MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

City/Town: BROOKLINE

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.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT	01/01/2025	39.95	15.57	20.17	0.00	75.69
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	40.95	15.57	20.17	0.00	76.69
	12/01/2025	40.95	15.57	21.78	0.00	78.30
	01/01/2026	40.95	16.17	21.78	0.00	78.90
	06/01/2026	41.95	16.17	21.78	0.00	79.90
	12/01/2026	41.95	16.17	23.52	0.00	81.64
	01/01/2027	41.95	16.77	23.52	0.00	82.24
(3 AXLE) DRIVER - EQUIPMENT	01/01/2025	40.02	15.57	20.17	0.00	75.76
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	41.02	15.57	20.17	0.00	76.76
	12/01/2025	41.02	15.57	21.78	0.00	78.37
	01/01/2026	41.02	16.17	21.78	0.00	78.97
	06/01/2026	42.02	16.17	21.78	0.00	79.97
	12/01/2026	42.02	16.17	23.52	0.00	81.71
	01/01/2027	42.02	16.77	23.52	0.00	82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	01/01/2025	40.14	15.57	20.17	0.00	75.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	41.14	15.57	20.17	0.00	76.88
	12/01/2025	41.14	15.57	21.78	0.00	78.49
	01/01/2026	41.14	16.17	21.78	0.00	79.09
	06/01/2026	42.14	16.17	21.78	0.00	80.09
	12/01/2026	42.14	16.17	23.52	0.00	81.83
	01/01/2027	42.14	16.77	23.52	0.00	82.43
ADS/SUBMERSIBLE PILOT	01/01/2024	117.16	10.08	24.29	0.00	151.53
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR	12/01/2024	46.85	9.90	18.90	0.00	75.65
LABORERS - ZONE 1	06/01/2025	48.35	9.90	18.90	0.00	77.15
	12/01/2025	49.85	9.90	18.90	0.00	78.65
	06/01/2026	50.65	9.90	18.90	0.00	79.45
	12/01/2026	52.90	9.90	18.90	0.00	81.70
	06/01/2027	54.50	9.90	18.90	0.00	83.30
	12/01/2027	56.10	9.90	18.90	0.00	84.90
	06/01/2028	57.78	9.90	18.90	0.00	86.58
	12/01/2028	59.45	9.90	18.90	0.00	88.25
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2024	46.95	9.90	18.90	0.00	75.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	48.45	9.90	18.90	0.00	77.25
	12/01/2025	49.95	9.90	18.90	0.00	78.75
	06/01/2026	51.50	9.90	18.90	0.00	80.30
	12/01/2026	53.00	9.90	18.90	0.00	81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2024	42.80	14.50	11.05	0.00	68.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2025	43.80	14.50	11.05	0.00	69.35
	12/01/2025	44.80	14.50	11.05	0.00	70.35
ASPHALT RAKER	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)	12/01/2024	46.45	9.90	18.90	0.00	75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	47.95	9.90	18.90	0.00	76.75
	12/01/2025	49.45	9.90	18.90	0.00	78.25
	06/01/2026	51.00	9.90	18.90	0.00	79.80
	12/01/2026	52.50	9.90	18.90	0.00	81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2024	57.03	15.55	16.50	0.00	89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	58.33	15.55	16.50	0.00	90.38
	12/01/2025	59.78	15.55	16.50	0.00	91.83
	06/01/2026	61.08	15.55	16.50	0.00	93.13
	12/01/2026	62.53	15.55	16.50	0.00	94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER	12/01/2024	57.03	15.55	16.50	0.00	89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	58.33	15.55	16.50	0.00	90.38
	12/01/2025	59.78	15.55	16.50	0.00	91.83
	06/01/2026	61.08	15.55	16.50	0.00	93.13
	12/01/2026	62.53	15.55	16.50	0.00	94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2024	46.85	9.90	18.90	0.00	75.65
LABORERS - ZONE 1	06/01/2025	48.35	9.90	18.90	0.00	77.15
	12/01/2025	49.85	9.90	18.90	0.00	78.65
	06/01/2026	50.65	9.90	18.90	0.00	79.45
	12/01/2026	52.90	9.90	18.90	0.00	81.70
	06/01/2027	54.50	9.90	18.90	0.00	83.30
	12/01/2027	56.10	9.90	18.90	0.00	84.90
	06/01/2028	57.78	9.90	18.90	0.00	86.58
	12/01/2028	59.45	9.90	18.90	0.00	88.25
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2024	46.95	9.90	18.90	0.00	75.75
HIGHWAY)	06/01/2025	48.45	9.90	18.90	0.00	77.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2025	49.95	9.90	18.90	0.00	78.75
	06/01/2026	51.50	9.90	18.90	0.00	80.30
	12/01/2026	53.00	9.90	18.90	0.00	81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER	01/01/2024	48.12	7.07	20.60	0.00	75.79
BOILERMAKERS LOCAL 29						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- BOILERMAKER - Local 29

