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CONTRACT # BC-25-8089

ATTACHMENT C

AMENDMENT NO. 1

This Amendment No**.1** made this 28**th** day of **April, 2026** by and between Barnstable County (the "County") and **WIN Waste Innovations of Northern New England Inc.** (the "Contractor") (collectively the "Parties") amends the Contract for Services Purchased Terms and Conditions made and entered into by the Parties on **June 24, 2025** (the "Contract").

WHEREAS, the Parties wish to extend the term of the Contract;

WHEREAS, the Parties wish to increase the Contract amount by $748,800 for a new total of $1,468,800;

WHEREAS, Section **27** of the Contract entitled "Amendments," allows for the Parties upon mutual agreement to amend the Contract by executing a written amendment;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein and in the Contract, and for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties, intending to be legally bound, agree as follows:

1. The following shall be inserted in Section **3** of the Contract entitled "Contract Amendments":

   "Attachment **"C",** Amendment No. 1, consisting of 1 page."

2. Section **4** of the Contract entitled "Dates of Performance" shall be revised by replacing the completion date of **June 30, 2026** with a new completion date of **June 30, 2027**.

3. The maximum obligation provided in Paragraph E of Section **6** of the Contract entitled "Payment" shall be deleted and the following maximum obligation inserted therein: **$1,468,800**.

The Parties hereto acknowledge and agree that, except as specifically amended by the terms of this Amendment No**.1**, all the terms, covenants and provisions of the Contract are hereby ratified and confirmed and shall remain in full force and effect throughout the balance of the term of the Contract. From and after the date hereof, all references in the Contract to "the Contract" or "this Contract" shall mean and be the Contract as affected by this Amendment No**.1**.

IN WITNESS WHEREOF, the Parties have caused this Amendment No**.1** to be executed by their duly authorized representatives on the date and year first above written.

Barnstable County

Signed by:
Mark R. Forest
2ED22B60DD36416...

Contractor: WIN Waste Innovations of Northern New England Inc.

Signed by:
Caitlin M McGovern
9C8BA048375F4BD...

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

MAURA HEALEY
Governor
KIM DRISCOLL
Lt. Governor

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

LAUREN JONES
Secretary
MICHAEL FLANAGAN
Director

Awarding Authority:	Barnstable County	**City/Town:**	BARNSTABLE
Contract Number:	8089		
Description of Work:	Disposal of construction and demolition waste not accepted at MSW facilities		
Job Location:	Varies		

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$40.95	$16.17	$21.78	$0.00	$0.00	$78.90
	6/1/2026	$41.95	$16.17	$21.78	$0.00	$0.00	$79.90
	12/1/2026	$41.95	$16.17	$23.52	$0.00	$0.00	$81.64
	1/1/2027	$41.95	$16.77	$23.52	$0.00	$0.00	$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.02	$16.17	$21.78	$0.00	$0.00	$78.97
	6/1/2026	$42.02	$16.17	$21.78	$0.00	$0.00	$79.97
	12/1/2026	$42.02	$16.17	$23.52	$0.00	$0.00	$81.71
	1/1/2027	$42.02	$16.77	$23.52	$0.00	$0.00	$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.14	$16.17	$21.78	$0.00	$0.00	$79.09
	6/1/2026	$42.14	$16.17	$21.78	$0.00	$0.00	$80.09
	12/1/2026	$42.14	$16.17	$23.52	$0.00	$0.00	$81.83
	1/1/2027	$42.14	$16.77	$23.52	$0.00	$0.00	$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2) For apprentice rates see "Apprentice- PILE DRIVER"	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
AIR TRACK OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	12/1/2025	$44.80	$14.50	$4.30	$6.75	$0.00	$70.35
ASPHALT RAKER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/1/2025	$58.68	$16.55	$13.35	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.98	$16.55	$13.35	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.43	$16.55	$13.35	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	12/1/2025	$58.68	$16.55	$13.35	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.98	$16.55	$13.35	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.43	$16.55	$13.35	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
LABORERS	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
LABORERS - ZONE 2	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
LABORERS	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
BOILER MAKER	1/1/2024	$48.12	$7.07	$14.60	$6.00	$0.00	$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER

Effective Date: 1/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	$31.28	$7.07	$9.32	$3.90	$0.00	$51.57
2	65.00	$31.28	$7.07	$9.32	$3.90	$0.00	$51.57
3	70.00	$33.68	$7.07	$10.03	$4.20	$0.00	$54.98
4	75.00	$36.09	$7.07	$10.74	$4.50	$0.00	$58.40
5	80.00	$38.50	$7.07	$11.45	$4.80	$0.00	$61.82
6	85.00	$40.90	$7.07	$12.18	$5.10	$0.00	$65.25

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
7	90.00	$43.31	$7.07	$12.88	$5.40	$0.00	$68.66
8	95.00	$45.71	$7.07	$13.62	$5.70	$0.00	$72.10

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (NEW BEDFORD)	2/1/2026	$67.95	$12.84	$15.57	$8.02	$0.00	$104.38
	8/1/2026	$70.15	$12.84	$15.57	$8.02	$0.00	$106.58
	2/1/2027	$71.55	$12.84	$15.57	$8.02	$0.00	$107.98

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	$33.98	$12.84	$15.57	$8.02	$0.00	$70.41
2	60.00	$40.77	$12.84	$15.57	$8.02	$0.00	$77.20
3	70.00	$47.57	$12.84	$15.57	$8.02	$0.00	$84.00
4	80.00	$54.36	$12.84	$15.57	$8.02	$0.00	$90.79
5	90.00	$61.16	$12.84	$15.57	$8.02	$0.00	$97.59

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.08	$12.84	$15.57	$8.02	$0.00	$71.51
2	60.00	$42.09	$12.84	$15.57	$8.02	$0.00	$78.52
3	70.00	$49.11	$12.84	$15.57	$8.02	$0.00	$85.54
4	80.00	$56.12	$12.84	$15.57	$8.02	$0.00	$92.55
5	90.00	$63.14	$12.84	$15.57	$8.02	$0.00	$99.57

