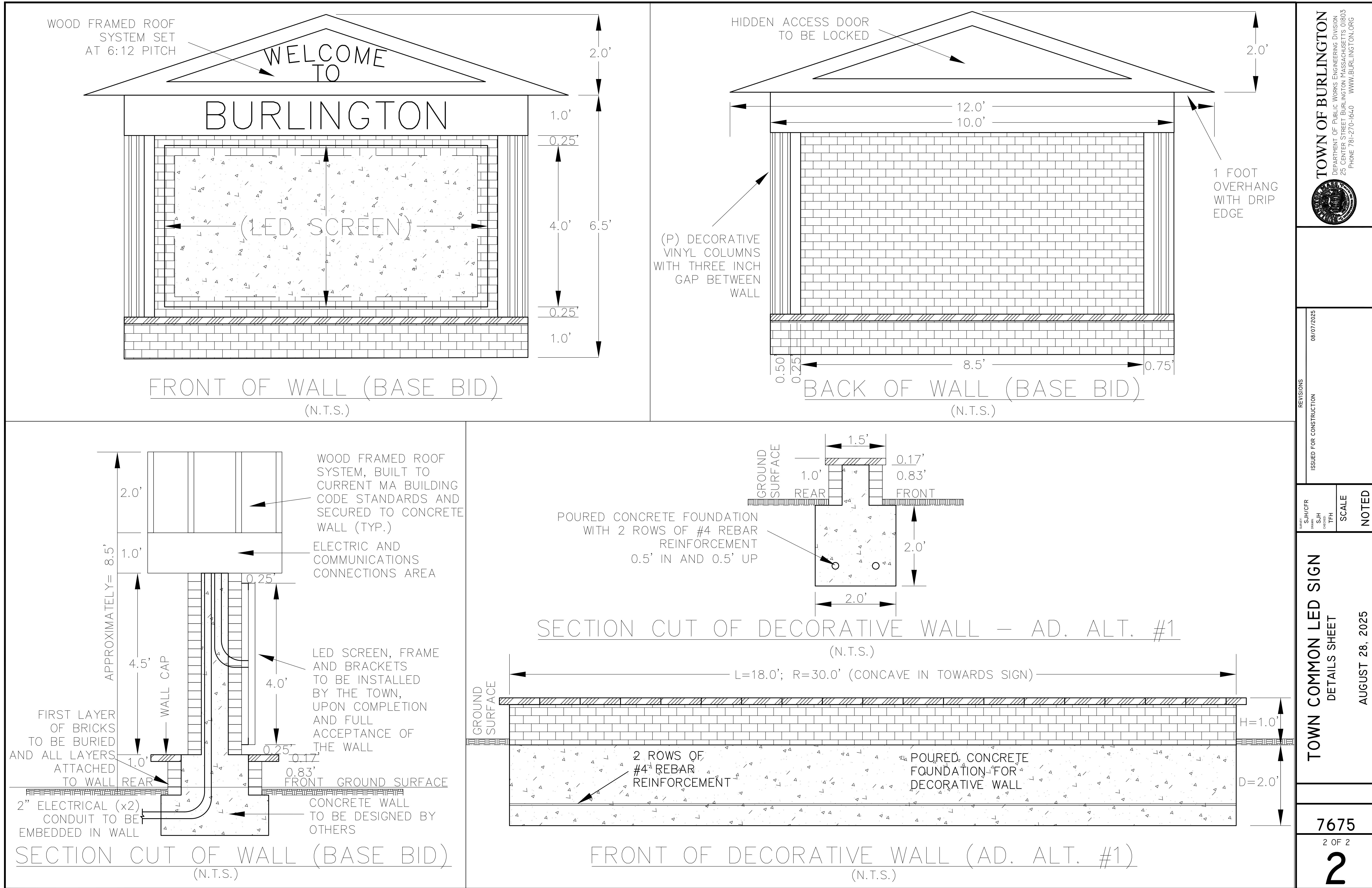
Dimensions, location, and orientation of the proposed decorative wall depicted upon the Plan Set located in Appendix A.

Measurement and payment for Decorative Modular Wall, with Brick Façade, and Cap, shall be on a lump sum basis, upon full completion of the work, and acceptance by the Owner.

APPENDIX A

Project Plans





Town of Burlington, MA
Engineering Division
LED Electronic Message Board
Rendering (N.T.S.)



APPENDIX B

Prevailing Wage Rates



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

MAURA HEALY
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: Town of Burlington
Contract Number: 26C-411-0007
Description of Work: Town Common LED Sign
Job Location: 25 Center St., Burlington MA

City/Town: BURLINGTON

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|--|-----------|---------|---------|---------|---------------------------|------------|
| (2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 8/1/2025 | \$42.05 | \$15.41 | \$20.17 | \$0.00 | \$0.00 | \$77.63 |
| | 12/1/2025 | \$42.05 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$79.24 |
| | 6/1/2026 | \$43.05 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$80.24 |
| | 8/1/2026 | \$43.05 | \$15.91 | \$21.78 | \$0.00 | \$0.00 | \$80.74 |
| | 12/1/2026 | \$43.05 | \$15.91 | \$23.52 | \$0.00 | \$0.00 | \$82.48 |
| (3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 8/1/2025 | \$41.12 | \$15.41 | \$20.17 | \$0.00 | \$0.00 | \$76.70 |
| | 12/1/2025 | \$41.12 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$78.31 |
| | 6/1/2026 | \$43.12 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$80.31 |
| | 8/1/2026 | \$43.12 | \$15.91 | \$21.78 | \$0.00 | \$0.00 | \$80.81 |
| | 12/1/2026 | \$43.12 | \$15.91 | \$23.52 | \$0.00 | \$0.00 | \$82.55 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 8/1/2025 | \$42.24 | \$15.41 | \$20.17 | \$0.00 | \$0.00 | \$77.82 |
| | 12/1/2025 | \$42.24 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$79.43 |
| | 6/1/2026 | \$43.24 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$80.43 |
| | 8/1/2026 | \$43.24 | \$15.91 | \$21.78 | \$0.00 | \$0.00 | \$80.93 |
| | 12/1/2026 | \$43.24 | \$15.91 | \$23.52 | \$0.00 | \$0.00 | \$82.67 |
| ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) | 1/1/2024 | \$117.16 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$151.53 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | | |
| AIR TRACK OPERATOR LABORERS LABORERS - ZONE 1 | 6/1/2025 | \$48.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.15 |
| | 12/1/2025 | \$49.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.65 |
| | 6/1/2026 | \$50.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.45 |
| | 12/1/2026 | \$52.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.70 |
| | 6/1/2027 | \$54.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.30 |
| | 12/1/2027 | \$56.10 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.90 |
| | 6/1/2028 | \$57.78 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.58 |
| | 12/1/2028 | \$59.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2025 | \$48.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.25 |
| | 12/1/2025 | \$49.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.75 |
| | 6/1/2026 | \$51.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.30 |
| | 12/1/2026 | \$53.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.80 |
| | For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 6/1/2025 | \$43.80 | \$14.50 | \$4.30 | \$6.75 | \$0.00 | \$69.35 |
| | 12/1/2025 | \$44.80 | \$14.50 | \$4.30 | \$6.75 | \$0.00 | \$70.35 |
| | | | | | | | |
| ASPHALT RAKER LABORERS LABORERS - ZONE 1 | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|---------------------------|------------|
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) | 6/1/2025 | \$47.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.75 |
| LABORERS | 12/1/2025 | \$49.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.25 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.80 |
| | 12/1/2026 | \$52.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.30 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE | 6/1/2025 | \$58.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$90.38 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.78 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.83 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$61.08 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.13 |
| | 12/1/2026 | \$62.53 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| BACKHOE/FRONT-END LOADER | 6/1/2025 | \$58.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$90.38 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.78 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.83 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$61.08 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.13 |
| | 12/1/2026 | \$62.53 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| BARCO-TYPE JUMPING TAMPER | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER | 6/1/2025 | \$48.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.15 |
| LABORERS | 12/1/2025 | \$49.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.65 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.45 |
| | 12/1/2026 | \$52.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.70 |
| | 6/1/2027 | \$54.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.30 |
| | 12/1/2027 | \$56.10 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.90 |
| | 6/1/2028 | \$57.78 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.58 |
| | 12/1/2028 | \$59.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) | 6/1/2025 | \$48.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.25 |
| LABORERS | 12/1/2025 | \$49.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.75 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.30 |
| | 12/1/2026 | \$53.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.80 |
| 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 | | | | | | | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 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 |
| <hr/> | | | | | | | |
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 8/1/2025 | \$67.95 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$103.03 |
| BRICKLAYERS LOCAL 3 | 2/1/2026 | \$69.30 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$104.38 |
| BRICKLAYERS LOCAL 3 (WALTHAM) | 8/1/2026 | \$71.50 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$106.58 |
| | 2/1/2027 | \$72.90 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$107.98 |
| <hr/> | | | | | | | |
| Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | | | | | | | |
| Effective Date: 8/1/2025 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$33.98 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$69.06 |
| 2 | 60.00 | \$40.77 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$75.85 |
| 3 | 70.00 | \$47.57 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$82.65 |
| 4 | 80.00 | \$54.36 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$89.44 |
| 5 | 90.00 | \$61.16 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$96.24 |
| <hr/> | | | | | | | |
| Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | | | | | | | |
| Effective Date: 2/1/2026 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 50.00 | \$34.65 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$69.73 |
| 2 | 60.00 | \$41.58 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$76.66 |
| 3 | 70.00 | \$48.51 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$83.59 |
| 4 | 80.00 | \$55.44 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$90.52 |
| 5 | 90.00 | \$62.37 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$97.45 |
| <hr/> | | | | | | | |
| BUDDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |
| <hr/> | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| CAISSON & UNDERPINNING BOTTOM MAN | 6/1/2025 | \$48.85 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$77.80 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------------------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| LABORERS | 12/1/2025 | \$50.35 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$79.30 |
| LABORERS - FOUNDATION AND MARINE | 6/1/2026 | \$51.90 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$80.85 |
| | 12/1/2026 | \$53.40 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$82.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|----------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| CAISSON & UNDERPINNING LABORER | 6/1/2025 | \$47.70 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.20 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$78.15 |
| LABORERS - FOUNDATION AND MARINE | 6/1/2026 | \$50.75 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.25 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$81.20 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|----------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| CAISSON & UNDERPINNING TOP MAN | 6/1/2025 | \$48.03 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.98 |
| LABORERS | 12/1/2025 | \$49.53 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$78.48 |
| LABORERS - FOUNDATION AND MARINE | 6/1/2026 | \$51.08 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$80.03 |
| | 12/1/2026 | \$52.58 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$81.53 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-----------------------------|-----------|---------|--------|--------|--------|--------|---------|
| CARBIDE CORE DRILL OPERATOR | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|--|----------|---------|--------|---------|--------|--------|---------|
| CARPENTER | 3/1/2025 | \$49.62 | \$9.83 | \$11.47 | \$8.50 | \$0.00 | \$79.42 |
| CARPENTERS | 9/1/2025 | \$50.87 | \$9.83 | \$11.47 | \$8.50 | \$0.00 | \$80.67 |
| CARPENTERS -ZONE 2 (Eastern Massachusetts) | 3/1/2026 | \$52.12 | \$9.83 | \$11.47 | \$8.50 | \$0.00 | \$81.92 |
| | 9/1/2026 | \$53.37 | \$9.83 | \$11.47 | \$8.50 | \$0.00 | \$83.17 |
| | 3/1/2027 | \$54.62 | \$9.83 | \$11.47 | \$8.50 | \$0.00 | \$84.42 |