01/01/2024

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

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 (BOSTON)	02/01/2025	65.80	11.49	23.59	0.00	100.88
	08/01/2025	67.95	11.49	23.59	0.00	103.03
	02/01/2026	69.30	11.49	23.59	0.00	104.38
	08/01/2026	71.50	11.49	23.59	0.00	106.58
	02/01/2027	72.90	11.49	23.59	0.00	107.98

Apprentice- BRICK/PLASTER/CEMENT MASON - Local 3 Boston

02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$32.90	$11.49	$23.59	$0.00	$67.98
2	60	$39.48	$11.49	$23.59	$0.00	$74.56
3	70	$46.06	$11.49	$23.59	$0.00	$81.14
4	80	$52.64	$11.49	$23.59	$0.00	$87.72
5	90	$59.22	$11.49	$23.59	$0.00	$94.30

08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$33.98	$11.49	$23.59	$0.00	$69.06
2	60	$40.77	$11.49	$23.59	$0.00	$75.85
3	70	$47.57	$11.49	$23.59	$0.00	$82.65
4	80	$54.36	$11.49	$23.59	$0.00	$89.44
5	90	$61.16	$11.49	$23.59	$0.00	$96.24

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BULLDOZER/GRADER/SCRAPER	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2024	47.35	9.90	19.05	0.00	76.30
LABORERS - FOUNDATION AND MARINE	06/01/2025	48.85	9.90	19.05	0.00	77.80
	12/01/2025	50.35	9.90	19.05	0.00	79.30
	06/01/2026	51.90	9.90	19.05	0.00	80.85
	12/01/2026	53.40	9.90	19.05	0.00	82.35
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2024	46.20	9.90	19.05	0.00	75.15
LABORERS - FOUNDATION AND MARINE	06/01/2025	47.70	9.90	19.05	0.00	76.65
	12/01/2025	49.20	9.90	19.05	0.00	78.15
	06/01/2026	50.75	9.90	19.05	0.00	79.70
	12/01/2026	52.25	9.90	19.05	0.00	81.20
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2024	46.53	9.90	19.05	0.00	75.48
LABORERS - FOUNDATION AND MARINE	06/01/2025	48.03	9.90	19.05	0.00	76.98
	12/01/2025	49.53	9.90	19.05	0.00	78.48
	06/01/2026	51.08	9.90	19.05	0.00	80.03
	12/01/2026	52.58	9.90	19.05	0.00	81.53
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2025	60.46	9.83	19.97	0.00	90.26
CARPENTERS -ZONE 1 (Metro Boston)	09/01/2025	61.96	9.83	19.97	0.00	91.76
	03/01/2026	63.46	9.83	19.97	0.00	93.26
	09/01/2026	64.96	9.83	19.97	0.00	94.76
	03/01/2027	66.46	9.83	19.97	0.00	96.26

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- CARPENTER - Zone 1 Metro Boston

03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$27.21	$9.83	$1.73	$0.00	$38.77
2	45	$27.21	$9.83	$1.73	$0.00	$38.77
3	55	$33.25	$9.83	$3.40	$0.00	$46.48
4	55	$33.25	$9.83	$3.40	$0.00	$46.48
5	70	$42.32	$9.83	$16.51	$0.00	$68.66
6	70	$42.32	$9.83	$16.51	$0.00	$68.66
7	80	$48.37	$9.83	$18.24	$0.00	$76.44
8	80	$48.37	$9.83	$18.24	$0.00	$76.44

09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$27.88	$9.83	$1.73	$0.00	$39.44
2	45	$27.88	$9.83	$1.73	$0.00	$39.44
3	55	$34.08	$9.83	$3.40	$0.00	$47.31
4	55	$34.08	$9.83	$3.40	$0.00	$47.31
5	70	$43.37	$9.83	$16.51	$0.00	$69.71
6	70	$43.37	$9.83	$16.51	$0.00	$69.71
7	80	$49.57	$9.83	$18.24	$0.00	$77.64
8	80	$49.57	$9.83	$18.24	$0.00	$77.64