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$49.10	$10.65	$9.75	$9.80	$0.00	$79.30
	6/1/2026	$50.65	$10.65	$9.75	$9.80	$0.00	$80.85
	12/1/2026	$52.15	$10.65	$9.75	$9.80	$0.00	$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER LABORERS	12/1/2025	$47.95	$10.65	$9.75	$9.80	$0.00	$78.15
	6/1/2026	$49.50	$10.65	$9.75	$9.80	$0.00	$79.70

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - FOUNDATION AND MARINE	12/1/2026	$51.00	$10.65	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	12/1/2025	$48.28	$10.65	$9.75	$9.80	$0.00	$78.48
LABORERS	6/1/2026	$49.83	$10.65	$9.75	$9.80	$0.00	$80.03
LABORERS - FOUNDATION AND MARINE	12/1/2026	$51.33	$10.65	$9.75	$9.80	$0.00	$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2026	$50.85	$11.08	$11.47	$8.50	$0.00	$81.90
CARPENTERS	9/1/2026	$52.10	$11.08	$11.47	$8.50	$0.00	$83.15
CARPENTERS -ZONE 2 (Eastern Massachusetts)	3/1/2027	$53.35	$11.08	$11.47	$8.50	$0.00	$84.40

Apprentice: CARPENTER

Effective Date: 3/1/2026

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

Apprentice: CARPENTER

Effective Date: 9/1/2026

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

Apprentice to Journeyworker Ratio: 1:5

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME	10/1/2025	$27.37	$7.38	$4.47	$1.00	$0.00	$40.22
CARPENTERS	10/1/2026	$28.47	$7.38	$4.47	$1.00	$0.00	$41.32
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$16.42	$7.38	$0.00	$0.00	$0.00	$23.80
2	60.00	$16.42	$7.38	$0.00	$0.00	$0.00	$23.80
3	65.00	$17.79	$7.38	$0.00	$1.00	$0.00	$26.17
4	70.00	$19.16	$7.38	$0.00	$1.00	$0.00	$27.54
5	75.00	$20.53	$7.38	$3.80	$1.00	$0.00	$32.71
6	80.00	$21.90	$7.38	$3.80	$1.00	$0.00	$34.08
7	85.00	$23.26	$7.38	$3.80	$1.00	$0.00	$35.44
8	90.00	$24.63	$7.38	$3.80	$1.00	$0.00	$36.81

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

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

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING	1/1/2026	$53.24	$13.35	$16.43	$7.78	$1.80	$92.60
PLASTERERS AND CEMENT MASONS LOCAL 534	7/1/2026	$54.49	$13.35	$16.43	$7.78	$1.80	$93.85
Plasterers and Cement Masons - Zone 1	1/1/2027	$55.94	$13.35	$16.43	$7.78	$1.80	$95.30
	7/1/2027	$57.29	$13.35	$16.43	$7.78	$1.80	$96.65
	1/1/2028	$58.64	$13.35	$16.43	$7.78	$1.80	$98.00

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.62	$13.35	$16.43	$0.00	$0.00	$56.40
2	60.00	$31.94	$13.35	$16.43	$7.78	$1.80	$71.30
3	65.00	$34.61	$13.35	$16.43	$7.78	$1.80	$73.97
4	70.00	$37.27	$13.35	$16.43	$7.78	$1.80	$76.63

Construction

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

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	75.00	$39.93	$13.35	$16.43	$7.78	$1.80	$79.29
6	80.00	$42.59	$13.35	$16.43	$7.78	$1.80	$81.95
7	90.00	$47.92	$13.35	$16.43	$0.00	$0.00	$77.70

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 7/1/2026

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

Apprentice to Journeyworker Ratio: 1:5

CHAIN SAW OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$59.88	$16.55	$13.35	$3.25	$0.00	$93.03
	6/1/2026	$61.21	$16.55	$13.35	$3.25	$0.00	$94.36
	12/1/2026	$62.69	$16.55	$13.35	$3.25	$0.00	$95.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$37.37	$16.55	$13.35	$3.25	$0.00	$70.52
	6/1/2026	$38.23	$16.55	$13.35	$3.25	$0.00	$71.38
	12/1/2026	$39.18	$16.55	$13.35	$3.25	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.60	$0.00	$94.51

Construction

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

Apprentice: DELEADER (BRIDGE)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$29.78	$10.35	$0.00	$0.00	$0.00	$40.13
2	55.00	$32.76	$10.35	$0.00	$6.93	$0.00	$50.04
3	60.00	$35.74	$10.35	$0.00	$7.56	$0.00	$53.65
4	65.00	$38.71	$10.35	$0.00	$8.19	$0.00	$57.25
5	70.00	$41.69	$10.35	$12.00	$8.82	$0.00	$72.86
6	75.00	$44.67	$10.35	$12.00	$9.45	$0.00	$76.47
7	80.00	$47.65	$10.35	$12.00	$10.08	$0.00	$80.08
8	90.00	$53.60	$10.35	$12.00	$11.34	$0.00	$87.29

Apprentice to Journeyworker Ratio: 1:1

DEMO: ADZEMAN LABORERS LABORERS - ZONE 2	12/1/2025	$48.00	$10.65	$9.75	$9.65	$0.00	$78.05
	6/1/2026	$49.55	$10.65	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$51.05	$10.65	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.65	$10.65	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.25	$10.65	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.93	$10.65	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.60	$10.65	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$49.00	$10.65	$9.75	$9.65	$0.00	$79.05
	6/1/2026	$50.55	$10.65	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$52.05	$10.65	$9.75	$9.65	$0.00	$82.10
	6/7/2027	$53.65	$10.65	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.25	$10.65	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.93	$10.65	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.60	$10.65	$9.75	$9.65	$0.00	$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS LABORERS LABORERS - ZONE 2	12/1/2025	$48.75	$10.65	$9.75	$9.65	$0.00	$78.80
	6/1/2026	$50.30	$10.65	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.80	$10.65	$9.75	$9.65	$0.00	$81.85
	6/7/2027	$53.40	$10.65	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$55.00	$10.65	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.68	$10.65	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.35	$10.65	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS - ZONE 2	12/1/2025	$49.00	$10.65	$9.75	$9.65	$0.00	$79.05
	6/1/2026	$50.55	$10.65	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$52.05	$10.65	$9.75	$9.65	$0.00	$82.10
	6/7/2027	$53.65	$10.65	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.25	$10.65	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.93	$10.65	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.60	$10.65	$9.75	$9.65	$0.00	$88.65