Apprentice: CARPENTER**Effective Date: 3/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 1 | 45.00 | \$22.33 | \$9.83 | \$0.00 | \$1.73 | \$0.00 | \$33.89 |
| 2 | 45.00 | \$22.33 | \$9.83 | \$0.00 | \$1.73 | \$0.00 | \$33.89 |
| 3 | 55.00 | \$27.29 | \$9.83 | \$0.00 | \$3.40 | \$0.00 | \$40.52 |
| 4 | 55.00 | \$27.29 | \$9.83 | \$0.00 | \$3.40 | \$0.00 | \$40.52 |
| 5 | 70.00 | \$34.73 | \$9.83 | \$11.41 | \$5.10 | \$0.00 | \$61.07 |
| 6 | 70.00 | \$34.73 | \$9.83 | \$11.41 | \$5.10 | \$0.00 | \$61.07 |
| 7 | 80.00 | \$39.70 | \$9.83 | \$11.44 | \$6.80 | \$0.00 | \$67.77 |
| 8 | 80.00 | \$39.70 | \$9.83 | \$11.44 | \$6.80 | \$0.00 | \$67.77 |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| Apprentice: CARPENTER | | | | | | | | |
| Effective Date: 9/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 45.00 | \$22.89 | \$9.83 | \$0.00 | \$1.73 | \$0.00 | \$34.45 | |
| 2 | 45.00 | \$22.89 | \$9.83 | \$0.00 | \$1.73 | \$0.00 | \$34.45 | |
| 3 | 55.00 | \$27.98 | \$9.83 | \$0.00 | \$3.40 | \$0.00 | \$41.21 | |
| 4 | 55.00 | \$27.98 | \$9.83 | \$0.00 | \$3.40 | \$0.00 | \$41.21 | |
| 5 | 70.00 | \$35.61 | \$9.83 | \$11.41 | \$5.10 | \$0.00 | \$61.95 | |
| 6 | 70.00 | \$35.61 | \$9.83 | \$11.41 | \$5.10 | \$0.00 | \$61.95 | |
| 7 | 80.00 | \$40.70 | \$9.83 | \$11.44 | \$6.80 | \$0.00 | \$68.77 | |
| 8 | 80.00 | \$40.70 | \$9.83 | \$11.44 | \$6.80 | \$0.00 | \$68.77 | |
| CARPENTER WOOD FRAME | | | | | | | | |
| 10/1/2024 \$26.65 \$7.02 \$3.80 \$1.00 \$0.00 \$38.47 | | | | | | | | |
| CARPENTERS | | | | | | | | |
| CARPENTERS-ZONE 3 (Wood Frame) | | | | | | | | |
| 10/1/2025 \$27.75 \$7.02 \$3.80 \$1.00 \$0.00 \$39.57 | | | | | | | | |
| 10/1/2026 \$28.85 \$7.02 \$3.80 \$1.00 \$0.00 \$40.67 | | | | | | | | |
| All Aspects of New Wood Frame Work | | | | | | | | |
| Apprentice: CARPENTER WOOD FRAME | | | | | | | | |
| Effective Date: 10/1/2024 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 60.00 | \$15.99 | \$7.02 | \$0.00 | \$0.00 | \$0.00 | \$23.01 | |
| 2 | 60.00 | \$15.99 | \$7.02 | \$0.00 | \$0.00 | \$0.00 | \$23.01 | |
| 3 | 65.00 | \$17.32 | \$7.02 | \$0.00 | \$1.00 | \$0.00 | \$25.34 | |
| 4 | 70.00 | \$18.66 | \$7.02 | \$0.00 | \$1.00 | \$0.00 | \$26.68 | |
| 5 | 75.00 | \$19.99 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$31.81 | |
| 6 | 80.00 | \$21.32 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$33.14 | |
| 7 | 85.00 | \$22.65 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$34.47 | |
| 8 | 90.00 | \$23.99 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$35.81 | |
| Apprentice: CARPENTER WOOD FRAME | | | | | | | | |
| Effective Date: 10/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 60.00 | \$16.65 | \$7.02 | \$0.00 | \$0.00 | \$0.00 | \$23.67 | |
| 2 | 60.00 | \$16.65 | \$7.02 | \$0.00 | \$0.00 | \$0.00 | \$23.67 | |
| 3 | 65.00 | \$18.04 | \$7.02 | \$0.00 | \$1.00 | \$0.00 | \$26.06 | |
| 4 | 70.00 | \$19.43 | \$7.02 | \$0.00 | \$1.00 | \$0.00 | \$27.45 | |
| 5 | 75.00 | \$20.81 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$32.63 | |
| 6 | 80.00 | \$22.20 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$34.02 | |
| 7 | 85.00 | \$23.59 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$35.41 | |
| 8 | 90.00 | \$24.98 | \$7.02 | \$3.80 | \$1.00 | \$0.00 | \$36.80 | |

CEMENT MASONRY/PLASTERING 7/1/2024 \$49.19 \$13.35 \$16.43 \$7.78 \$1.80 \$88.55

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-------------------------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| BRICKLAYERS LOCAL 3 | | | | | | | |
| BRICKLAYERS LOCAL 3 (WALTHAM) | | | | | | | |

Apprentice: CEMENT MASONRY/PLASTERING**Effective Date: 7/1/2024**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 50.00 | \$24.60 | \$13.35 | \$16.43 | \$0.00 | \$0.00 | \$54.38 |
| 2 | 60.00 | \$29.51 | \$13.35 | \$16.43 | \$2.78 | \$1.80 | \$63.87 |
| 3 | 65.00 | \$31.97 | \$13.35 | \$16.43 | \$3.78 | \$1.80 | \$67.33 |
| 4 | 70.00 | \$34.43 | \$13.35 | \$16.43 | \$4.78 | \$1.80 | \$70.79 |
| 5 | 75.00 | \$36.89 | \$13.35 | \$16.43 | \$5.78 | \$1.80 | \$74.25 |
| 6 | 80.00 | \$39.35 | \$13.35 | \$16.43 | \$6.78 | \$1.80 | \$77.71 |
| 7 | 90.00 | \$44.27 | \$13.35 | \$16.43 | \$7.78 | \$1.80 | \$83.63 |

| | | | | | | | |
|--------------------|-----------|---------|--------|--------|--------|--------|---------|
| CHAIN SAW OPERATOR | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---|-----------|---------|---------|---------|--------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES | 6/1/2025 | \$59.51 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.56 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$60.98 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.03 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$62.31 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.36 |
| | 12/1/2026 | \$63.79 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$95.84 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| COMPRESSOR OPERATOR | 6/1/2025 | \$37.52 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$69.57 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$38.47 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$70.52 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$39.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$71.38 |
| | 12/1/2026 | \$40.28 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$72.33 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|----------------------------|----------|---------|--------|---------|---------|--------|---------|
| DELEADER (BRIDGE) | 1/1/2025 | \$58.46 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$92.36 |
| PAINTERS LOCAL 35 | | | | | | | |
| PAINTERS LOCAL 35 - ZONE 2 | | | | | | | |

Apprentice: DELEADER (BRIDGE)**Effective Date: 1/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 1 | 50.00 | \$29.23 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$39.18 |
| 2 | 55.00 | \$32.15 | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$48.76 |
| 3 | 60.00 | \$35.08 | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$52.29 |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|---------|----------------------|-----------|---------|---------|---------------------------|---------------------------|------------|
| Apprentice: DELEADER (BRIDGE) | | | | | | | | |
| Effective Date: 1/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 4 | 65.00 | \$38.00 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$55.82 | |
| 5 | 70.00 | \$40.92 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$71.19 | |
| 6 | 75.00 | \$43.85 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$74.73 | |
| 7 | 80.00 | \$46.77 | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$78.25 | |
| 8 | 90.00 | \$52.61 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$85.30 | |
| <hr/> | | | | | | | | |
| DEMO: ADZEMAN | | 6/2/2025 | \$47.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.55 |
| LABORERS | | 12/1/2025 | \$49.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.05 |
| LABORERS - ZONE 1 | | 6/1/2026 | \$50.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.60 |
| | | 12/7/2026 | \$52.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.10 |
| | | 6/7/2027 | \$53.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.70 |
| | | 12/6/2027 | \$55.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.30 |
| | | 6/5/2028 | \$57.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.98 |
| | | 12/4/2028 | \$58.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | |
| <hr/> | | | | | | | | |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR | | 6/2/2025 | \$48.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.55 |
| LABORERS | | 12/1/2025 | \$50.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.05 |
| LABORERS - ZONE 1 | | 6/1/2026 | \$51.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.60 |
| | | 12/7/2026 | \$53.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.10 |
| | | 6/7/2027 | \$54.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.70 |
| | | 12/6/2027 | \$56.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.30 |
| | | 6/5/2028 | \$58.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.98 |
| | | 12/4/2028 | \$59.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | |
| <hr/> | | | | | | | | |
| DEMO: BURNERS | | 6/2/2025 | \$48.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.30 |
| LABORERS | | 12/1/2025 | \$50.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.80 |
| LABORERS - ZONE 1 | | 6/1/2026 | \$51.55 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.35 |
| | | 12/7/2026 | \$53.05 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.85 |
| | | 6/7/2027 | \$54.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.45 |
| | | 12/6/2027 | \$56.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.05 |
| | | 6/5/2028 | \$57.93 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.73 |
| | | 12/4/2028 | \$59.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | |
| <hr/> | | | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER | | 6/2/2025 | \$48.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.55 |
| LABORERS | | 12/1/2025 | \$50.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.05 |
| LABORERS - ZONE 1 | | 6/1/2026 | \$51.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.60 |
| | | 12/7/2026 | \$53.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.10 |
| | | 6/7/2027 | \$54.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.70 |
| | | 12/6/2027 | \$56.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.30 |
| | | 6/5/2028 | \$58.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.98 |
| | | 12/4/2028 | \$59.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| DEMO: JACKHAMMER OPERATOR | 6/2/2025 | \$48.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.30 |
| LABORERS | 12/1/2025 | \$50.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.80 |
| LABORERS - ZONE 1 | 6/1/2026 | \$51.55 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.35 |
| | 12/7/2026 | \$53.05 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.85 |
| | 6/7/2027 | \$54.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.45 |
| | 12/6/2027 | \$56.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.05 |
| | 6/5/2028 | \$57.93 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.73 |
| | 12/4/2028 | \$59.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.40 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|------------------------|-----------|---------|--------|--------|--------|--------|---------|
| DEMO: WRECKING LABORER | 6/2/2025 | \$47.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.55 |
| LABORERS | 12/1/2025 | \$49.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.05 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.60 |
| | 12/7/2026 | \$52.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.10 |
| | 6/7/2027 | \$53.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.70 |
| | 12/6/2027 | \$55.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.30 |
| | 6/5/2028 | \$57.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.98 |
| | 12/4/2028 | \$58.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.65 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| DIRECTIONAL DRILL MACHINE OPERATOR | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|-------------------------------|----------|---------|---------|---------|---------|--------|----------|
| DIVER | 8/1/2024 | \$78.11 | \$10.08 | \$11.62 | \$10.04 | \$0.00 | \$109.85 |
| PILE DRIVER LOCAL 56 | | | | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | | |

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate

| | | | | | | | |
|-------------------------------|----------|---------|---------|---------|---------|--------|---------|
| DIVER TENDER | 8/1/2024 | \$55.79 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$90.16 |
| PILE DRIVER LOCAL 56 | | | | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | | |

as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate

| | | | | | | | |
|-------------------------------|----------|---------|---------|---------|---------|--------|----------|
| DIVER TENDER (EFFLUENT) | 8/1/2024 | \$83.69 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$118.06 |
| PILE DRIVER LOCAL 56 | | | | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | | |

For apprentice rates see "Apprentice- PILE DRIVER"

| | | | | | | | |
|-------------------------------|----------|----------|---------|---------|---------|--------|----------|
| DIVER/SLURRY (EFFLUENT) | 8/1/2024 | \$117.16 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$151.53 |
| PILE DRIVER LOCAL 56 | | | | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | | |

For apprentice rates see "Apprentice- PILE DRIVER"

| | | | | | | | |
|------------------------------------|----------|---------|--------|--------|--------|--------|---------|
| DRAWBRIDGE OPERATOR (Construction) | 7/1/2020 | \$26.77 | \$6.67 | \$3.93 | \$0.00 | \$0.16 | \$37.53 |
| DRAWBRIDGE - SEIU LOCAL 888 | | | | | | | |
| DRAWBRIDGE - SEIU LOCAL 888 | | | | | | | |

| | | | | | | | |
|------------------------|----------|---------|---------|---------|--------|--------|----------|
| ELECTRICIAN | 3/1/2025 | \$64.26 | \$13.00 | \$14.31 | \$8.72 | \$0.00 | \$100.29 |
| ELECTRICIANS LOCAL 103 | 9/1/2025 | \$66.17 | \$13.00 | \$14.37 | \$8.72 | \$0.00 | \$102.26 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| ELECTRICIANS LOCAL 103 | 3/1/2026 | \$67.37 | \$13.00 | \$14.40 | \$8.72 | \$0.00 | \$103.49 |
| | 9/1/2026 | \$69.28 | \$13.00 | \$14.46 | \$8.72 | \$0.00 | \$105.46 |
| | 3/1/2027 | \$70.47 | \$13.00 | \$14.49 | \$8.72 | \$0.00 | \$106.68 |
| | 9/1/2027 | \$72.39 | \$13.00 | \$14.55 | \$8.72 | \$0.00 | \$108.66 |
| | 3/1/2028 | \$73.59 | \$13.00 | \$14.59 | \$8.72 | \$0.00 | \$109.90 |

Apprentice: ELECTRICIAN**Effective Date: 3/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 40.00 | \$25.70 | \$13.00 | \$0.77 | \$0.00 | \$0.00 | \$39.47 |
| 2 | 40.00 | \$25.70 | \$13.00 | \$0.77 | \$0.00 | \$0.00 | \$39.47 |
| 3 | 45.00 | \$28.92 | \$13.00 | \$13.25 | \$3.92 | \$0.00 | \$59.09 |
| 4 | 45.00 | \$28.92 | \$13.00 | \$13.25 | \$3.92 | \$0.00 | \$59.09 |
| 5 | 50.00 | \$32.13 | \$13.00 | \$13.34 | \$4.36 | \$0.00 | \$62.83 |
| 6 | 55.00 | \$35.34 | \$13.00 | \$13.44 | \$4.80 | \$0.00 | \$66.58 |
| 7 | 60.00 | \$38.56 | \$13.00 | \$13.54 | \$5.23 | \$0.00 | \$70.33 |
| 8 | 65.00 | \$41.77 | \$13.00 | \$13.63 | \$5.67 | \$0.00 | \$74.07 |
| 9 | 70.00 | \$44.98 | \$13.00 | \$13.73 | \$6.10 | \$0.00 | \$77.81 |
| 10 | 75.00 | \$48.20 | \$13.00 | \$13.83 | \$6.54 | \$0.00 | \$81.57 |

Apprentice: ELECTRICIAN**Effective Date: 9/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 40.00 | \$26.47 | \$13.00 | \$0.79 | \$0.00 | \$0.00 | \$40.26 |
| 2 | 40.00 | \$26.47 | \$13.00 | \$0.79 | \$0.00 | \$0.00 | \$40.26 |
| 3 | 45.00 | \$29.78 | \$13.00 | \$13.27 | \$3.92 | \$0.00 | \$59.97 |
| 4 | 45.00 | \$29.78 | \$13.00 | \$13.27 | \$3.92 | \$0.00 | \$59.97 |
| 5 | 50.00 | \$33.09 | \$13.00 | \$13.37 | \$4.36 | \$0.00 | \$63.82 |
| 6 | 55.00 | \$36.39 | \$13.00 | \$13.47 | \$4.80 | \$0.00 | \$67.66 |
| 7 | 60.00 | \$39.70 | \$13.00 | \$13.57 | \$5.23 | \$0.00 | \$71.50 |
| 8 | 65.00 | \$43.01 | \$13.00 | \$13.67 | \$5.67 | \$0.00 | \$75.35 |
| 9 | 70.00 | \$46.32 | \$13.00 | \$13.77 | \$6.10 | \$0.00 | \$79.19 |
| 10 | 75.00 | \$49.63 | \$13.00 | \$13.87 | \$6.54 | \$0.00 | \$83.04 |

| | | | | | | | |
|-------------------------------|----------|---------|---------|---------|--------|--------|----------|
| ELEVATOR CONSTRUCTOR | 1/1/2022 | \$65.62 | \$16.03 | \$10.71 | \$9.50 | \$0.00 | \$101.86 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | | | | | | | |
| ELEVATOR CONSTRUCTORS LOCAL 4 | | | | | | | |

Apprentice: ELEVATOR CONSTRUCTOR**Effective Date: 1/1/2022**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 50.00 | \$32.81 | \$16.03 | \$0.00 | \$0.00 | \$0.00 | \$48.84 |
| 2 | 55.00 | \$36.09 | \$16.03 | \$10.71 | \$9.50 | \$0.00 | \$72.33 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-------------------------|---------|---------|---------|------------------------------|---------------|
| Apprentice: ELEVATOR CONSTRUCTOR | | | | | | | |
| Effective Date: 1/1/2022 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 3 | 65.00 | \$42.65 | \$16.03 | \$10.71 | \$9.50 | \$0.00 | \$78.89 |
| 4 | 70.00 | \$45.93 | \$16.03 | \$10.71 | \$9.50 | \$0.00 | \$82.17 |
| 5 | 80.00 | \$52.50 | \$16.03 | \$10.71 | \$9.50 | \$0.00 | \$88.74 |
| <hr/> | | | | | | | |
| ELEVATOR CONSTRUCTOR HELPER | 1/1/2022 | \$45.93 | \$16.03 | \$10.71 | \$9.50 | \$0.00 | \$82.17 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | | | | | | | |
| ELEVATOR CONSTRUCTORS LOCAL 4 | | | | | | | |
| For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR" | | | | | | | |
| <hr/> | | | | | | | |
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) | 6/1/2025 | \$47.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.75 |
| LABORERS | 12/1/2025 | \$49.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.25 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.80 |
| | 12/1/2026 | \$52.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.30 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | | |
| <hr/> | | | | | | | |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY | 5/1/2025 | \$53.22 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$84.92 |
| OPERATING ENGINEERS LOCAL 4 | 11/1/2025 | \$54.51 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$86.21 |
| OPERATING ENGINEERS LOCAL 4 | 5/1/2026 | \$55.95 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$87.65 |
| | 11/1/2026 | \$57.24 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$88.94 |
| | 5/1/2027 | \$58.67 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$90.37 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| <hr/> | | | | | | | |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY | 5/1/2025 | \$54.82 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$86.52 |
| OPERATING ENGINEERS LOCAL 4 | 11/1/2025 | \$56.12 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$87.82 |
| OPERATING ENGINEERS LOCAL 4 | 5/1/2026 | \$57.57 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$89.27 |
| | 11/1/2026 | \$58.87 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$90.57 |
| | 5/1/2027 | \$60.32 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$92.02 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| <hr/> | | | | | | | |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY | 5/1/2025 | \$26.22 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$57.92 |
| OPERATING ENGINEERS LOCAL 4 | 11/1/2025 | \$26.98 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$58.68 |
| OPERATING ENGINEERS LOCAL 4 | 5/1/2026 | \$27.83 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$59.53 |
| | 11/1/2026 | \$28.59 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$60.29 |
| | 5/1/2027 | \$29.44 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$61.14 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| <hr/> | | | | | | | |
| FIRE ALARM INSTALLER | 3/1/2025 | \$64.26 | \$13.00 | \$14.31 | \$8.72 | \$0.00 | \$100.29 |
| ELECTRICIANS LOCAL 103 | 9/1/2025 | \$66.17 | \$13.00 | \$14.37 | \$8.72 | \$0.00 | \$102.26 |
| ELECTRICIANS LOCAL 103 | 3/1/2026 | \$67.37 | \$13.00 | \$14.40 | \$8.72 | \$0.00 | \$103.49 |
| | 9/1/2026 | \$69.28 | \$13.00 | \$14.46 | \$8.72 | \$0.00 | \$105.46 |
| | 3/1/2027 | \$70.47 | \$13.00 | \$14.49 | \$8.72 | \$0.00 | \$106.68 |
| | 9/1/2027 | \$72.39 | \$13.00 | \$14.55 | \$8.72 | \$0.00 | \$108.66 |
| | 3/1/2028 | \$73.59 | \$13.00 | \$14.59 | \$8.72 | \$0.00 | \$109.90 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | | |
| <hr/> | | | | | | | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| FIRE ALARM REPAIR / MAINTENANCE | 3/1/2025 | \$51.41 | \$13.00 | \$13.92 | \$6.98 | \$0.00 | \$85.31 |
| / COMMISSIONING | 9/1/2025 | \$52.94 | \$13.00 | \$13.97 | \$6.98 | \$0.00 | \$86.89 |
| ELECTRICIANS LOCAL 103 | 3/1/2026 | \$53.90 | \$13.00 | \$14.00 | \$6.98 | \$0.00 | \$87.88 |
| ELECTRICIANS LOCAL 103 | 9/1/2026 | \$55.42 | \$13.00 | \$14.04 | \$6.98 | \$0.00 | \$89.44 |
| | 3/1/2027 | \$56.38 | \$13.00 | \$14.07 | \$6.98 | \$0.00 | \$90.43 |
| | 9/1/2027 | \$57.91 | \$13.00 | \$14.12 | \$6.98 | \$0.00 | \$92.01 |
| | 3/1/2028 | \$58.87 | \$13.00 | \$14.15 | \$6.98 | \$0.00 | \$93.00 |

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

| | | | | | | | |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| FIREMAN (ASST. ENGINEER) | 6/1/2025 | \$47.02 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$79.07 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$48.19 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$80.24 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$49.25 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$81.30 |
| | 12/1/2026 | \$50.43 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$82.48 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|--------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) | 6/1/2025 | \$28.09 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$56.89 |
| LABORERS | 12/1/2025 | \$28.09 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$56.89 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$29.21 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$58.01 |
| | 12/1/2026 | \$29.21 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$58.01 |

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

| | | | | | | | |
|---------------------------------|----------|---------|--------|---------|--------|--------|---------|
| FLOORCOVERER | 3/1/2025 | \$57.73 | \$8.83 | \$11.47 | \$8.80 | \$0.00 | \$86.83 |
| FLOORCOVERERS LOCAL 2168 | 9/1/2025 | \$59.23 | \$8.83 | \$11.47 | \$8.80 | \$0.00 | \$88.33 |
| FLOORCOVERERS LOCAL 2168 ZONE I | 3/1/2026 | \$60.73 | \$8.83 | \$11.47 | \$8.80 | \$0.00 | \$89.83 |
| | 9/1/2026 | \$62.23 | \$8.83 | \$11.47 | \$8.80 | \$0.00 | \$91.33 |
| | 3/1/2027 | \$63.73 | \$8.83 | \$11.47 | \$8.80 | \$0.00 | \$92.83 |

Apprentice: FLOORCOVERER**Effective Date: 3/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 1 | 45.00 | \$25.98 | \$8.83 | \$0.00 | \$1.76 | \$0.00 | \$36.57 |
| 2 | 45.00 | \$25.98 | \$8.83 | \$0.00 | \$1.76 | \$0.00 | \$36.57 |
| 3 | 55.00 | \$31.75 | \$8.83 | \$0.00 | \$3.52 | \$0.00 | \$44.10 |
| 4 | 55.00 | \$31.75 | \$8.83 | \$0.00 | \$3.52 | \$0.00 | \$44.10 |
| 5 | 70.00 | \$40.41 | \$8.83 | \$11.47 | \$5.28 | \$0.00 | \$65.99 |
| 6 | 70.00 | \$40.41 | \$8.83 | \$11.47 | \$5.28 | \$0.00 | \$65.99 |
| 7 | 80.00 | \$46.18 | \$8.83 | \$11.47 | \$7.04 | \$0.00 | \$73.52 |
| 8 | 80.00 | \$46.18 | \$8.83 | \$11.47 | \$7.04 | \$0.00 | \$73.52 |