CARPENTER WOOD FRAME	10/01/2024	31.91	7.02	6.47	0.00	45.40
CARPENTERS -ZONE 2 (Wood Frame)	10/01/2025	33.21	7.02	6.47	0.00	46.70
	10/01/2026	34.51	7.02	6.47	0.00	48.00

All Aspects of New Wood Frame Work

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- CARPENTER (Wood Frame) - Zone 2

10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$15.96	$7.02	$0.00	$0.00	$22.98
2	50	$15.96	$7.02	$0.00	$0.00	$22.98
3	55	$17.55	$7.02	$2.00	$0.00	$26.57
4	55	$17.55	$7.02	$2.00	$0.00	$26.57
5	70	$22.34	$7.02	$6.47	$0.00	$35.83
6	70	$22.34	$7.02	$6.47	$0.00	$35.83
7	80	$25.53	$7.02	$6.47	$0.00	$39.02
8	80	$25.53	$7.02	$6.47	$0.00	$39.02

10/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$16.61	$7.02	$0.00	$0.00	$23.63
2	50	$16.61	$7.02	$0.00	$0.00	$23.63
3	55	$18.27	$7.02	$2.00	$0.00	$27.29
4	55	$18.27	$7.02	$2.00	$0.00	$27.29
5	70	$23.25	$7.02	$6.47	$0.00	$36.74
6	70	$23.25	$7.02	$6.47	$0.00	$36.74
7	80	$26.57	$7.02	$6.47	$0.00	$40.06
8	80	$26.57	$7.02	$6.47	$0.00	$40.06

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON)	07/01/2024	49.19	13.35	24.21	1.80	88.55

Apprentice- CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)

07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$24.60	$13.35	$16.43	$0.00	$54.38
2	60	$29.51	$13.35	$19.21	$1.80	$63.87
3	65	$31.97	$13.35	$20.21	$1.80	$67.33
4	70	$34.43	$13.35	$21.21	$1.80	$70.79
5	75	$36.89	$13.35	$22.21	$1.80	$74.25
6	80	$39.35	$13.35	$23.21	$1.80	$77.71
7	90	$44.27	$13.35	$24.21	$1.80	$83.63

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2024	58.18	15.55	16.50	0.00	90.23
OPERATING ENGINEERS LOCAL 4	06/01/2025	59.51	15.55	16.50	0.00	91.56
	12/01/2025	60.98	15.55	16.50	0.00	93.03
	06/01/2026	62.31	15.55	16.50	0.00	94.36
	12/01/2026	63.79	15.55	16.50	0.00	95.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	12/01/2024	36.67	15.55	16.50	0.00	68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	37.52	15.55	16.50	0.00	69.57
	12/01/2025	38.47	15.55	16.50	0.00	70.52
	06/01/2026	39.33	15.55	16.50	0.00	71.38
	12/01/2026	40.28	15.55	16.50	0.00	72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE)	01/01/2025	58.46	9.95	23.95	0.00	92.36
PAINTERS LOCAL 35 - ZONE 1						

Apprentice- PAINTER Local 35 - BRIDGES/TANKS
01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$29.23	$9.95	$0.00	$0.00	$39.18
2	55	$32.15	$9.95	$6.66	$0.00	$48.76
3	60	$35.08	$9.95	$7.26	$0.00	$52.29
4	65	$38.00	$9.95	$7.87	$0.00	$55.82
5	70	$40.92	$9.95	$20.32	$0.00	$71.19
6	75	$43.85	$9.95	$20.93	$0.00	$74.73
7	80	$46.77	$9.95	$21.53	$0.00	$78.25
8	90	$52.61	$9.95	$22.74	$0.00	$85.30

Steps are 750 hrs.