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$48.75	$10.65	$9.75	$9.65	$0.00	$78.80
	6/1/2026	$50.30	$10.65	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.80	$10.65	$9.75	$9.65	$0.00	$81.85
	6/7/2027	$53.40	$10.65	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$55.00	$10.65	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.68	$10.65	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.35	$10.65	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER LABORERS LABORERS - ZONE 2	12/1/2025	$48.00	$10.65	$9.75	$9.65	$0.00	$78.05
	6/1/2026	$49.55	$10.65	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$51.05	$10.65	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.65	$10.65	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.25	$10.65	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.93	$10.65	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.60	$10.65	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$78.11	$10.08	$11.62	$12.67	$0.00	$112.48
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A $69.83, 3A $91.79,4A $102.14 Total Rate							
DIVER TENDER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A $54.20, 3A $73.93,4A $82.05 Total Rate							
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$83.69	$10.08	$11.62	$12.67	$0.00	$118.06
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 DRAWBRIDGE - SEIU LOCAL 888	7/1/2020	$26.77	$6.67	$3.93	$0.00	$0.16	$37.53
ELECTRICIAN ELECTRICIANS LOCAL 223 ELECTRICIANS LOCAL 223	9/1/2025	$52.25	$12.25	$14.86	$3.75	$0.00	$83.11
	9/1/2026	$54.72	$12.50	$15.56	$4.00	$0.00	$86.78

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4 ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2026	$77.26	$16.38	$11.06	$10.70	$0.00	$115.40
	1/1/2027	$80.55	$16.48	$11.16	$11.00	$0.00	$119.19

Apprentice: ELECTRICIAN

Effective Date: 9/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$20.90	$12.25	$0.63	$0.00	$0.00	$33.78
2	45.00	$23.51	$12.25	$0.71	$0.00	$0.00	$36.47
3	50.00	$26.13	$12.25	$0.78	$0.00	$0.00	$39.16
4	55.00	$28.74	$12.25	$6.61	$2.50	$0.00	$50.10
5	60.00	$31.35	$12.25	$7.21	$2.50	$0.00	$53.31
6	65.00	$33.96	$12.25	$7.82	$2.50	$0.00	$56.53
7	70.00	$36.58	$12.25	$8.41	$2.50	$0.00	$59.74
8	75.00	$39.19	$12.25	$9.02	$2.50	$0.00	$62.96

Apprentice: ELECTRICIAN

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$21.89	$12.50	$0.66	$0.00	$0.00	$35.05
2	45.00	$24.62	$12.50	$0.74	$0.00	$0.00	$37.86
3	50.00	$27.36	$12.50	$0.82	$0.00	$0.00	$40.68
4	55.00	$30.10	$12.50	$6.92	$2.75	$0.00	$52.27
5	60.00	$32.83	$12.50	$7.54	$2.75	$0.00	$55.62
6	65.00	$35.57	$12.50	$8.18	$2.75	$0.00	$59.00
7	70.00	$38.30	$12.50	$8.81	$2.75	$0.00	$62.36
8	75.00	$41.04	$12.50	$9.43	$2.75	$0.00	$65.72

Apprentice to Journeyworker Ratio: 2:3

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$38.63	$0.00	$0.00	$0.00	$0.00	$38.63
2	55.00	$42.49	$16.38	$11.06	$10.70	$0.00	$80.63
3	65.00	$50.22	$16.38	$11.06	$10.70	$0.00	$88.36
4	70.00	$54.08	$16.38	$11.06	$10.70	$0.00	$92.22
5	80.00	$61.81	$16.38	$11.06	$10.70	$0.00	$99.95

Construction

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

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$40.28	$0.00	$0.00	$0.00	$0.00	$40.28
2	55.00	$44.30	$16.48	$11.16	$11.00	$0.00	$82.94
3	65.00	$52.36	$16.48	$11.16	$11.00	$0.00	$91.00
4	70.00	$56.39	$16.48	$11.16	$11.00	$0.00	$95.03
5	80.00	$64.44	$16.48	$11.16	$11.00	$0.00	$103.08

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4 ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2026 1/1/2027	$54.08 $56.39	$16.38 $16.48	$11.06 $11.16	$10.07 $11.00	$0.00 $0.00	$91.59 $95.03
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025 6/1/2026 12/1/2026	$40.72 $42.16 $43.60	$10.65 $10.65 $10.65	$9.75 $9.75 $9.75	$9.21 $9.21 $9.21	$0.00 $0.00 $0.00	$70.33 $71.77 $73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2025 5/1/2026 11/1/2026 5/1/2027	$53.56 $55.00 $56.29 $57.72	$16.05 $16.05 $16.05 $16.05	$13.25 $13.25 $13.25 $13.25	$3.25 $3.25 $3.25 $3.25	$0.00 $0.00 $0.00 $0.00	$86.11 $87.55 $88.84 $90.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2025 5/1/2026 11/1/2026 5/1/2027	$55.17 $56.62 $57.92 $59.37	$16.05 $16.05 $16.05 $16.05	$13.25 $13.25 $13.25 $13.25	$3.25 $3.25 $3.25 $3.25	$0.00 $0.00 $0.00 $0.00	$87.72 $89.17 $90.47 $91.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	11/1/2025 5/1/2026 11/1/2026 5/1/2027	$26.03 $26.88 $27.64 $28.49	$16.05 $16.05 $16.05 $16.05	$13.25 $13.25 $13.25 $13.25	$3.25 $3.25 $3.25 $3.25	$0.00 $0.00 $0.00 $0.00	$58.58 $59.43 $60.19 $61.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 223 ELECTRICIANS LOCAL 223	9/1/2025 9/1/2026	$52.25 $54.72	$12.25 $12.50	$14.86 $15.56	$3.75 $4.00	$0.00 $0.00	$83.11 $86.78
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 223 ELECTRICIANS LOCAL 223	9/1/2025 9/1/2026	$52.25 $54.72	$12.25 $12.50	$14.86 $15.56	$3.75 $4.00	$0.00 $0.00	$83.11 $86.78
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$47.09	$16.55	$13.35	$3.25	$0.00	$80.24
	6/1/2026	$48.15	$16.55	$13.35	$3.25	$0.00	$81.30
	12/1/2026	$49.33	$16.55	$13.35	$3.25	$0.00	$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$28.09	$10.65	$9.75	$9.21	$0.00	$57.70
	6/1/2026	$29.21	$10.65	$9.75	$9.21	$0.00	$58.82
	12/1/2026	$29.21	$10.65	$9.75	$9.21	$0.00	$58.82
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FLOORCOVERER FLOORCOVERERS LOCAL 2168 FLOORCOVERERS LOCAL 2168 ZONE II	3/1/2024	$48.93	$10.33	$11.47	$8.80	$0.00	$79.53