Apprentice: FLOORCOVERER**Effective Date: 9/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 1 | 45.00 | \$26.65 | \$8.83 | \$0.00 | \$1.76 | \$0.00 | \$37.24 |
| 2 | 45.00 | \$26.65 | \$8.83 | \$0.00 | \$1.76 | \$0.00 | \$37.24 |
| 3 | 55.00 | \$32.58 | \$8.83 | \$0.00 | \$3.52 | \$0.00 | \$44.93 |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|---------|----------------------|-----------|---------|---------|---------------------------|---------------------------|------------|
| Apprentice: FLOORCOVERER | | | | | | | | |
| Effective Date: 9/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 4 | 55.00 | \$32.58 | \$8.83 | \$0.00 | \$3.52 | \$0.00 | \$44.93 | |
| 5 | 70.00 | \$41.46 | \$8.83 | \$11.47 | \$5.28 | \$0.00 | \$67.04 | |
| 6 | 70.00 | \$41.46 | \$8.83 | \$11.47 | \$5.28 | \$0.00 | \$67.04 | |
| 7 | 80.00 | \$47.38 | \$8.83 | \$11.47 | \$7.04 | \$0.00 | \$74.72 | |
| 8 | 80.00 | \$47.38 | \$8.83 | \$11.47 | \$7.04 | \$0.00 | \$74.72 | |
| <hr/> | | | | | | | | |
| FORK LIFT/CHERRY PICKER | | 6/1/2025 | \$58.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$90.38 |
| OPERATING ENGINEERS LOCAL 4 | | 12/1/2025 | \$59.78 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.83 |
| OPERATING ENGINEERS LOCAL 4 | | 6/1/2026 | \$61.08 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.13 |
| | | 12/1/2026 | \$62.53 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | | |
| <hr/> | | | | | | | | |
| GENERATOR/LIGHTING PLANT/HEATERS | | 6/1/2025 | \$37.52 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$69.57 |
| OPERATING ENGINEERS LOCAL 4 | | 12/1/2025 | \$38.47 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$70.52 |
| OPERATING ENGINEERS LOCAL 4 | | 6/1/2026 | \$39.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$71.38 |
| | | 12/1/2026 | \$40.28 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$72.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | | |
| <hr/> | | | | | | | | |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | | 1/1/2025 | \$47.96 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$81.86 |
| GLAZIERS LOCAL 35 | | | | | | | | |
| GLAZIERS LOCAL 35 (ZONE 2) | | | | | | | | |
| <hr/> | | | | | | | | |
| Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) | | | | | | | | |
| Effective Date: 1/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 50.00 | \$23.98 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$33.93 | |
| 2 | 55.00 | \$26.38 | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$42.99 | |
| 3 | 60.00 | \$28.78 | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$45.99 | |
| 4 | 65.00 | \$31.17 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$48.99 | |
| 5 | 70.00 | \$33.57 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$63.84 | |
| 6 | 75.00 | \$35.97 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$66.85 | |
| 7 | 80.00 | \$38.37 | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$69.85 | |
| 8 | 90.00 | \$43.16 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$75.85 | |
| <hr/> | | | | | | | | |
| HOISTING ENGINEER/CRANES/GRADALLS | | 6/1/2025 | \$58.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$90.38 |
| OPERATING ENGINEERS LOCAL 4 | | 12/1/2025 | \$59.78 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.83 |
| OPERATING ENGINEERS LOCAL 4 | | 6/1/2026 | \$61.08 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.13 |
| | | 12/1/2026 | \$62.53 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.58 |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| Apprentice: HOISTING ENGINEER/CRANES/GRADALLS | | | | | | | | |
| Effective Date: 6/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 55.00 | \$32.08 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$32.08 | |
| 2 | 60.00 | \$35.00 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$67.05 | |
| 3 | 65.00 | \$37.91 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$69.96 | |
| 4 | 70.00 | \$40.83 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$72.88 | |
| 5 | 75.00 | \$43.75 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$75.80 | |
| 6 | 80.00 | \$46.66 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$78.71 | |
| 7 | 85.00 | \$49.58 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$81.63 | |
| 8 | 90.00 | \$52.50 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$84.55 | |
| Apprentice: HOISTING ENGINEER/CRANES/GRADALLS | | | | | | | | |
| Effective Date: 12/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 55.00 | \$32.88 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$32.88 | |
| 2 | 60.00 | \$35.87 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$67.92 | |
| 3 | 65.00 | \$38.86 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$70.91 | |
| 4 | 70.00 | \$41.85 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$73.90 | |
| 5 | 75.00 | \$44.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$76.89 | |
| 6 | 80.00 | \$47.82 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$79.87 | |
| 7 | 85.00 | \$50.81 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$82.86 | |
| 8 | 90.00 | \$53.80 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$85.85 | |
| <hr/> | | | | | | | | |
| HVAC (DUCTWORK) | | 8/1/2025 | \$60.98 | \$14.91 | \$18.74 | \$9.53 | \$2.98 | \$107.14 |
| SHEETMETAL WORKERS LOCAL 17 | | 2/1/2026 | \$62.93 | \$14.91 | \$18.74 | \$9.53 | \$2.98 | \$109.09 |
| SHEETMETAL WORKERS LOCAL 17 - A | | | | | | | | |
| <hr/> | | | | | | | | |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | | | |
| <hr/> | | | | | | | | |
| HVAC (ELECTRICAL CONTROLS) | | 3/1/2025 | \$64.26 | \$13.00 | \$14.31 | \$8.72 | \$0.00 | \$100.29 |
| ELECTRICIANS LOCAL 103 | | 9/1/2025 | \$66.17 | \$13.00 | \$14.37 | \$8.72 | \$0.00 | \$102.26 |
| ELECTRICIANS LOCAL 103 | | 3/1/2026 | \$67.37 | \$13.00 | \$14.40 | \$8.72 | \$0.00 | \$103.49 |
| | | 9/1/2026 | \$69.28 | \$13.00 | \$14.46 | \$8.72 | \$0.00 | \$105.46 |
| | | 3/1/2027 | \$70.47 | \$13.00 | \$14.49 | \$8.72 | \$0.00 | \$106.68 |
| | | 9/1/2027 | \$72.39 | \$13.00 | \$14.55 | \$8.72 | \$0.00 | \$108.66 |
| | | 3/1/2028 | \$73.59 | \$13.00 | \$14.59 | \$8.72 | \$0.00 | \$109.90 |
| <hr/> | | | | | | | | |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | | | |
| <hr/> | | | | | | | | |
| HVAC (TESTING AND BALANCING - AIR) | | 8/1/2025 | \$60.98 | \$14.91 | \$18.74 | \$9.53 | \$2.98 | \$107.14 |
| SHEETMETAL WORKERS LOCAL 17 | | 2/1/2026 | \$62.93 | \$14.91 | \$18.74 | \$9.53 | \$2.98 | \$109.09 |
| SHEETMETAL WORKERS LOCAL 17 - A | | | | | | | | |
| <hr/> | | | | | | | | |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | | | |
| <hr/> | | | | | | | | |
| HVAC (TESTING AND BALANCING -WATER) | | 3/1/2025 | \$68.88 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$103.38 |
| PIPEFITTERS LOCAL 537 | | | | | | | | |
| PIPEFITTERS LOCAL 537 | | | | | | | | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|
|----------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|

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

| | | | | | | | |
|---|----------|---------|---------|---------|--------|--------|----------|
| HVAC MECHANIC PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537 | 3/1/2025 | \$68.88 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$103.38 |
|---|----------|---------|---------|---------|--------|--------|----------|

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

| | | | | | | | |
|---|-----------|---------|--------|--------|--------|--------|---------|
| HYDRAULIC DRILLS LABORERS LABORERS - ZONE 1 | 6/1/2025 | \$48.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.15 |
| | 12/1/2025 | \$49.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.65 |
| | 6/1/2026 | \$50.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.45 |
| | 12/1/2026 | \$52.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.70 |
| | 6/1/2027 | \$54.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.30 |
| | 12/1/2027 | \$56.10 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.90 |
| | 6/1/2028 | \$57.78 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.58 |
| | 12/1/2028 | \$59.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.25 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---|-----------|---------|--------|--------|--------|--------|---------|
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2025 | \$48.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.25 |
| | 12/1/2025 | \$49.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.75 |
| | 6/1/2026 | \$51.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.30 |
| | 12/1/2026 | \$53.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.80 |

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

| | | | | | | | |
|--|----------|---------|---------|--------|---------|--------|---------|
| INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON) | 9/1/2024 | \$56.92 | \$14.75 | \$9.52 | \$10.09 | \$0.00 | \$91.28 |
| | 9/1/2025 | \$60.34 | \$14.75 | \$9.52 | \$10.09 | \$0.00 | \$94.70 |
| | 9/1/2026 | \$63.76 | \$14.75 | \$9.52 | \$10.09 | \$0.00 | \$98.12 |

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2024**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 50.00 | \$28.46 | \$14.75 | \$9.27 | \$5.05 | \$0.00 | \$57.53 |
| 2 | 60.00 | \$34.15 | \$14.75 | \$9.32 | \$6.05 | \$0.00 | \$64.27 |
| 3 | 70.00 | \$39.84 | \$14.75 | \$9.37 | \$7.06 | \$0.00 | \$71.02 |
| 4 | 80.00 | \$45.54 | \$14.75 | \$9.42 | \$8.07 | \$0.00 | \$77.78 |

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 50.00 | \$30.17 | \$14.75 | \$9.27 | \$5.05 | \$0.00 | \$59.24 |
| 2 | 60.00 | \$36.20 | \$14.75 | \$9.32 | \$6.05 | \$0.00 | \$66.32 |
| 3 | 70.00 | \$42.24 | \$14.75 | \$9.37 | \$7.06 | \$0.00 | \$73.42 |
| 4 | 80.00 | \$48.27 | \$14.75 | \$9.42 | \$8.07 | \$0.00 | \$80.51 |

| | | | | | | | |
|---|-----------|---------|--------|---------|---------|--------|---------|
| IRONWORKER/WELDER IRONWORKERS LOCAL 7 IRONWORKERS LOCAL 7 (BOSTON AREA) | 3/16/2024 | \$53.97 | \$8.35 | \$12.70 | \$14.00 | \$0.00 | \$89.02 |
|---|-----------|---------|--------|---------|---------|--------|---------|

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|
|----------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|

Apprentice: IRONWORKER/WELDER**Effective Date: 3/16/2024**

| Step | Percent | Apprentice | Health | Pension | Annuity | Supplemental | Total Rate |
|------|---------|------------|--------|---------|---------|--------------|---------------|
| | | Base Wage | | | | Unemployment | |
| 1 | 60.00 | \$32.38 | \$8.35 | \$12.70 | \$14.00 | \$0.00 | \$67.43 |
| 2 | 70.00 | \$37.78 | \$8.35 | \$12.70 | \$14.00 | \$0.00 | \$72.83 |
| 3 | 75.00 | \$40.48 | \$8.35 | \$12.70 | \$14.00 | \$0.00 | \$75.53 |
| 4 | 80.00 | \$43.18 | \$8.35 | \$12.70 | \$14.00 | \$0.00 | \$78.23 |
| 5 | 85.00 | \$45.87 | \$8.35 | \$12.70 | \$14.00 | \$0.00 | \$80.92 |
| 6 | 90.00 | \$48.57 | \$8.35 | \$12.70 | \$14.00 | \$0.00 | \$83.62 |

| | | | | | | | |
|--------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-------------------|-----------|---------|--------|--------|--------|--------|---------|
| LABORER | 6/1/2025 | \$47.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.40 |
| LABORERS | 12/1/2025 | \$49.10 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.90 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.45 |
| | 12/1/2026 | \$52.15 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.95 |
| | 6/1/2027 | \$53.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.55 |
| | 12/1/2027 | \$55.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.15 |
| | 6/1/2028 | \$57.03 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.83 |
| | 12/1/2028 | \$58.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.50 |