DEMO: ADZEMAN	12/02/2024	46.25	9.90	18.90	0.00	75.05
LABORERS - ZONE 1	06/02/2025	47.75	9.90	18.90	0.00	76.55
	12/01/2025	49.25	9.90	18.90	0.00	78.05
	06/01/2026	50.80	9.90	18.90	0.00	79.60
	12/07/2026	52.30	9.90	18.90	0.00	81.10
	06/07/2027	53.90	9.90	18.90	0.00	82.70
	12/06/2027	55.50	9.90	18.90	0.00	84.30
	06/05/2028	57.18	9.90	18.90	0.00	85.98
	12/04/2028	58.85	9.90	18.90	0.00	87.65
For apprentice rates see "Apprentice- LABORER"						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	12/02/2024	47.25	9.90	18.90	0.00	76.05
LABORERS - ZONE 1	06/02/2025	48.75	9.90	18.90	0.00	77.55
	12/01/2025	50.25	9.90	18.90	0.00	79.05
	06/01/2026	51.80	9.90	18.90	0.00	80.60
	12/07/2026	53.30	9.90	18.90	0.00	82.10
	06/07/2027	54.90	9.90	18.90	0.00	83.70
	12/06/2027	56.50	9.90	18.90	0.00	85.30
	06/05/2028	58.18	9.90	18.90	0.00	86.98
	12/04/2028	59.85	9.90	18.90	0.00	88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	12/02/2024	47.00	9.90	18.90	0.00	75.80
LABORERS - ZONE 1	06/02/2025	48.50	9.90	18.90	0.00	77.30
	12/01/2025	50.00	9.90	18.90	0.00	78.80
	06/01/2026	51.55	9.90	18.90	0.00	80.35
	12/07/2026	53.05	9.90	18.90	0.00	81.85
	06/07/2027	54.65	9.90	18.90	0.00	83.45
	12/06/2027	56.25	9.90	18.90	0.00	85.05
	06/05/2028	57.93	9.90	18.90	0.00	86.73
	12/04/2028	59.60	9.90	18.90	0.00	88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	47.25	9.90	18.90	0.00	76.05
LABORERS - ZONE 1	06/02/2025	48.75	9.90	18.90	0.00	77.55
	12/01/2025	50.25	9.90	18.90	0.00	79.05
	06/01/2026	51.80	9.90	18.90	0.00	80.60
	12/07/2026	53.30	9.90	18.90	0.00	82.10
	06/07/2027	54.90	9.90	18.90	0.00	83.70
	12/06/2027	56.50	9.90	18.90	0.00	85.30
	06/05/2028	58.18	9.90	18.90	0.00	86.98
	12/04/2028	59.85	9.90	18.90	0.00	88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR	12/02/2024	47.00	9.90	18.90	0.00	75.80
LABORERS - ZONE 1	06/02/2025	48.50	9.90	18.90	0.00	77.30
	12/01/2025	50.00	9.90	18.90	0.00	78.80
	06/01/2026	51.55	9.90	18.90	0.00	80.35
	12/07/2026	53.05	9.90	18.90	0.00	81.85
	06/07/2027	54.65	9.90	18.90	0.00	83.45
	12/06/2027	56.25	9.90	18.90	0.00	85.05
	06/05/2028	57.93	9.90	18.90	0.00	86.73
	12/04/2028	59.60	9.90	18.90	0.00	88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/02/2024	46.25	9.90	18.90	0.00	75.05
LABORERS - ZONE 1	06/02/2025	47.75	9.90	18.90	0.00	76.55
	12/01/2025	49.25	9.90	18.90	0.00	78.05
	06/01/2026	50.80	9.90	18.90	0.00	79.60
	12/07/2026	52.30	9.90	18.90	0.00	81.10
	06/07/2027	53.90	9.90	18.90	0.00	82.70
	12/06/2027	55.50	9.90	18.90	0.00	84.30
	06/05/2028	57.18	9.90	18.90	0.00	85.98
	12/04/2028	58.85	9.90	18.90	0.00	87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER 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	08/01/2024	78.11	10.08	21.66	0.00	109.85
DIVER TENDER 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	08/01/2024	55.79	10.08	24.29	0.00	90.16
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2024	83.69	10.08	24.29	0.00	118.06
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2024	117.16	10.08	24.29	0.00	151.53
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	26.77	6.67	3.93	0.16	37.53
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2025	64.26	13.00	23.03	0.00	100.29
	09/01/2025	66.17	13.00	23.09	0.00	102.26
	03/01/2026	67.37	13.00	23.12	0.00	103.49
	09/01/2026	69.28	13.00	23.18	0.00	105.46
	03/01/2027	70.47	13.00	23.21	0.00	106.68
	09/01/2027	72.39	13.00	23.27	0.00	108.66
	03/01/2028	73.59	13.00	23.31	0.00	109.90