Apprentice: FLOORCOVERER

Effective Date: 3/1/2024

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

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.68	$16.55	$13.35	$3.25	$0.00	$91.83
	6/1/2026	$59.98	$16.55	$13.35	$3.25	$0.00	$93.13
	12/1/2026	$61.43	$16.55	$13.35	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$37.37	$16.55	$13.35	$3.25	$0.00	$70.52
	6/1/2026	$38.23	$16.55	$13.35	$3.25	$0.00	$71.38
	12/1/2026	$39.18	$16.55	$13.35	$3.25	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 1333 GLAZIERS LOCAL 1333	6/1/2025	$43.13	$10.80	$8.25	$5.50	$0.00	$67.68
	6/1/2026	$44.73	$11.20	$8.40	$6.05	$0.00	$70.38
	6/1/2027	$46.73	$11.60	$8.55	$6.60	$0.00	$73.48
	6/1/2028	$48.73	$12.00	$8.70	$7.20	$0.00	$76.63

Construction

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

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)

Effective Date: 6/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$21.57	$10.80	$8.25	$5.50	$0.00	$46.12
2	56.25	$24.26	$10.80	$8.25	$5.50	$0.00	$48.81
3	62.50	$26.96	$10.80	$8.25	$5.50	$0.00	$51.51
4	68.75	$29.65	$10.80	$8.25	$5.50	$0.00	$54.20
5	75.00	$32.35	$10.80	$8.25	$5.50	$0.00	$56.90
6	81.25	$35.04	$10.80	$8.25	$5.50	$0.00	$59.59
7	87.50	$37.74	$10.80	$8.25	$5.50	$0.00	$62.29
8	93.75	$40.43	$10.80	$8.25	$5.50	$0.00	$64.98

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$22.37	$11.20	$8.40	$6.05	$0.00	$48.02
2	56.25	$25.16	$11.20	$8.40	$6.05	$0.00	$50.81
3	62.50	$27.96	$11.20	$8.40	$6.05	$0.00	$53.61
4	68.75	$30.75	$11.20	$8.40	$6.05	$0.00	$56.40
5	75.00	$33.55	$11.20	$8.40	$6.05	$0.00	$59.20
6	81.25	$36.34	$11.20	$8.40	$6.05	$0.00	$61.99
7	87.50	$39.14	$11.20	$8.40	$6.05	$0.00	$64.79
8	93.75	$41.93	$11.20	$8.40	$6.05	$0.00	$67.58

Apprentice to Journeyworker Ratio: 3:1

HOISTING ENGINEER/CRANES/GRADALLS	12/1/2025	$58.68	$16.55	$13.35	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.98	$16.55	$13.35	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.43	$16.55	$13.35	$3.25	$0.00	$94.58

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	$16.05	$13.25	$3.25	$0.00	$68.42
3	65.00	$38.86	$16.05	$13.25	$3.25	$0.00	$71.41
4	70.00	$41.85	$16.05	$13.25	$3.25	$0.00	$74.40
5	75.00	$44.84	$16.05	$13.25	$3.25	$0.00	$77.39
6	80.00	$47.82	$16.05	$13.25	$3.25	$0.00	$80.37
7	85.00	$50.81	$16.05	$13.25	$3.25	$0.00	$83.36
8	90.00	$53.80	$16.05	$13.25	$3.25	$0.00	$86.35

Construction

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

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$32.99	$0.00	$0.00	$0.00	$0.00	$32.99
2	60.00	$35.99	$16.55	$13.35	$3.25	$0.00	$69.14
3	65.00	$38.99	$16.55	$13.35	$3.25	$0.00	$72.14
4	70.00	$41.99	$16.55	$13.35	$3.25	$0.00	$75.14
5	75.00	$44.99	$16.55	$13.35	$3.25	$0.00	$78.14
6	80.00	$47.98	$16.55	$13.35	$3.25	$0.00	$81.13
7	85.00	$50.98	$16.55	$13.35	$3.25	$0.00	$84.13
8	90.00	$53.98	$16.55	$13.35	$3.25	$0.00	$87.13

Apprentice to Journeyworker Ratio: 1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - B	4/1/2026	$44.93	$15.25	$13.63	$6.15	$2.24	$82.20
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 223 ELECTRICIANS LOCAL 223	9/1/2025	$52.25	$12.25	$14.86	$3.75	$0.00	$83.11
	9/1/2026	$54.72	$12.50	$15.56	$4.00	$0.00	$86.78
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - B	4/1/2026	$44.93	$15.25	$13.63	$6.15	$2.24	$82.20
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 51 PLUMBERS & PIPEFITTERS LOCAL 51	8/25/2025	$55.24	$10.80	$16.80	$4.60	$0.00	$87.44
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 51 PLUMBERS & PIPEFITTERS LOCAL 51	8/25/2025	$55.24	$10.80	$16.80	$4.60	$0.00	$87.44
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS LABORERS LABORERS - ZONE 2	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
INSULATOR (PIPES & TANKS)	9/1/2025	$54.31	$14.75	$9.52	$10.09	$0.00	$88.67
HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)	9/1/2026	$57.38	$14.75	$9.52	$10.09	$0.00	$91.74