Apprentice: LABORER**Effective Date: 6/1/2025**

| Step | Percent | Apprentice | Health | Pension | Annuity | Supplemental | Total Rate |
|------|---------|------------|--------|---------|---------|--------------|---------------|
| | | Base Wage | | | | Unemployment | |
| 1 | 60.00 | \$28.56 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$57.36 |
| 2 | 70.00 | \$33.32 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$62.12 |
| 3 | 80.00 | \$38.08 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$66.88 |
| 4 | 90.00 | \$42.84 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$71.64 |

Apprentice: LABORER**Effective Date: 12/1/2025**

| Step | Percent | Apprentice | Health | Pension | Annuity | Supplemental | Total Rate |
|------|---------|------------|--------|---------|---------|--------------|---------------|
| | | Base Wage | | | | Unemployment | |
| 1 | 60.00 | \$29.46 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$58.26 |
| 2 | 70.00 | \$34.37 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$63.17 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Apprentice: LABORER | | | | | | | |
| Effective Date: 12/1/2025 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 3 | 80.00 | \$39.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$68.08 |
| 4 | 90.00 | \$44.19 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$72.99 |
| LABORER (HEAVY & HIGHWAY) | | | | | | | |
| LABORERS | | | | | | | |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | | | | | | | |
| 6/1/2025 \$47.70 \$9.90 \$9.25 \$9.65 \$0.00 \$76.50 | | | | | | | |
| 12/1/2025 \$49.20 \$9.90 \$9.25 \$9.65 \$0.00 \$78.00 | | | | | | | |
| 6/1/2026 \$50.75 \$9.90 \$9.25 \$9.65 \$0.00 \$79.55 | | | | | | | |
| 12/1/2026 \$52.25 \$9.90 \$9.25 \$9.65 \$0.00 \$81.05 | | | | | | | |
| Apprentice: LABORER (HEAVY & HIGHWAY) | | | | | | | |
| Effective Date: 6/1/2025 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 60.00 | \$28.62 | \$9.65 | \$9.25 | \$9.65 | \$0.00 | \$57.17 |
| 2 | 70.00 | \$33.39 | \$9.65 | \$9.25 | \$9.65 | \$0.00 | \$61.94 |
| 3 | 80.00 | \$38.16 | \$9.65 | \$9.25 | \$9.65 | \$0.00 | \$66.71 |
| 4 | 90.00 | \$42.93 | \$9.65 | \$9.25 | \$9.65 | \$0.00 | \$71.48 |
| Apprentice: LABORER (HEAVY & HIGHWAY) | | | | | | | |
| Effective Date: 12/1/2025 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 1 | 60.00 | \$29.52 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$58.32 |
| 2 | 70.00 | \$34.44 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$63.24 |
| 3 | 80.00 | \$39.36 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$68.16 |
| 4 | 90.00 | \$44.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$73.08 |
| LABORER: CARPENTER TENDER | | | | | | | |
| LABORERS | | | | | | | |
| LABORERS - ZONE 1 | | | | | | | |
| 6/1/2025 \$47.60 \$9.90 \$9.25 \$9.65 \$0.00 \$76.40 | | | | | | | |
| 12/1/2025 \$49.10 \$9.90 \$9.25 \$9.65 \$0.00 \$77.90 | | | | | | | |
| 6/1/2026 \$50.65 \$9.90 \$9.25 \$9.65 \$0.00 \$79.45 | | | | | | | |
| 12/1/2026 \$52.15 \$9.90 \$9.25 \$9.65 \$0.00 \$80.95 | | | | | | | |
| 6/1/2027 \$53.75 \$9.90 \$9.25 \$9.65 \$0.00 \$82.55 | | | | | | | |
| 12/1/2027 \$55.35 \$9.90 \$9.25 \$9.65 \$0.00 \$84.15 | | | | | | | |
| 6/1/2028 \$57.03 \$9.90 \$9.25 \$9.65 \$0.00 \$85.83 | | | | | | | |
| 12/1/2028 \$58.70 \$9.90 \$9.25 \$9.65 \$0.00 \$87.50 | | | | | | | |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| LABORER: CEMENT FINISHER TENDER | | | | | | | |
| LABORERS | | | | | | | |
| LABORERS - ZONE 1 | | | | | | | |
| 6/1/2025 \$47.60 \$9.90 \$9.25 \$9.65 \$0.00 \$76.40 | | | | | | | |
| 12/1/2025 \$49.10 \$9.90 \$9.25 \$9.65 \$0.00 \$77.90 | | | | | | | |
| 6/1/2026 \$50.65 \$9.90 \$9.25 \$9.65 \$0.00 \$79.45 | | | | | | | |
| 12/1/2026 \$52.15 \$9.90 \$9.25 \$9.65 \$0.00 \$80.95 | | | | | | | |
| 6/1/2027 \$53.75 \$9.90 \$9.25 \$9.65 \$0.00 \$82.55 | | | | | | | |
| 12/1/2027 \$55.35 \$9.90 \$9.25 \$9.65 \$0.00 \$84.15 | | | | | | | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| | 6/1/2028 | \$57.03 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.83 |
| | 12/1/2028 | \$58.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.50 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---|-----------|---------|--------|--------|--------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER | 6/2/2025 | \$47.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.55 |
| LABORERS | 12/1/2025 | \$49.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.05 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.80 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.60 |
| | 12/7/2026 | \$52.30 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.10 |
| | 6/7/2027 | \$53.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.70 |
| | 12/6/2027 | \$55.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.30 |
| | 6/5/2028 | \$57.18 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.98 |
| | 12/4/2028 | \$58.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.65 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-----------------------|-----------|---------|--------|--------|--------|--------|---------|
| LABORER: MASON TENDER | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---|-----------|---------|--------|--------|--------|--------|---------|
| LABORER: MASON TENDER (HEAVY & HIGHWAY) | 6/1/2025 | \$47.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.75 |
| LABORERS | 12/1/2025 | \$49.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.25 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.80 |
| | 12/1/2026 | \$52.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.30 |

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

| | | | | | | | |
|-----------------------------|-----------|---------|--------|--------|--------|--------|---------|
| LABORER: MULTI-TRADE TENDER | 6/1/2025 | \$47.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.40 |
| LABORERS | 12/1/2025 | \$49.10 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.90 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.45 |
| | 12/1/2026 | \$52.15 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.95 |
| | 6/1/2027 | \$53.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.55 |
| | 12/1/2027 | \$55.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.15 |
| | 6/1/2028 | \$57.03 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.83 |
| | 12/1/2028 | \$58.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.50 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-----------------------|-----------|---------|--------|--------|--------|--------|---------|
| LABORER: TREE REMOVER | 6/1/2025 | \$47.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.40 |
| LABORERS | 12/1/2025 | \$49.10 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.90 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.45 |
| | 12/1/2026 | \$52.15 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.95 |
| | 6/1/2027 | \$53.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.55 |
| | 12/1/2027 | \$55.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.15 |
| | 6/1/2028 | \$57.03 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.83 |
| | 12/1/2028 | \$58.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.50 |

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"

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|
| LASER BEAM OPERATOR | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) | 6/1/2025 | \$47.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.75 |
| LABORERS | 12/1/2025 | \$49.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.25 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.80 |
| | 12/1/2026 | \$52.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.30 |

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

| | | | | | | | |
|-------------------------------------|----------|---------|---------|---------|--------|--------|---------|
| MARBLE & TILE FINISHERS | 8/1/2025 | \$52.08 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$85.19 |
| BRICKLAYERS LOCAL 3 | 2/1/2026 | \$53.16 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$86.27 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 8/1/2026 | \$54.92 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$88.03 |
| | 2/1/2027 | \$56.04 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$89.15 |

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 8/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 50.00 | \$26.04 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$59.15 |
| 2 | 60.00 | \$31.25 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$64.36 |
| 3 | 70.00 | \$36.46 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$69.57 |
| 4 | 80.00 | \$41.66 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$74.77 |
| 5 | 90.00 | \$46.87 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$79.98 |

Apprentice: MARBLE & TILE FINISHERS**Effective Date: 2/1/2026**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 50.00 | \$26.58 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$59.69 |
| 2 | 60.00 | \$31.90 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$65.01 |
| 3 | 70.00 | \$37.21 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$70.32 |
| 4 | 80.00 | \$42.53 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$75.64 |
| 5 | 90.00 | \$47.84 | \$11.49 | \$15.57 | \$6.05 | \$0.00 | \$80.95 |

| | | | | | | | |
|---|----------|---------|---------|---------|--------|--------|----------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH | 8/1/2025 | \$67.97 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$103.02 |
| BRICKLAYERS LOCAL 3 | 2/1/2026 | \$69.32 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$104.37 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 8/1/2026 | \$71.52 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$106.57 |
| | 2/1/2027 | \$72.92 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$107.97 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|
|----------------|----------------|-----------|--------|---------|---------|------------------------------|---------------|

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH**Effective Date: 8/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 50.00 | \$33.99 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$69.04 |
| 2 | 60.00 | \$40.78 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$75.83 |
| 3 | 70.00 | \$47.58 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$82.63 |
| 4 | 80.00 | \$54.38 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$89.43 |
| 5 | 90.00 | \$61.17 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$96.22 |

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH**Effective Date: 2/1/2026**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 50.00 | \$34.66 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$69.71 |
| 2 | 60.00 | \$41.59 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$76.64 |
| 3 | 70.00 | \$48.52 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$83.57 |
| 4 | 80.00 | \$55.46 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$90.51 |
| 5 | 90.00 | \$62.39 | \$11.49 | \$15.57 | \$7.99 | \$0.00 | \$97.44 |

| | | | | | | | |
|--|-----------|---------|---------|---------|--------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| MECHANICS MAINTENANCE | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|---------------------------------|----------|---------|---------|---------|---------|--------|---------|
| MILLWRIGHT (Zone 1) | 1/6/2025 | \$50.53 | \$10.08 | \$11.47 | \$10.25 | \$0.00 | \$82.33 |
| MILLWRIGHTS LOCAL 1121 | 1/5/2026 | \$53.03 | \$10.08 | \$11.47 | \$10.25 | \$0.00 | \$84.83 |
| MILLWRIGHTS LOCAL 1121 - Zone 1 | | | | | | | |

Apprentice: MILLWRIGHT (Zone 1)**Effective Date: 1/6/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 55.00 | \$27.79 | \$10.08 | \$0.00 | \$5.64 | \$0.00 | \$43.51 |
| 2 | 65.00 | \$32.84 | \$10.08 | \$0.00 | \$6.66 | \$0.00 | \$49.58 |
| 3 | 75.00 | \$37.90 | \$10.08 | \$11.47 | \$7.69 | \$0.00 | \$67.14 |
| 4 | 85.00 | \$42.95 | \$10.08 | \$11.47 | \$8.71 | \$0.00 | \$73.21 |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| Apprentice: MILLWRIGHT (Zone 1) | | | | | | | | |
| Effective Date: 1/5/2026 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 55.00 | \$29.17 | \$10.08 | \$0.00 | \$5.64 | \$0.00 | \$44.89 | |
| 2 | 65.00 | \$34.47 | \$10.08 | \$0.00 | \$6.66 | \$0.00 | \$51.21 | |
| 3 | 75.00 | \$39.77 | \$10.08 | \$11.47 | \$7.69 | \$0.00 | \$69.01 | |
| 4 | 85.00 | \$45.08 | \$10.08 | \$11.47 | \$8.71 | \$0.00 | \$75.34 | |
| <hr/> | | | | | | | | |
| MORTAR MIXER | | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |
| <hr/> | | | | | | | | |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | | |
| <hr/> | | | | | | | | |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) | | 6/1/2025 | \$25.97 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$57.67 |
| OPERATING ENGINEERS LOCAL 4 | | 12/1/2025 | \$26.63 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$58.33 |
| OPERATING ENGINEERS LOCAL 4 | | 6/1/2026 | \$27.22 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$58.92 |
| | | 12/1/2026 | \$27.89 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$59.59 |
| <hr/> | | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | | |
| <hr/> | | | | | | | | |
| OILER (TRUCK CRANES, GRADALLS) | | 6/1/2025 | \$31.80 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$63.50 |
| OPERATING ENGINEERS LOCAL 4 | | 12/1/2025 | \$32.60 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$64.30 |
| OPERATING ENGINEERS LOCAL 4 | | 6/1/2026 | \$33.32 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$65.02 |
| | | 12/1/2026 | \$34.12 | \$15.30 | \$13.15 | \$3.25 | \$0.00 | \$65.82 |
| <hr/> | | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | | |
| <hr/> | | | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - CLASS II | | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |
| <hr/> | | | | | | | | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | | |
| <hr/> | | | | | | | | |
| PAINTER (BRIDGES/TANKS) | | 1/1/2025 | \$58.46 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$92.36 |
| PAINTERS LOCAL 35 | | | | | | | | |
| PAINTERS LOCAL 35 - ZONE 2 | | | | | | | | |
| <hr/> | | | | | | | | |
| Apprentice: PAINTER (BRIDGES/TANKS) | | | | | | | | |
| Effective Date: 1/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 50.00 | \$29.23 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$39.18 | |
| 2 | 55.00 | \$32.15 | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$48.76 | |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| Apprentice: PAINTER (BRIDGES/TANKS) | | | | | | | | |
| Effective Date: 1/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 3 | 60.00 | \$35.08 | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$52.29 | |
| 4 | 65.00 | \$38.00 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$55.82 | |
| 5 | 70.00 | \$40.92 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$71.19 | |
| 6 | 75.00 | \$43.85 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$74.73 | |
| 7 | 80.00 | \$46.77 | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$78.25 | |
| 8 | 90.00 | \$52.61 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$85.30 | |