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- ELECTRICIAN - Local 103

03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$25.70	$13.00	$0.77	$0.00	$39.47
2	40	$25.70	$13.00	$0.77	$0.00	$39.47
3	45	$28.92	$13.00	$17.17	$0.00	$59.09
4	45	$28.92	$13.00	$17.17	$0.00	$59.09
5	50	$32.13	$13.00	$17.70	$0.00	$62.83
6	55	$35.34	$13.00	$18.24	$0.00	$66.58
7	60	$38.56	$13.00	$18.77	$0.00	$70.33
8	65	$41.77	$13.00	$19.30	$0.00	$74.07
9	70	$44.98	$13.00	$19.83	$0.00	$77.81
10	75	$48.20	$13.00	$20.37	$0.00	$81.57

09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$26.47	$13.00	$0.79	$0.00	$40.26
2	40	$26.47	$13.00	$0.79	$0.00	$40.26
3	45	$29.78	$13.00	$17.19	$0.00	$59.97
4	45	$29.78	$13.00	$17.19	$0.00	$59.97
5	50	$33.09	$13.00	$17.73	$0.00	$63.82
6	55	$36.39	$13.00	$18.27	$0.00	$67.66
7	60	$39.70	$13.00	$18.80	$0.00	$71.50
8	65	$43.01	$13.00	$19.34	$0.00	$75.35
9	70	$46.32	$13.00	$19.87	$0.00	$79.19
10	75	$49.63	$13.00	$20.41	$0.00	$83.04

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ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	65.62	16.03	20.21	0.00	101.86

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- ELEVATOR CONSTRUCTOR - Local 4
01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$32.81	$16.03	$0.00	$0.00	$48.84
2	55	$36.09	$16.03	$20.21	$0.00	$72.33
3	65	$42.65	$16.03	$20.21	$0.00	$78.89
4	70	$45.93	$16.03	$20.21	$0.00	$82.17
5	80	$52.50	$16.03	$20.21	$0.00	$88.74

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

ELEVATOR CONSTRUCTOR HELPER ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	45.93	16.03	20.21	0.00	82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2024	46.45	9.90	18.90	0.00	75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	47.95	9.90	18.90	0.00	76.75
	12/01/2025	49.45	9.90	18.90	0.00	78.25
	06/01/2026	51.00	9.90	18.90	0.00	79.80
	12/01/2026	52.50	9.90	18.90	0.00	81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/01/2024	51.78	15.30	16.40	0.00	83.48
OPERATING ENGINEERS LOCAL 4	05/01/2025	53.22	15.30	16.40	0.00	84.92
	11/01/2025	54.51	15.30	16.40	0.00	86.21
	05/01/2026	55.95	15.30	16.40	0.00	87.65
	11/01/2026	57.24	15.30	16.40	0.00	88.94
	05/01/2027	58.67	15.30	16.40	0.00	90.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/01/2024	53.37	15.30	16.40	0.00	85.07
OPERATING ENGINEERS LOCAL 4	05/01/2025	54.82	15.30	16.40	0.00	86.52
	11/01/2025	56.12	15.30	16.40	0.00	87.82
	05/01/2026	57.57	15.30	16.40	0.00	89.27
	11/01/2026	58.87	15.30	16.40	0.00	90.57
	05/01/2027	60.32	15.30	16.40	0.00	92.02
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/01/2024	25.37	15.30	16.40	0.00	57.07
OPERATING ENGINEERS LOCAL 4	05/01/2025	26.22	15.30	16.40	0.00	57.92
	11/01/2025	26.98	15.30	16.40	0.00	58.68
	05/01/2026	27.83	15.30	16.40	0.00	59.53
	11/01/2026	28.59	15.30	16.40	0.00	60.29
	05/01/2027	29.44	15.30	16.40	0.00	61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER	03/01/2025	64.26	13.00	23.03	0.00	100.29
ELECTRICIANS LOCAL 103	09/01/2025	66.17	13.00	23.09	0.00	102.26
	03/01/2026	67.37	13.00	23.12	0.00	103.49
	09/01/2026	69.28	13.00	23.18	0.00	105.46
	03/01/2027	70.47	13.00	23.21	0.00	106.68
	09/01/2027	72.39	13.00	23.27	0.00	108.66
	03/01/2028	73.59	13.00	23.31	0.00	109.90