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2025

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

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2026

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

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 37 IRONWORKERS LOCAL 37	3/16/2021	$42.46	$7.70	$12.10	$5.00	$0.00	$67.26

Apprentice: IRONWORKER/WELDER

Effective Date: 3/16/2021

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	70.00	$29.72	$7.70	$12.10	$5.00	$0.00	$54.52
2	75.00	$31.85	$7.70	$12.10	$5.00	$0.00	$56.65
3	80.00	$33.97	$7.70	$12.10	$5.00	$0.00	$58.77
4	85.00	$36.09	$7.70	$12.10	$5.00	$0.00	$60.89
5	90.00	$38.21	$7.70	$12.10	$5.00	$0.00	$63.01
6	95.00	$40.34	$7.70	$12.10	$5.00	$0.00	$65.14

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01

For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76

Apprentice: LABORER

Effective Date: 12/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.03	$10.15	$9.50	$9.11	$0.00	$53.79
2	70.00	$29.20	$10.15	$9.50	$9.11	$0.00	$57.96
3	80.00	$33.38	$10.15	$9.50	$9.11	$0.00	$62.14
4	90.00	$37.55	$10.15	$9.50	$9.11	$0.00	$66.31

Apprentice: LABORER

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.15	$10.65	$9.75	$9.11	$0.00	$54.66
2	70.00	$29.34	$10.65	$9.75	$9.11	$0.00	$58.85
3	80.00	$33.53	$10.65	$9.75	$9.11	$0.00	$63.04
4	90.00	$37.72	$10.65	$9.75	$9.11	$0.00	$67.23

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.47	$10.65	$9.75	$9.21	$0.00	$70.08
	6/1/2026	$41.91	$10.65	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.35	$10.65	$9.75	$9.21	$0.00	$72.96

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 12/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.03	$10.15	$9.50	$9.21	$0.00	$53.89
2	70.00	$29.20	$10.15	$9.50	$9.21	$0.00	$58.06
3	80.00	$33.38	$10.15	$9.50	$9.21	$0.00	$62.24
4	90.00	$37.55	$10.15	$9.50	$9.21	$0.00	$66.41

Construction

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

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.15	$10.65	$9.75	$9.21	$0.00	$54.76
2	70.00	$29.34	$10.65	$9.75	$9.21	$0.00	$58.95
3	80.00	$33.53	$10.65	$9.75	$9.21	$0.00	$63.14
4	90.00	$37.72	$10.65	$9.75	$9.10	$0.00	$67.22

Apprentice to Journeyworker Ratio: 1:5

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: CEMENT FINISHER TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS LABORERS - ZONE 2	12/1/2025	$40.56	$10.65	$9.75	$9.65	$0.00	$70.61
	6/1/2026	$42.00	$10.65	$9.75	$9.65	$0.00	$72.05
	12/7/2026	$43.44	$10.65	$9.75	$9.65	$0.00	$73.49
	6/7/2027	$44.89	$10.65	$9.75	$9.65	$0.00	$74.94
	12/6/2027	$46.34	$10.65	$9.75	$9.65	$0.00	$76.39
	6/5/2028	$47.84	$10.65	$9.75	$9.65	$0.00	$77.89
	12/4/2028	$49.34	$10.65	$9.75	$9.65	$0.00	$79.39
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
LABORER: MULTI-TRADE TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	$52.08	$12.84	$15.57	$5.78	$0.00	$86.27
	8/1/2026	$53.84	$12.84	$15.57	$5.78	$0.00	$88.03
	2/1/2027	$54.96	$12.84	$15.57	$5.78	$0.00	$89.15

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.04	$12.84	$15.57	$5.78	$0.00	$60.23
2	60.00	$31.25	$12.84	$15.57	$5.78	$0.00	$65.44
3	70.00	$36.46	$12.84	$15.57	$5.78	$0.00	$70.65
4	80.00	$41.66	$12.84	$15.57	$5.78	$0.00	$75.85
5	90.00	$46.87	$12.84	$15.57	$5.78	$0.00	$81.06

Construction

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

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 8/1/2026

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

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS,TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	$67.97	$12.84	$15.57	$7.99	$0.00	$104.37
	8/1/2026	$70.17	$12.84	$15.57	$7.99	$0.00	$106.57
	2/1/2027	$71.57	$12.84	$15.57	$7.99	$0.00	$107.97

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$33.99	$12.84	$15.57	$7.99	$0.00	$70.39
2	60.00	$40.78	$12.84	$15.57	$7.99	$0.00	$77.18
3	70.00	$47.58	$12.84	$15.57	$7.99	$0.00	$83.98
4	80.00	$54.38	$12.84	$15.57	$7.99	$0.00	$90.78
5	90.00	$61.17	$12.84	$15.57	$7.99	$0.00	$97.57

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.09	$12.84	$15.57	$7.99	$0.00	$71.49
2	60.00	$42.10	$12.84	$15.57	$7.99	$0.00	$78.50
3	70.00	$49.12	$12.84	$15.57	$7.99	$0.00	$85.52
4	80.00	$56.14	$12.84	$15.57	$7.99	$0.00	$92.54
5	90.00	$63.15	$12.84	$15.57	$7.99	$0.00	$99.55

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 MILLWRIGHTS LOCAL 1121 - Zone 2	1/5/2026	$46.86	$10.58	$11.47	$10.00	$0.00	$78.91

Apprentice: MILLWRIGHT (Zone 2)