PAINTER (SPRAY OR SANDBLAST, NEW) * 1/1/2025 \$49.36 \$9.95 \$11.85 \$12.10 \$0.00 \$83.26

* 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

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) * | | | | | | | | |
| Effective Date: 1/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 50.00 | \$24.68 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$34.63 | |
| 2 | 55.00 | \$27.15 | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$43.76 | |
| 3 | 60.00 | \$29.62 | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$46.83 | |
| 4 | 65.00 | \$32.08 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$49.90 | |
| 5 | 70.00 | \$34.55 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$64.82 | |
| 6 | 75.00 | \$37.02 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$67.90 | |
| 7 | 80.00 | \$39.49 | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$70.97 | |
| 8 | 90.00 | \$44.42 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$77.11 | |

PAINTER (SPRAY OR SANDBLAST, REPAINT) 1/1/2025 \$47.42 \$9.95 \$11.85 \$12.10 \$0.00 \$81.32

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 2

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT) | | | | | | | | |
| Effective Date: 1/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 50.00 | \$23.71 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$33.66 | |
| 2 | 55.00 | \$26.08 | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$42.69 | |
| 3 | 60.00 | \$28.45 | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$45.66 | |
| 4 | 65.00 | \$30.82 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$48.64 | |
| 5 | 70.00 | \$33.19 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$63.46 | |
| 6 | 75.00 | \$35.57 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$66.45 | |
| 7 | 80.00 | \$37.94 | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$69.42 | |
| 8 | 90.00 | \$42.68 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$75.37 | |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------|------------------------------|---------------|
| PAINTER / TAPER (BRUSH, NEW) * | 1/1/2025 | \$47.96 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$81.86 |
| * 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: 1/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
| 1 | 50.00 | \$23.98 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$33.93 |
| 2 | 55.00 | \$26.38 | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$42.99 |
| 3 | 60.00 | \$28.78 | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$45.99 |
| 4 | 65.00 | \$31.17 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$48.99 |
| 5 | 70.00 | \$33.57 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$63.84 |
| 6 | 75.00 | \$35.97 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$66.85 |
| 7 | 80.00 | \$38.37 | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$69.85 |
| 8 | 90.00 | \$43.16 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$75.85 |

| | | | | | | | |
|----------------------------------|----------|---------|--------|---------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, REPAINT) | 1/1/2025 | \$46.02 | \$9.95 | \$11.85 | \$12.10 | \$0.00 | \$79.92 |
| PAINTERS LOCAL 35 | | | | | | | |
| PAINTERS LOCAL 35 - ZONE 2 | | | | | | | |

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)**Effective Date: 1/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|--------|---------|---------|------------------------------|---------------|
| 1 | 50.00 | \$23.01 | \$9.95 | \$0.00 | \$0.00 | \$0.00 | \$32.96 |
| 2 | 55.00 | \$25.31 | \$9.95 | \$0.00 | \$6.66 | \$0.00 | \$41.92 |
| 3 | 60.00 | \$27.61 | \$9.95 | \$0.00 | \$7.26 | \$0.00 | \$44.82 |
| 4 | 65.00 | \$29.91 | \$9.95 | \$0.00 | \$7.87 | \$0.00 | \$47.73 |
| 5 | 70.00 | \$32.21 | \$9.95 | \$11.85 | \$8.47 | \$0.00 | \$62.48 |
| 6 | 75.00 | \$34.52 | \$9.95 | \$11.85 | \$9.08 | \$0.00 | \$65.40 |
| 7 | 80.00 | \$36.82 | \$9.95 | \$11.85 | \$9.68 | \$0.00 | \$68.30 |
| 8 | 90.00 | \$41.42 | \$9.95 | \$11.85 | \$10.89 | \$0.00 | \$74.11 |

| | | | | | | | |
|--|-----------|---------|--------|--------|--------|--------|---------|
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) | 6/1/2025 | \$47.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.50 |
| LABORERS | 12/1/2025 | \$49.20 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.00 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$50.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.55 |
| | 12/1/2026 | \$52.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.05 |

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

| | | | | | | | |
|---------------------------------------|-----------|---------|---------|---------|--------|--------|---------|
| PANEL & PICKUP TRUCKS DRIVER | 8/1/2025 | \$41.88 | \$15.41 | \$20.17 | \$0.00 | \$0.00 | \$77.46 |
| TEAMSTERS JOINT COUNCIL NO. 10 | 12/1/2025 | \$41.88 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$79.07 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 6/1/2026 | \$42.88 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$80.07 |
| | 8/1/2026 | \$42.88 | \$15.91 | \$21.78 | \$0.00 | \$0.00 | \$80.57 |
| | 12/1/2026 | \$42.88 | \$15.91 | \$23.52 | \$0.00 | \$0.00 | \$82.31 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) | 8/1/2024 | \$55.79 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$90.16 |
| PILE DRIVER LOCAL 56 | | | | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | | |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | | |
| PILE DRIVER | 8/1/2024 | \$55.79 | \$10.08 | \$11.62 | \$12.67 | \$0.00 | \$90.16 |
| PILE DRIVER LOCAL 56 | | | | | | | |
| PILE DRIVER LOCAL 56 (ZONE 1) | | | | | | | |

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

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 45.00 | \$25.11 | \$10.08 | \$0.00 | \$2.53 | \$0.00 | \$37.72 |
| 2 | 55.00 | \$30.68 | \$10.08 | \$0.00 | \$5.07 | \$0.00 | \$45.83 |
| 3 | 70.00 | \$39.05 | \$10.08 | \$11.62 | \$7.60 | \$0.00 | \$68.35 |
| 4 | 80.00 | \$44.63 | \$10.08 | \$11.62 | \$10.14 | \$0.00 | \$76.47 |

| | | | | | | | |
|--------------------------|----------|---------|---------|---------|--------|--------|----------|
| PIPEFITTER & STEAMFITTER | 3/1/2025 | \$68.88 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$103.38 |
| PIPEFITTERS LOCAL 537 | | | | | | | |
| PIPEFITTERS LOCAL 537 | | | | | | | |

Apprentice: PIPEFITTER & STEAMFITTER**Effective Date: 3/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 40.00 | \$27.55 | \$12.70 | \$0.30 | \$8.75 | \$0.00 | \$49.30 |
| 2 | 45.00 | \$31.00 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$65.50 |
| 3 | 60.00 | \$41.33 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$75.83 |
| 4 | 70.00 | \$48.22 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$82.72 |
| 5 | 80.00 | \$55.10 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$89.60 |

| | | | | | | | |
|-------------------|-----------|---------|--------|--------|--------|--------|---------|
| PIPELAYER | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|-------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| PIPELAYER (HEAVY & HIGHWAY) | 6/1/2025 | \$47.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.75 |
| LABORERS | 12/1/2025 | \$49.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.25 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.80 |
| | 12/1/2026 | \$52.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.30 |

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

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--------------------------------|----------------|-----------|---------|---------|---------|------------------------------|---------------|
| PLUMBERS & GASFITTERS | 3/2/2025 | \$69.84 | \$14.32 | \$12.31 | \$8.00 | \$0.00 | \$104.47 |
| PLUMBERS & GASFITTERS LOCAL 12 | | | | | | | |
| PLUMBERS & GASFITTERS LOCAL 12 | | | | | | | |

Apprentice: PLUMBERS & GASFITTERS**Effective Date: 3/2/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|-------------------------|---------|---------|---------|------------------------------|---------------|
| 1 | 35.00 | \$24.44 | \$14.32 | \$4.61 | \$2.80 | \$0.00 | \$46.17 |
| 2 | 40.00 | \$27.94 | \$14.32 | \$5.22 | \$3.20 | \$0.00 | \$50.68 |
| 3 | 55.00 | \$38.41 | \$14.32 | \$7.07 | \$4.40 | \$0.00 | \$64.20 |
| 4 | 65.00 | \$45.40 | \$14.32 | \$8.30 | \$5.20 | \$0.00 | \$73.22 |
| 5 | 75.00 | \$52.38 | \$14.32 | \$9.53 | \$6.00 | \$0.00 | \$82.23 |

| | | | | | | | |
|----------------------------|----------|---------|---------|---------|--------|--------|----------|
| PNEUMATIC CONTROLS (TEMP.) | 3/1/2025 | \$68.88 | \$12.70 | \$13.05 | \$8.75 | \$0.00 | \$103.38 |
| PIPEFITTERS LOCAL 537 | | | | | | | |
| PIPEFITTERS LOCAL 537 | | | | | | | |

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

| | | | | | | | |
|-------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---|-----------|---------|--------|--------|--------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) | 6/1/2025 | \$47.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.75 |
| LABORERS | 12/1/2025 | \$49.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.25 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.80 |
| | 12/1/2026 | \$52.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.30 |