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE	03/01/2025	51.41	13.00	20.90	0.00	85.31
/ COMMISSIONINGELECTRICIANS	09/01/2025	52.94	13.00	20.95	0.00	86.89
LOCAL 103	03/01/2026	53.90	13.00	20.98	0.00	87.88
	09/01/2026	55.42	13.00	21.02	0.00	89.44
	03/01/2027	56.38	13.00	21.05	0.00	90.43
	09/01/2027	57.91	13.00	21.10	0.00	92.01
	03/01/2028	58.87	13.00	21.13	0.00	93.00
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER)	12/01/2024	45.96	15.55	16.50	0.00	78.01
OPERATING ENGINEERS LOCAL 4	06/01/2025	47.02	15.55	16.50	0.00	79.07
	12/01/2025	48.19	15.55	16.50	0.00	80.24
	06/01/2026	49.25	15.55	16.50	0.00	81.30
	12/01/2026	50.43	15.55	16.50	0.00	82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/01/2024	27.01	9.90	18.90	0.00	55.81
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	28.09	9.90	18.90	0.00	56.89
	12/01/2025	28.09	9.90	18.90	0.00	56.89
	06/01/2026	29.21	9.90	18.90	0.00	58.01
	12/01/2026	29.21	9.90	18.90	0.00	58.01
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER	03/01/2025	57.73	8.83	20.27	0.00	86.83
FLOORCOVERERS LOCAL 2168 ZONE I	09/01/2025	59.23	8.83	20.27	0.00	88.33
	03/01/2026	60.73	8.83	20.27	0.00	89.83
	09/01/2026	62.23	8.83	20.27	0.00	91.33
	03/01/2027	63.73	8.83	20.27	0.00	92.83

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- FLOORCOVERER - Local 2168 Zone I

03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$25.98	$8.83	$1.76	$0.00	$36.57
2	45	$25.98	$8.83	$1.76	$0.00	$36.57
3	55	$31.75	$8.83	$3.52	$0.00	$44.10
4	55	$31.75	$8.83	$3.52	$0.00	$44.10
5	70	$40.41	$8.83	$16.75	$0.00	$65.99
6	70	$40.41	$8.83	$16.75	$0.00	$65.99
7	80	$46.18	$8.83	$18.51	$0.00	$73.52
8	80	$46.18	$8.83	$18.51	$0.00	$73.52

09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$26.65	$8.83	$1.76	$0.00	$37.24
2	45	$26.65	$8.83	$1.76	$0.00	$37.24
3	55	$32.58	$8.83	$3.52	$0.00	$44.93
4	55	$32.58	$8.83	$3.52	$0.00	$44.93
5	70	$41.46	$8.83	$16.75	$0.00	$67.04
6	70	$41.46	$8.83	$16.75	$0.00	$67.04
7	80	$47.38	$8.83	$18.51	$0.00	$74.72
8	80	$47.38	$8.83	$18.51	$0.00	$74.72

Steps are 750 hrs.

FORK LIFT/CHERRY PICKER	12/01/2024	57.03	15.55	16.50	0.00	89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	58.33	15.55	16.50	0.00	90.38
	12/01/2025	59.78	15.55	16.50	0.00	91.83
	06/01/2026	61.08	15.55	16.50	0.00	93.13
	12/01/2026	62.53	15.55	16.50	0.00	94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2024	36.67	15.55	16.50	0.00	68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	37.52	15.55	16.50	0.00	69.57
	12/01/2025	38.47	15.55	16.50	0.00	70.52
	06/01/2026	39.33	15.55	16.50	0.00	71.38
	12/01/2026	40.28	15.55	16.50	0.00	72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2025	53.75	9.95	23.95	0.00	87.65
GLAZIERS LOCAL 35 (ZONE 1)						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- GLAZIER - Local 35 Zone 1
01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.88	$9.95	$0.00	$0.00	$36.83
2	55	$29.56	$9.95	$6.66	$0.00	$46.17
3	60	$32.25	$9.95	$7.26	$0.00	$49.46
4	65	$34.94	$9.95	$7.87	$0.00	$52.76
5	70	$37.63	$9.95	$20.32	$0.00	$67.90
6	75	$40.31	$9.95	$20.93	$0.00	$71.19
7	80	$43.00	$9.95	$21.53	$0.00	$74.48
8	90	$48.38	$9.95	$22.74	$0.00	$81.07

Steps are 750 hrs.