Effective Date: 1/5/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$25.77	$10.58	$0.00	$5.50	$0.00	$41.85
2	65.00	$30.46	$10.58	$0.00	$6.50	$0.00	$47.54
3	75.00	$35.15	$10.58	$11.47	$7.50	$0.00	$64.70
4	85.00	$39.83	$10.58	$11.47	$8.50	$0.00	$70.38

Apprentice Notes

Step 1&2 Appr. indentured after 1/6/2020 receive no pension,

Apprentice to Journeyworker Ratio: 1:4

MORTAR MIXER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$25.08	$16.55	$13.35	$3.25	$0.00	$58.23
	6/1/2026	$25.67	$16.55	$13.35	$3.25	$0.00	$58.82
	12/1/2026	$26.34	$16.55	$13.35	$3.25	$0.00	$59.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$31.05	$16.55	$13.35	$3.25	$0.00	$64.20
	6/1/2026	$31.77	$16.55	$13.35	$3.25	$0.00	$64.92
	12/1/2026	$32.57	$16.55	$13.35	$3.25	$0.00	$65.72
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.50	$0.00	$94.41

Construction

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

Apprentice: PAINTER (BRIDGES/TANKS)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$29.78	$10.35	$0.00	$0.00	$0.00	$40.13
2	55.00	$32.76	$10.35	$0.00	$6.93	$0.00	$50.04
3	60.00	$35.74	$10.35	$0.00	$7.56	$0.00	$53.65
4	65.00	$38.71	$10.35	$0.00	$8.19	$0.00	$57.25
5	70.00	$41.69	$10.35	$12.00	$8.82	$0.00	$72.86
6	75.00	$44.67	$10.35	$12.00	$9.45	$0.00	$76.47
7	80.00	$47.65	$10.35	$12.00	$10.08	$0.00	$80.08
8	90.00	$53.60	$10.35	$12.00	$11.34	$0.00	$87.29

Apprentice to Journeyworker Ratio: 1:1

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

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.
PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$25.23	$10.35	$0.00	$0.00	$0.00	$35.58
2	55.00	$27.75	$10.35	$0.00	$6.93	$0.00	$45.03
3	60.00	$30.28	$10.35	$0.00	$7.56	$0.00	$48.19
4	65.00	$32.80	$10.35	$0.00	$8.19	$0.00	$51.34
5	70.00	$35.32	$10.35	$12.00	$8.82	$0.00	$66.49
6	75.00	$37.85	$10.35	$12.00	$9.45	$0.00	$69.65
7	80.00	$40.37	$10.35	$12.00	$10.08	$0.00	$72.80
8	90.00	$45.41	$10.35	$12.00	$11.34	$0.00	$79.10

Apprentice to Journeyworker Ratio: 1:1

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

PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.26	$10.35	$0.00	$0.00	$0.00	$34.61
2	55.00	$26.69	$10.35	$0.00	$6.93	$0.00	$43.97
3	60.00	$29.11	$10.35	$0.00	$7.56	$0.00	$47.02

Construction

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

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	65.00	$31.54	$10.35	$0.00	$8.19	$0.00	$50.08
5	70.00	$33.96	$10.35	$12.00	$8.82	$0.00	$65.13
6	75.00	$36.39	$10.35	$12.00	$9.45	$0.00	$68.19
7	80.00	$38.82	$10.35	$12.00	$10.08	$0.00	$71.25
8	90.00	$43.67	$10.35	$12.00	$11.34	$0.00	$77.36

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, NEW) *	1/1/2026	$49.06	$10.35	$12.00	$12.60	$0.00	$84.01

* If 30% or more of surfaces to be painted are new construction,
NEW paint rate shall be used.
PAINTERS LOCAL 35
PAINTERS LOCAL 35 - ZONE 2

Apprentice: PAINTER / TAPER (BRUSH, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$24.53	$10.35	$0.00	$0.00	$0.00	$34.88
2	55.00	$26.98	$10.35	$0.00	$6.93	$0.00	$44.26
3	60.00	$29.44	$10.35	$0.00	$7.56	$0.00	$47.35
4	65.00	$31.89	$10.35	$0.00	$8.19	$0.00	$50.43
5	70.00	$34.34	$10.35	$12.00	$8.82	$0.00	$65.51
6	75.00	$36.80	$10.35	$12.00	$9.45	$0.00	$68.60
7	80.00	$39.25	$10.35	$12.00	$10.08	$0.00	$71.68
8	90.00	$44.15	$10.35	$12.00	$11.34	$0.00	$77.84

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, REPAINT) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$47.12	$10.35	$12.00	$12.60	$0.00	$82.07

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$23.56	$10.35	$0.00	$0.00	$0.00	$33.91
2	55.00	$25.92	$10.35	$0.00	$6.93	$0.00	$43.20
3	60.00	$28.27	$10.35	$0.00	$7.56	$0.00	$46.18
4	65.00	$30.63	$10.35	$0.00	$8.19	$0.00	$49.17
5	70.00	$32.98	$10.35	$12.00	$8.82	$0.00	$64.15
6	75.00	$35.34	$10.35	$12.00	$9.45	$0.00	$67.14
7	80.00	$37.70	$10.35	$12.00	$10.08	$0.00	$70.13

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 1/1/2026							
Step / Percent		**Apprentice Base Wage**					
8 / 90.00		$42.41	$10.35	$12.00	$11.34	$0.00	$76.10
Apprentice to Journeyworker Ratio: 1:1							
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.47	$10.65	$9.75	$9.21	$0.00	$70.08
	6/1/2026	$41.91	$10.65	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.35	$10.65	$9.75	$9.21	$0.00	$72.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$40.78	$16.17	$21.78	$0.00	$0.00	$78.73
	6/1/2026	$41.78	$16.17	$21.78	$0.00	$0.00	$79.73
	12/1/2026	$41.78	$16.17	$23.52	$0.00	$0.00	$81.47
	1/1/2027	$41.78	$16.77	$23.52	$0.00	$0.00	$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	$51.97	$10.08	$11.62	$12.67	$0.00	$86.34
Apprentice: PILE DRIVER							
Effective Date: 8/1/2024							
Step / Percent		**Apprentice Base Wage**					
1 / 45.00		$23.39	$10.08	$0.00	$2.53	$0.00	$36.00
2 / 55.00		$28.58	$10.08	$0.00	$5.07	$0.00	$43.73
3 / 70.00		$36.38	$10.08	$11.62	$7.60	$0.00	$65.68
4 / 80.00		$41.58	$10.08	$11.62	$10.14	$0.00	$73.42
Apprentice to Journeyworker Ratio: 1:5							
PIPELAYER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY) LABORERS	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PLUMBER & PIPEFITTER PLUMBERS & PIPEFITTERS LOCAL 51 PLUMBERS & PIPEFITTERS LOCAL 51	8/25/2025	$55.24	$10.80	$16.80	$4.60	$0.00	$87.44