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

| | | | | | | | |
|---------------------|-----------|---------|--------|--------|--------|--------|---------|
| POWDERMAN & BLASTER | 6/1/2025 | \$48.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.40 |
| LABORERS | 12/1/2025 | \$50.10 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.90 |
| LABORERS - ZONE 1 | 6/1/2026 | \$51.65 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.45 |
| | 12/1/2026 | \$53.15 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.95 |
| | 6/1/2027 | \$54.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$83.55 |
| | 12/1/2027 | \$56.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$85.15 |
| | 6/1/2028 | \$58.03 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.83 |
| | 12/1/2028 | \$59.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$88.50 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---------------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) | 6/1/2025 | \$48.70 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$77.50 |
| LABORERS | 12/1/2025 | \$50.20 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.00 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.75 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$80.55 |
| | 12/1/2026 | \$53.25 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.05 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE | 6/1/2025 | \$58.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$90.38 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.78 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.83 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$61.08 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.13 |
| | 12/1/2026 | \$62.53 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| PUMP OPERATOR (CONCRETE) | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) | 6/1/2025 | \$37.52 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$69.57 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$38.47 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$70.52 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$39.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$71.38 |
| | 12/1/2026 | \$40.28 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$72.33 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| READY-MIX CONCRETE DRIVER | 5/1/2025 | \$30.00 | \$12.00 | \$7.00 | \$0.00 | \$0.00 | \$49.00 |
| TEAMSTERS 42 - J.G. MacLeallan (Wakefield) | 5/1/2026 | \$30.50 | \$12.00 | \$7.00 | \$0.00 | \$0.00 | \$49.50 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| RECLAIMERS | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| RIDE-ON MOTORIZED BUGGY OPERATOR | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| ROLLER/SPREADER/MULCHING MACHINE | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| ROOFER (Inc.Roofers Waterproofng &Roofers Damproofg) | 8/1/2025 | \$53.53 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$88.51 |
| ROOFERS LOCAL 33 | 2/1/2026 | \$54.78 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$89.76 |
| ROOFERS LOCAL 33 | | | | | | | |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|---------|-------------------------|-----------|---------|---------|------------------------------|------------------------------|---------------|
| Apprentice: ROOFER (Inc.Roofers Waterproofng &Roofers Damproofg) | | | | | | | | |
| Effective Date: 8/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 50.00 | \$26.77 | \$13.28 | \$6.52 | \$9.03 | \$0.00 | \$55.60 | |
| 2 | 60.00 | \$32.12 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$67.10 | |
| 3 | 65.00 | \$34.79 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$69.77 | |
| 4 | 75.00 | \$40.15 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$75.13 | |
| 5 | 85.00 | \$45.50 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$80.48 | |
| Apprentice: ROOFER (Inc.Roofers Waterproofng &Roofers Damproofg) | | | | | | | | |
| Effective Date: 2/1/2026 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 50.00 | \$27.39 | \$13.28 | \$6.52 | \$9.03 | \$0.00 | \$56.22 | |
| 2 | 60.00 | \$32.87 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$67.85 | |
| 3 | 65.00 | \$35.61 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$70.59 | |
| 4 | 75.00 | \$41.09 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$76.07 | |
| 5 | 85.00 | \$46.56 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$81.54 | |
| ROOFER SLATE / TILE / PRECAST CONCRETE | | 8/1/2025 | \$53.78 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$88.76 |
| ROOFERS LOCAL 33 | | 2/1/2026 | \$55.03 | \$13.28 | \$12.67 | \$9.03 | \$0.00 | \$90.01 |
| ROOFERS LOCAL 33 | | | | | | | | |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | | | |
| SHEETMETAL WORKER | | 8/1/2025 | \$60.98 | \$14.91 | \$18.74 | \$9.53 | \$2.98 | \$107.14 |
| SHEETMETAL WORKERS LOCAL 17 | | 2/1/2026 | \$62.93 | \$14.91 | \$18.74 | \$9.53 | \$2.98 | \$109.09 |
| SHEETMETAL WORKERS LOCAL 17 - A | | | | | | | | |
| Apprentice: SHEETMETAL WORKER | | | | | | | | |
| Effective Date: 8/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 42.00 | \$25.61 | \$14.91 | \$6.13 | \$0.00 | \$0.00 | \$46.65 | |
| 2 | 42.00 | \$25.61 | \$14.91 | \$6.13 | \$0.00 | \$0.00 | \$46.65 | |
| 3 | 47.00 | \$28.66 | \$14.91 | \$11.01 | \$1.25 | \$1.62 | \$57.45 | |
| 4 | 47.00 | \$28.66 | \$14.91 | \$11.01 | \$1.25 | \$1.62 | \$57.45 | |
| 5 | 52.00 | \$31.71 | \$14.91 | \$11.74 | \$1.50 | \$1.74 | \$61.60 | |
| 6 | 52.00 | \$31.71 | \$14.91 | \$11.74 | \$1.75 | \$1.75 | \$61.86 | |
| 7 | 60.00 | \$36.59 | \$14.91 | \$12.90 | \$2.00 | \$1.93 | \$68.33 | |
| 8 | 65.00 | \$39.64 | \$14.91 | \$13.63 | \$2.25 | \$2.04 | \$72.47 | |
| 9 | 75.00 | \$45.74 | \$14.91 | \$15.09 | \$2.75 | \$2.28 | \$80.77 | |
| 10 | 85.00 | \$51.83 | \$14.91 | \$16.55 | \$2.75 | \$2.49 | \$88.53 | |

Construction

| Classification | | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|---------|----------------------|-----------|---------|---------|---------------------------|---------------------------|------------|
| Apprentice: SHEETMETAL WORKER | | | | | | | | |
| Effective Date: 2/1/2026 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 42.00 | \$26.43 | \$14.91 | \$6.19 | \$0.00 | \$0.00 | \$47.53 | |
| 2 | 42.00 | \$26.43 | \$14.91 | \$6.19 | \$0.00 | \$0.00 | \$47.53 | |
| 3 | 47.00 | \$29.58 | \$14.91 | \$10.93 | \$1.25 | \$1.62 | \$58.29 | |
| 4 | 47.00 | \$29.58 | \$14.91 | \$10.93 | \$1.25 | \$1.62 | \$58.29 | |
| 5 | 52.00 | \$32.72 | \$14.91 | \$11.66 | \$1.50 | \$1.74 | \$62.53 | |
| 6 | 52.00 | \$32.72 | \$14.91 | \$11.66 | \$1.75 | \$1.75 | \$62.79 | |
| 7 | 60.00 | \$37.76 | \$14.91 | \$12.84 | \$2.00 | \$1.93 | \$69.44 | |
| 8 | 65.00 | \$40.90 | \$14.91 | \$13.58 | \$2.25 | \$2.04 | \$73.68 | |
| 9 | 75.00 | \$47.20 | \$14.91 | \$15.06 | \$2.75 | \$2.28 | \$82.20 | |
| 10 | 85.00 | \$53.49 | \$14.91 | \$16.53 | \$2.75 | \$2.49 | \$90.17 | |
| <hr/> | | | | | | | | |
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS | | 8/1/2025 | \$42.34 | \$15.41 | \$20.17 | \$0.00 | \$0.00 | \$77.92 |
| TEAMSTERS JOINT COUNCIL NO. 10 | | 12/1/2025 | \$42.34 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$79.53 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | | 6/1/2026 | \$43.34 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$80.53 |
| | | 8/1/2026 | \$43.34 | \$15.91 | \$21.78 | \$0.00 | \$0.00 | \$81.03 |
| | | 12/1/2026 | \$43.34 | \$15.91 | \$23.52 | \$0.00 | \$0.00 | \$82.77 |
| <hr/> | | | | | | | | |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS | | 8/1/2025 | \$42.63 | \$15.41 | \$20.17 | \$0.00 | \$0.00 | \$78.21 |
| TEAMSTERS JOINT COUNCIL NO. 10 | | 12/1/2025 | \$42.63 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$79.82 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | | 6/1/2026 | \$43.63 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$80.82 |
| | | 8/1/2026 | \$43.63 | \$15.91 | \$21.78 | \$0.00 | \$0.00 | \$81.32 |
| | | 12/1/2026 | \$43.63 | \$15.91 | \$23.52 | \$0.00 | \$0.00 | \$83.06 |
| <hr/> | | | | | | | | |
| SPRINKLER FITTER | | 3/1/2025 | \$72.14 | \$11.51 | \$7.30 | \$16.50 | \$0.00 | \$107.45 |
| SPRINKLER FITTERS LOCAL 550 | | | | | | | | |
| SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1 | | | | | | | | |
| <hr/> | | | | | | | | |
| Apprentice: SPRINKLER FITTER | | | | | | | | |
| Effective Date: 3/1/2025 | | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate | |
| 1 | 35.00 | \$25.25 | \$11.51 | \$13.07 | \$0.00 | \$0.00 | \$49.83 | |
| 2 | 40.00 | \$28.86 | \$11.51 | \$13.90 | \$0.00 | \$0.00 | \$54.27 | |
| 3 | 45.00 | \$32.46 | \$11.51 | \$14.73 | \$0.00 | \$0.00 | \$58.70 | |
| 4 | 50.00 | \$36.07 | \$11.51 | \$15.55 | \$0.00 | \$0.00 | \$63.13 | |
| 5 | 55.00 | \$39.68 | \$11.51 | \$16.37 | \$0.00 | \$0.00 | \$67.56 | |
| 6 | 60.00 | \$43.28 | \$11.51 | \$17.20 | \$0.00 | \$0.00 | \$71.99 | |
| 7 | 65.00 | \$46.89 | \$11.51 | \$18.03 | \$0.00 | \$0.00 | \$76.43 | |
| 8 | 70.00 | \$50.50 | \$11.51 | \$18.85 | \$0.00 | \$0.00 | \$80.86 | |
| 9 | 75.00 | \$54.11 | \$11.51 | \$19.67 | \$0.00 | \$0.00 | \$85.29 | |
| 10 | 80.00 | \$57.71 | \$11.51 | \$20.50 | \$0.00 | \$0.00 | \$89.72 | |
| <hr/> | | | | | | | | |
| STEAM BOILER OPERATOR | | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|-----------------------------|----------------|-----------|---------|---------|---------|---------------------------|------------|
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|--|-----------|---------|---------|---------|--------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|------------------------------|----------|---------|---------|---------|--------|--------|---------|
| TELECOMMUNICATION TECHNICIAN | 3/1/2025 | \$51.41 | \$13.00 | \$13.92 | \$6.98 | \$0.00 | \$85.31 |
| ELECTRICIANS LOCAL 103 | 9/1/2025 | \$52.94 | \$13.00 | \$13.97 | \$6.98 | \$0.00 | \$86.89 |
| ELECTRICIANS LOCAL 103 | 3/1/2026 | \$53.90 | \$13.00 | \$14.00 | \$6.98 | \$0.00 | \$87.88 |
| | 9/1/2026 | \$55.42 | \$13.00 | \$14.04 | \$6.98 | \$0.00 | \$89.44 |
| | 3/1/2027 | \$56.38 | \$13.00 | \$14.07 | \$6.98 | \$0.00 | \$90.43 |
| | 9/1/2027 | \$57.91 | \$13.00 | \$14.12 | \$6.98 | \$0.00 | \$92.01 |
| | 3/1/2028 | \$58.87 | \$13.00 | \$14.15 | \$6.98 | \$0.00 | \$93.00 |

Apprentice: TELECOMMUNICATION TECHNICIAN**Effective Date: 3/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 45.00 | \$23.13 | \$13.00 | \$0.69 | \$0.00 | \$0.00 | \$36.82 |
| 2 | 45.00 | \$23.13 | \$13.00 | \$0.69 | \$0.00 | \$0.00 | \$36.82 |
| 3 | 50.00 | \$25.71 | \$13.00 | \$13.15 | \$3.49 | \$0.00 | \$55.35 |
| 4 | 50.00 | \$25.71 | \$13.00 | \$13.15 | \$3.49 | \$0.00 | \$55.35 |
| 5 | 55.00 | \$28.28 | \$13.00 | \$13.23 | \$3.84 | \$0.00 | \$58.35 |
| 6 | 60.00 | \$30.85 | \$13.00 | \$13.31 | \$4.19 | \$0.00 | \$61.35 |
| 7 | 65.00 | \$33.42 | \$13.00 | \$13.38 | \$4.54 | \$0.00 | \$64.34 |
| 8 | 70.00 | \$35.99 | \$13.00 | \$13.46 | \$4.89 | \$0.00 | \$67.34 |
| 9 | 75.00 | \$38.56 | \$13.00 | \$13.54 | \$5.24 | \$0.00 | \$70.34 |
| 10 | 80.00 | \$41.13 | \$13.00 | \$13.61 | \$5.58 | \$0.00 | \$73.32 |

Apprentice: TELECOMMUNICATION TECHNICIAN**Effective Date: 9/1/2025**

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------|---------------------------|------------|
| 1 | 45.00 | \$23.82 | \$13.00 | \$0.71 | \$0.00 | \$0.00 | \$37.53 |
| 2 | 45.00 | \$23.82 | \$13.00 | \$0.71 | \$0.00 | \$0.00 | \$37.53 |
| 3 | 50.00 | \$26.47 | \$13.00 | \$13.17 | \$3.49 | \$0.00 | \$56.13 |
| 4 | 50.00 | \$26.47 | \$13.00 | \$13.17 | \$3.49 | \$0.00 | \$56.13 |
| 5 | 55.00 | \$29.12 | \$13.00 | \$13.25 | \$3.84 | \$0.00 | \$59.21 |
| 6 | 60.00 | \$31.76 | \$13.00 | \$13.33 | \$4.19 | \$0.00 | \$62.28 |
| 7 | 65.00 | \$34.41 | \$13.00 | \$13.41 | \$4.54 | \$0.00 | \$65.36 |
| 8 | 70.00 | \$37.06 | \$13.00 | \$13.49 | \$4.89 | \$0.00 | \$68.44 |
| 9 | 75.00 | \$39.71 | \$13.00 | \$13.57 | \$5.24 | \$0.00 | \$71.52 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental | Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|--------------|--------------|------------|
|----------------|----------------|-----------|--------|---------|---------|--------------|--------------|------------|