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2024	57.03	15.55	16.50	0.00	89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	58.33	15.55	16.50	0.00	90.38
	12/01/2025	59.78	15.55	16.50	0.00	91.83
	06/01/2026	61.08	15.55	16.50	0.00	93.13
	12/01/2026	62.53	15.55	16.50	0.00	94.58

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- OPERATING ENGINEERS - Local 4

12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$31.37	$0.00	$0.00	$0.00	$31.37
2	60	$34.22	$15.55	$16.50	$0.00	$66.27
3	65	$37.07	$15.55	$16.50	$0.00	$69.12
4	70	$39.92	$15.55	$16.50	$0.00	$71.97
5	75	$42.77	$15.55	$16.50	$0.00	$74.82
6	80	$45.62	$15.55	$16.50	$0.00	$77.67
7	85	$48.48	$15.55	$16.50	$0.00	$80.53
8	90	$51.33	$15.55	$16.50	$0.00	$83.38

06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$32.08	$0.00	$0.00	$0.00	$32.08
2	60	$35.00	$15.55	$16.50	$0.00	$67.05
3	65	$37.91	$15.55	$16.50	$0.00	$69.96
4	70	$40.83	$15.55	$16.50	$0.00	$72.88
5	75	$43.75	$15.55	$16.50	$0.00	$75.80
6	80	$46.66	$15.55	$16.50	$0.00	$78.71
7	85	$49.58	$15.55	$16.50	$0.00	$81.63
8	90	$52.50	$15.55	$16.50	$0.00	$84.55

HVAC (DUCTWORK)	02/01/2025	59.13	14.91	28.27	2.98	105.29
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2025	60.98	14.91	28.27	2.98	107.14
	02/01/2026	62.93	14.91	28.27	2.98	109.09
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	03/01/2025	64.26	13.00	23.03	0.00	100.29
ELECTRICIANS LOCAL 103	09/01/2025	66.17	13.00	23.09	0.00	102.26
	03/01/2026	67.37	13.00	23.12	0.00	103.49
	09/01/2026	69.28	13.00	23.18	0.00	105.46
	03/01/2027	70.47	13.00	23.21	0.00	106.68
	09/01/2027	72.39	13.00	23.27	0.00	108.66
	03/01/2028	73.59	13.00	23.31	0.00	109.90
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	02/01/2025	59.13	14.91	28.27	2.98	105.29
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2025	60.98	14.91	28.27	2.98	107.14
	02/01/2026	62.93	14.91	28.27	2.98	109.09
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER)	03/01/2025	68.88	12.70	21.80	0.00	103.38
PIPEFITTERS LOCAL 537						
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC	03/01/2025	68.88	12.70	21.80	0.00	103.38
PIPEFITTERS LOCAL 537						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS	12/01/2024	46.85	9.90	18.90	0.00	75.65
LABORERS - ZONE 1	06/01/2025	48.35	9.90	18.90	0.00	77.15
	12/01/2025	49.85	9.90	18.90	0.00	78.65
	06/01/2026	50.65	9.90	18.90	0.00	79.45
	12/01/2026	52.90	9.90	18.90	0.00	81.70
	06/01/2027	54.50	9.90	18.90	0.00	83.30
	12/01/2027	56.10	9.90	18.90	0.00	84.90
	06/01/2028	57.78	9.90	18.90	0.00	86.58
	12/01/2028	59.45	9.90	18.90	0.00	88.25
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2024	46.95	9.90	18.90	0.00	75.75
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	48.45	9.90	18.90	0.00	77.25
	12/01/2025	49.95	9.90	18.90	0.00	78.75
	06/01/2026	51.50	9.90	18.90	0.00	80.30
	12/01/2026	53.00	9.90	18.90	0.00	81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS)	09/01/2024	56.92	14.75	19.61	0.00	91.28
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2025	60.34	14.75	19.61	0.00	94.70
	09/01/2026	63.76	14.75	19.61	0.00	98.12

Apprentice- ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$28.46	$14.75	$14.32	$0.00	$57.53
2	60	$34.15	$14.75	$15.37	$0.00	$64.27
3	70	$39.84	$14.75	$16.43	$0.00	$71.02
4	80	$45.54	$14.75	$17.49	$0.00	$77.78

09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$30.17	$14.75	$14.32	$0.00	$59.24
2	60	$36.20	$14.75	$15.37	$0.00	$66.32
3	70	$42.24	$14.75	$16.43	$0.00	$73.42
4	80	$48.27	$14.75	$17.49	$0.00	$80.51