Apprentice: PLUMBER & PIPEFITTER

Effective Date: 8/25/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$22.10	$10.15	$2.50	$0.00	$0.00	$34.75
2	50.00	$27.62	$10.15	$2.50	$0.00	$0.00	$40.27
3	60.00	$33.14	$10.15	$8.40	$0.50	$0.00	$52.19
4	70.00	$38.67	$10.15	$13.44	$0.80	$0.00	$63.06
5	80.00	$44.19	$10.15	$16.80	$1.00	$0.00	$72.14

Apprentice to Journeyworker Ratio: 1:3

PNEUMATIC CONTROLS (TEMP.) PLUMBERS & PIPEFITTERS LOCAL 51 PLUMBERS & PIPEFITTERS LOCAL 51	8/25/2025	$55.24	$10.80	$16.80	$4.60	$0.00	$87.44
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
POWDERMAN & BLASTER LABORERS LABORERS - ZONE 2	12/1/2025	$41.47	$10.65	$9.75	$9.11	$0.00	$70.98
	6/1/2026	$42.91	$10.65	$9.75	$9.11	$0.00	$72.42
	12/1/2026	$44.35	$10.65	$9.75	$9.11	$0.00	$73.86
	6/1/2027	$45.80	$10.65	$9.75	$9.11	$0.00	$75.31
	12/1/2027	$47.25	$10.65	$9.75	$9.11	$0.00	$76.76
	6/1/2028	$48.75	$10.65	$9.75	$9.11	$0.00	$78.26
	12/1/2028	$50.25	$10.65	$9.75	$9.11	$0.00	$79.76
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$41.47	$10.65	$9.75	$9.21	$0.00	$71.08
	6/1/2026	$42.91	$10.65	$9.75	$9.21	$0.00	$72.52
	12/1/2026	$44.35	$10.65	$9.75	$9.21	$0.00	$73.96

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	12/1/2025	$58.68	$16.55	$13.35	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.98	$16.55	$13.35	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.43	$16.55	$13.35	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE)	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	12/1/2025	$37.37	$16.55	$13.35	$3.25	$0.00	$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	$38.23	$16.55	$13.35	$3.25	$0.00	$71.38
OPERATING ENGINEERS LOCAL 4	12/1/2026	$39.18	$16.55	$13.35	$3.25	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER	8/1/2023	$25.00	$13.91	$6.90	$0.00	$0.00	$45.81
TEAMSTERS 653							
TEAMSTERS 653 - Southeastern Concrete (Weymouth)							
RECLAIMERS	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	2/1/2026	$53.53	$14.53	$12.67	$9.03	$0.00	$89.76
ROOFERS LOCAL 33							
ROOFERS LOCAL 33							

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.77	$14.53	$6.52	$9.03	$0.00	$56.85
2	60.00	$32.12	$14.53	$12.67	$9.03	$0.00	$68.35

Construction

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

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	65.00	$34.79	$14.53	$12.67	$9.03	$0.00	$71.02
4	75.00	$40.15	$14.53	$12.67	$9.03	$0.00	$76.38
5	85.00	$45.50	$14.53	$12.67	$9.03	$0.00	$81.73

Apprentice Notes

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

Apprentice to Journeyworker Ratio: 1:5

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	$53.78	$14.53	$12.67	$9.03	$0.00	$90.01
For apprentice rates see "Apprentice- ROOFER"							
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - B	4/1/2026	$44.93	$15.25	$13.63	$6.15	$2.24	$82.20

Apprentice: SHEETMETAL WORKER

Effective Date: 4/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$17.97	$15.25	$4.27	$0.00	$1.09	$38.58
2	45.00	$20.22	$15.25	$4.80	$0.00	$1.17	$41.44
3	50.00	$22.47	$15.25	$12.56	$0.00	$1.45	$51.73
4	55.00	$24.71	$15.25	$12.56	$0.00	$1.52	$54.04
5	60.00	$26.96	$15.25	$12.56	$3.69	$1.64	$60.10
6	65.00	$29.20	$15.25	$12.56	$4.00	$1.71	$62.72
7	70.00	$31.45	$15.25	$12.56	$4.31	$1.78	$65.35
8	75.00	$33.70	$15.25	$12.56	$4.61	$1.86	$67.98
9	80.00	$35.94	$15.25	$12.56	$4.92	$1.93	$70.60
10	85.00	$38.19	$15.25	$12.56	$5.23	$2.00	$73.23

Apprentice to Journeyworker Ratio: 1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.24	$16.17	$21.78	$0.00	$0.00	$79.19
	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
	12/1/2026	$42.24	$16.17	$23.52	$0.00	$0.00	$81.93
	1/1/2027	$42.24	$16.77	$23.52	$0.00	$0.00	$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.53	$16.17	$21.78	$0.00	$0.00	$79.48
	6/1/2026	$42.53	$16.17	$21.78	$0.00	$0.00	$80.48
	12/1/2026	$42.53	$16.17	$23.52	$0.00	$0.00	$82.22
	1/1/2027	$42.53	$16.77	$23.52	$0.00	$0.00	$82.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	1/1/2026	$64.85	$13.45	$7.45	$18.25	$0.00	$104.00