Apprentice: TELECOMMUNICATION TECHNICIAN**Effective Date: 9/1/2025**

| Step | Percent | Apprentice | | Pension | Annuity | Supplemental | Unemployment | Total Rate |
|------|---------|------------|---------|---------|---------|--------------|--------------|------------|
| | | Base Wage | Health | | | | | |
| 10 | 80.00 | \$42.35 | \$13.00 | \$13.65 | \$5.58 | \$0.00 | \$74.58 | |

| | | | | | | | |
|-------------------------------------|----------|---------|---------|---------|--------|--------|----------|
| TERRAZZO FINISHERS | 8/1/2025 | \$66.89 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$101.97 |
| BRICKLAYERS LOCAL 3 | 2/1/2026 | \$68.24 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$103.32 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 8/1/2026 | \$70.44 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$105.52 |
| | 2/1/2027 | \$71.84 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$106.92 |

Apprentice: TERRAZZO FINISHERS**Effective Date: 8/1/2025**

| Step | Percent | Apprentice | | Pension | Annuity | Supplemental | Unemployment | Total Rate |
|------|---------|------------|---------|---------|---------|--------------|--------------|------------|
| | | Base Wage | Health | | | | | |
| 1 | 50.00 | \$33.45 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$68.53 | |
| 2 | 60.00 | \$40.13 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$75.21 | |
| 3 | 70.00 | \$46.82 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$81.90 | |
| 4 | 80.00 | \$53.51 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$88.59 | |
| 5 | 90.00 | \$60.20 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$95.28 | |

Apprentice: TERRAZZO FINISHERS**Effective Date: 2/1/2025**

| Step | Percent | Apprentice | | Pension | Annuity | Supplemental | Unemployment | Total Rate |
|------|---------|------------|---------|---------|---------|--------------|--------------|------------|
| | | Base Wage | Health | | | | | |
| 1 | 50.00 | \$34.12 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$69.20 | |
| 2 | 60.00 | \$40.94 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$76.02 | |
| 3 | 70.00 | \$47.77 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$82.85 | |
| 4 | 80.00 | \$54.59 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$89.67 | |
| 5 | 90.00 | \$61.42 | \$11.49 | \$15.57 | \$8.02 | \$0.00 | \$96.50 | |

| | | | | | | | |
|----------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| TEST BORING DRILLER | 6/1/2025 | \$51.70 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$80.65 |
| LABORERS | 12/1/2025 | \$53.20 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$82.15 |
| LABORERS - FOUNDATION AND MARINE | 6/1/2026 | \$54.75 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$83.70 |
| | 12/1/2026 | \$56.25 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$85.20 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|----------------------------------|-----------|---------|--------|--------|--------|--------|---------|
| TEST BORING DRILLER HELPER | 6/1/2025 | \$47.82 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.77 |
| LABORERS | 12/1/2025 | \$49.32 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$78.27 |
| LABORERS - FOUNDATION AND MARINE | 6/1/2026 | \$50.87 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$79.82 |
| | 12/1/2026 | \$52.37 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$81.32 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|---------------------|-----------|---------|--------|--------|--------|--------|---------|
| TEST BORING LABORER | 6/1/2025 | \$47.70 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.20 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$78.15 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------|---------------------------|------------|
| LABORERS - FOUNDATION AND MARINE | 6/1/2026 | \$50.75 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.25 | \$9.90 | \$9.25 | \$9.80 | \$0.00 | \$81.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS | 6/1/2025 | \$57.68 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$89.73 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.12 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.17 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$60.40 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$92.45 |
| | 12/1/2026 | \$61.84 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.89 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT | 8/1/2025 | \$42.92 | \$15.41 | \$20.17 | \$0.00 | \$0.00 | \$78.50 |
| TEAMSTERS JOINT COUNCIL NO. 10 | 12/1/2025 | \$42.92 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$80.11 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 6/1/2026 | \$43.92 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$81.11 |
| | 8/1/2026 | \$43.92 | \$15.91 | \$21.78 | \$0.00 | \$0.00 | \$81.61 |
| | 12/1/2026 | \$43.92 | \$15.91 | \$23.52 | \$0.00 | \$0.00 | \$83.35 |
| TUNNEL WORK - COMPRESSED AIR | 6/1/2025 | \$59.93 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$89.33 |
| LABORERS | 12/1/2025 | \$61.43 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$90.83 |
| LABORERS (COMPRESSED AIR) | 6/1/2026 | \$62.98 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$92.38 |
| | 12/1/2026 | \$64.48 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$93.88 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) | 6/1/2025 | \$61.93 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$91.33 |
| LABORERS | 12/1/2025 | \$63.43 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$92.83 |
| LABORERS (COMPRESSED AIR) | 6/1/2026 | \$64.98 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$94.38 |
| | 12/1/2026 | \$66.48 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$95.88 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TUNNEL WORK - FREE AIR | 6/1/2025 | \$52.00 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$81.40 |
| LABORERS | 12/1/2025 | \$53.50 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$82.90 |
| LABORERS (FREE AIR TUNNEL) | 6/1/2026 | \$55.05 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$84.45 |
| | 12/1/2026 | \$56.55 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$85.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) | 6/1/2025 | \$54.00 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$83.40 |
| LABORERS | 12/1/2025 | \$55.50 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$84.90 |
| LABORERS (FREE AIR TUNNEL) | 6/1/2026 | \$57.05 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$86.45 |
| | 12/1/2026 | \$58.55 | \$9.90 | \$9.25 | \$10.25 | \$0.00 | \$87.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | | |
| VAC-HAUL | 8/1/2025 | \$42.34 | \$15.41 | \$20.17 | \$0.00 | \$0.00 | \$77.92 |
| TEAMSTERS JOINT COUNCIL NO. 10 | 12/1/2025 | \$42.34 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$79.53 |
| TEAMSTERS JOINT COUNCIL NO. 10 ZONE A | 6/1/2026 | \$43.34 | \$15.41 | \$21.78 | \$0.00 | \$0.00 | \$80.53 |
| | 8/1/2026 | \$43.34 | \$15.91 | \$21.78 | \$0.00 | \$0.00 | \$81.03 |
| | 12/1/2026 | \$43.34 | \$15.91 | \$23.52 | \$0.00 | \$0.00 | \$82.77 |
| WAGON DRILL OPERATOR | 6/1/2025 | \$47.85 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.65 |
| LABORERS | 12/1/2025 | \$49.35 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.15 |
| LABORERS - ZONE 1 | 6/1/2026 | \$50.90 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.70 |
| | 12/1/2026 | \$52.40 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.20 |

Construction

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|----------------|----------------|-----------|--------|---------|---------|---------------------------|------------|
| | 6/1/2027 | \$54.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$82.80 |
| | 12/1/2027 | \$55.60 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$84.40 |
| | 6/1/2028 | \$57.28 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$86.08 |
| | 12/1/2028 | \$58.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$87.75 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | | |
|--|-----------|---------|--------|--------|--------|--------|---------|
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) | 6/1/2025 | \$47.95 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$76.75 |
| LABORERS | 12/1/2025 | \$49.45 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$78.25 |
| LABORERS - ZONE 1 (HEAVY & HIGHWAY) | 6/1/2026 | \$51.00 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$79.80 |
| | 12/1/2026 | \$52.50 | \$9.90 | \$9.25 | \$9.65 | \$0.00 | \$81.30 |

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

| | | | | | | | |
|-----------------------------|-----------|---------|---------|---------|--------|--------|---------|
| WASTE WATER PUMP OPERATOR | 6/1/2025 | \$58.33 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$90.38 |
| OPERATING ENGINEERS LOCAL 4 | 12/1/2025 | \$59.78 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$91.83 |
| OPERATING ENGINEERS LOCAL 4 | 6/1/2026 | \$61.08 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$93.13 |
| | 12/1/2026 | \$62.53 | \$15.55 | \$13.25 | \$3.25 | \$0.00 | \$94.58 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | | |
|--------------------------------|----------|---------|---------|---------|--------|--------|----------|
| WATER METER INSTALLER | 3/2/2025 | \$69.84 | \$14.32 | \$12.31 | \$8.00 | \$0.00 | \$104.47 |
| PLUMBERS & GASFITTERS LOCAL 12 | | | | | | | |
| PLUMBERS & GASFITTERS LOCAL 12 | | | | | | | |

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

Outside Electrical

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------|---------------------------|------------|
| CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$29.67 | \$9.25 | \$0.89 | \$1.00 | \$0.00 | \$40.81 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | | |
| CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$42.03 | \$9.25 | \$1.26 | \$9.01 | \$0.00 | \$61.55 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | | |
| DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$34.62 | \$9.25 | \$1.04 | \$9.03 | \$0.00 | \$53.94 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | | |
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$27.20 | \$9.25 | \$0.82 | \$1.00 | \$0.00 | \$38.27 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | | |
| EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$42.03 | \$9.25 | \$1.26 | \$13.09 | \$0.00 | \$65.63 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$37.09 | \$9.25 | \$1.11 | \$9.76 | \$0.00 | \$57.21 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | | |
| GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$27.20 | \$9.25 | \$0.82 | \$1.00 | \$0.00 | \$38.27 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$22.25 | \$9.25 | \$0.82 | \$1.00 | \$0.00 | \$33.32 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | | |
| JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 8/30/2020 | \$49.45 | \$9.25 | \$1.48 | \$16.00 | \$0.00 | \$76.18 |

Apprentice: JOURNEYMAN LINEMAN
Effective Date: 8/30/2020

| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------|---------------------------|------------|
| 1 | 60.00 | \$29.67 | \$9.25 | \$0.89 | \$2.50 | \$0.00 | \$42.31 |
| 2 | 65.00 | \$32.14 | \$9.25 | \$0.96 | \$2.50 | \$0.00 | \$44.85 |
| 3 | 70.00 | \$34.62 | \$9.25 | \$1.04 | \$2.50 | \$0.00 | \$47.41 |
| 4 | 75.00 | \$37.09 | \$9.25 | \$1.11 | \$4.00 | \$0.00 | \$51.45 |

Outside Electrical

| Classification | Effective Date | Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
|---------------------------------------|----------------|-------------------------|--------|---------|---------|------------------------------|---------------|
| Apprentice: JOURNEYMAN LINEMAN | | | | | | | |
| Effective Date: 8/30/2020 | | | | | | | |
| Step | Percent | Apprentice Base Wage | Health | Pension | Annuity | Supplemental Unemployment | Total Rate |
| 5 | 80.00 | \$39.56 | \$9.25 | \$1.19 | \$4.00 | \$0.00 | \$54.00 |
| 6 | 85.00 | \$42.03 | \$9.25 | \$1.26 | \$4.00 | \$0.00 | \$56.54 |
| 7 | 90.00 | \$44.51 | \$9.25 | \$1.34 | \$6.00 | \$0.00 | \$61.10 |

| | | | | | | | |
|---|----------|---------|--------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER | 2/4/2019 | \$30.73 | \$4.70 | \$0.92 | \$2.25 | \$0.00 | \$38.60 |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | | |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | | |

| | | | | | | | |
|---|----------|---------|--------|--------|--------|--------|---------|
| TELEDATA LINEMAN/EQUIPMENT OPERATOR | 2/4/2019 | \$28.93 | \$4.70 | \$0.89 | \$2.25 | \$0.00 | \$36.77 |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | | |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | | |

| | | | | | | | |
|---|----------|---------|--------|--------|--------|--------|---------|
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN | 2/4/2019 | \$28.93 | \$4.70 | \$0.89 | \$2.25 | \$0.00 | \$36.77 |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | | |
| OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | | | | | | | |

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.