Apprentice: SPRINKLER FITTER

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	$22.70	$13.45	$13.84	$0.00	$0.00	$49.99
2	0.00	$25.94	$13.45	$14.75	$0.00	$0.00	$54.14
3	0.00	$29.18	$13.45	$15.67	$0.00	$0.00	$58.30
4	0.00	$32.43	$13.45	$16.57	$0.00	$0.00	$62.45
5	0.00	$35.67	$13.45	$17.49	$0.00	$0.00	$66.61
6	0.00	$38.91	$13.45	$18.40	$0.00	$0.00	$70.76
7	0.00	$42.15	$13.45	$19.32	$0.00	$0.00	$74.92
8	0.00	$45.40	$13.45	$20.22	$0.00	$0.00	$79.07
9	0.00	$48.64	$13.45	$21.15	$0.00	$0.00	$83.24
10	0.00	$51.88	$13.45	$22.05	$0.00	$0.00	$87.38

Apprentice Notes

Apprentice entered prior 9/30/10:

Apprentice to Journeyworker Ratio: 1:3

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 223 ELECTRICIANS LOCAL 223	9/1/2025	$42.52	$12.00	$12.05	$3.25	$0.00	$69.82
	9/1/2026	$44.41	$12.25	$12.59	$3.50	$0.00	$72.75
	9/1/2027	$46.51	$12.50	$13.18	$3.75	$0.00	$75.94

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

TERRAZZO FINISHERS BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	$66.89	$12.84	$15.57	$8.02	$0.00	$103.32
	8/1/2026	$69.09	$12.84	$15.57	$8.02	$0.00	$105.52
	2/1/2027	$70.49	$12.84	$15.57	$8.02	$0.00	$106.92

Apprentice: TERRAZZO FINISHERS

Effective Date: 2/1/2026

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

Construction

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

Apprentice: TERRAZZO FINISHERS

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$33.45	$12.84	$15.57	$8.02	$0.00	$69.88
2	60.00	$40.13	$12.84	$15.57	$8.02	$0.00	$76.56
3	70.00	$46.82	$12.84	$15.57	$8.02	$0.00	$83.25
4	80.00	$53.51	$12.84	$15.57	$8.02	$0.00	$89.94
5	90.00	$60.20	$12.84	$15.57	$8.02	$0.00	$96.63

Apprentice: TERRAZZO FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$34.55	$12.84	$15.57	$8.02	$0.00	$70.98
2	60.00	$41.45	$12.84	$15.57	$8.02	$0.00	$77.88
3	70.00	$48.36	$12.84	$15.57	$8.02	$0.00	$84.79
4	80.00	$55.27	$12.84	$15.57	$8.02	$0.00	$91.70
5	90.00	$62.18	$12.84	$15.57	$8.02	$0.00	$98.61

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$51.95	$10.65	$9.75	$9.80	$0.00	$82.15
	6/1/2026	$53.50	$10.65	$9.75	$9.80	$0.00	$83.70
	12/1/2026	$55.00	$10.65	$9.75	$9.80	$0.00	$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$48.07	$10.65	$9.75	$9.80	$0.00	$78.27
	6/1/2026	$49.62	$10.65	$9.75	$9.80	$0.00	$79.82
	12/1/2026	$51.12	$10.65	$9.75	$9.80	$0.00	$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$47.95	$10.65	$9.75	$9.80	$0.00	$78.15
	6/1/2026	$49.50	$10.65	$9.75	$9.80	$0.00	$79.70
	12/1/2026	$51.00	$10.65	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.02	$16.55	$13.35	$3.25	$0.00	$91.17
	6/1/2026	$59.30	$16.55	$13.35	$3.25	$0.00	$92.45
	12/1/2026	$60.74	$16.55	$13.35	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.82	$16.17	$21.78	$0.00	$0.00	$79.77
	6/1/2026	$42.82	$16.17	$21.78	$0.00	$0.00	$80.77
	12/1/2026	$42.82	$16.17	$23.52	$0.00	$0.00	$82.51
	1/1/2027	$42.82	$16.77	$23.52	$0.00	$0.00	$83.11
TUNNEL WORK - COMPRESSED AIR	12/1/2025	$60.18	$10.65	$9.75	$10.25	$0.00	$90.83

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	6/1/2026	$61.73	$10.65	$9.75	$10.25	$0.00	$92.38
LABORERS (COMPRESSED AIR)	12/1/2026	$63.23	$10.65	$9.75	$10.25	$0.00	$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/1/2025	$62.18	$10.65	$9.75	$10.25	$0.00	$92.83
LABORERS	6/1/2026	$63.73	$10.65	$9.75	$10.25	$0.00	$94.38
LABORERS (COMPRESSED AIR)	12/1/2026	$65.23	$10.65	$9.75	$10.25	$0.00	$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	12/1/2025	$52.25	$10.65	$9.75	$10.25	$0.00	$82.90
LABORERS	6/1/2026	$53.80	$10.65	$9.75	$10.25	$0.00	$84.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	$55.30	$10.65	$9.75	$10.25	$0.00	$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/1/2025	$54.25	$10.65	$9.75	$10.25	$0.00	$84.90
LABORERS	6/1/2026	$55.80	$10.65	$9.75	$10.25	$0.00	$86.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	$57.30	$10.65	$9.75	$10.25	$0.00	$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	1/1/2026	$41.24	$16.17	$21.78	$0.00	$0.00	$79.19
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	$42.24	$16.17	$23.52	$0.00	$0.00	$81.93
	1/1/2027	$42.24	$16.77	$23.52	$0.00	$0.00	$82.53
WAGON DRILL OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WASTE WATER PUMP OPERATOR	12/1/2025	$58.68	$16.55	$13.35	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.98	$16.55	$13.35	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.43	$16.55	$13.35	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER	8/25/2025	$55.24	$10.80	$16.80	$4.60	$0.00	$87.44
PLUMBERS & PIPEFITTERS LOCAL 51							
PLUMBERS & PIPEFITTERS LOCAL 51							
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"							

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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.