Steps are 1 year

IRONWORKER/WELDER	03/16/2024	53.97	8.35	26.70	0.00	89.02
IRONWORKERS LOCAL 7 (BOSTON AREA)						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- IRONWORKER - Local 7 Boston
03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$32.38	$8.35	$26.70	$0.00	$67.43
2	70	$37.78	$8.35	$26.70	$0.00	$72.83
3	75	$40.48	$8.35	$26.70	$0.00	$75.53
4	80	$43.18	$8.35	$26.70	$0.00	$78.23
5	85	$45.87	$8.35	$26.70	$0.00	$80.92
6	90	$48.57	$8.35	$26.70	$0.00	$83.62

JACKHAMMER & PAVING BREAKER OPERATOR	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75

For apprentice rates see "Apprentice- LABORER"

LABORER	12/01/2024	46.10	9.90	18.90	0.00	74.90
LABORERS - ZONE 1	06/01/2025	47.60	9.90	18.90	0.00	76.40
	12/01/2025	49.10	9.90	18.90	0.00	77.90
	06/01/2026	50.65	9.90	18.90	0.00	79.45
	12/01/2026	52.15	9.90	18.90	0.00	80.95
	06/01/2027	53.75	9.90	18.90	0.00	82.55
	12/01/2027	55.35	9.90	18.90	0.00	84.15
	06/01/2028	57.03	9.90	18.90	0.00	85.83
	12/01/2028	58.70	9.90	18.90	0.00	87.50

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY)	12/01/2024	46.20	9.90	18.90	0.00	75.00
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	47.70	9.90	18.90	0.00	76.50
	12/01/2025	49.20	9.90	18.90	0.00	78.00
	06/01/2026	50.75	9.90	18.90	0.00	79.55
	12/01/2026	52.25	9.90	18.90	0.00	81.05

Apprentice- LABORER - Zone 1

12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$27.66	$9.90	$18.90	$0.00	$56.46
2	70	$32.27	$9.90	$18.90	$0.00	$61.07
3	80	$36.88	$9.90	$18.90	$0.00	$65.68
4	90	$41.49	$9.90	$18.90	$0.00	$70.29

06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$28.56	$9.90	$18.90	$0.00	$57.36
2	70	$33.32	$9.90	$18.90	$0.00	$62.12
3	80	$38.08	$9.90	$18.90	$0.00	$66.88
4	90	$42.84	$9.90	$18.90	$0.00	$71.64

Apprentice- LABORER (Heavy & Highway) - Zone 1

12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$27.72	$9.90	$18.90	$0.00	$56.52
2	70	$32.34	$9.90	$18.90	$0.00	$61.14
3	80	$36.96	$9.90	$18.90	$0.00	$65.76
4	90	$41.58	$9.90	$18.90	$0.00	$70.38

06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	$28.62	$9.65	$18.90	$0.00	$57.17
2	70	$33.39	$9.65	$18.90	$0.00	$61.94
3	80	$38.16	$9.65	$18.90	$0.00	$66.71
4	90	$42.93	$9.65	$18.90	$0.00	$71.48

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER	12/01/2024	46.10	9.90	18.90	0.00	74.90
LABORERS - ZONE 1	06/01/2025	47.60	9.90	18.90	0.00	76.40
	12/01/2025	49.10	9.90	18.90	0.00	77.90
	06/01/2026	50.65	9.90	18.90	0.00	79.45
	12/01/2026	52.15	9.90	18.90	0.00	80.95
	06/01/2027	53.75	9.90	18.90	0.00	82.55
	12/01/2027	55.35	9.90	18.90	0.00	84.15
	06/01/2028	57.03	9.90	18.90	0.00	85.83
	12/01/2028	58.70	9.90	18.90	0.00	87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER	12/01/2024	46.10	9.90	18.90	0.00	74.90
LABORERS - ZONE 1	06/01/2025	47.60	9.90	18.90	0.00	76.40
	12/01/2025	49.10	9.90	18.90	0.00	77.90
	06/01/2026	50.65	9.90	18.90	0.00	79.45
	12/01/2026	52.15	9.90	18.90	0.00	80.95
	06/01/2027	53.75	9.90	18.90	0.00	82.55
	12/01/2027	55.35	9.90	18.90	0.00	84.15
	06/01/2028	57.03	9.90	18.90	0.00	85.83
	12/01/2028	58.70	9.90	18.90	0.00	87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/02/2024	46.25	9.90	18.90	0.00	75.05
LABORERS - ZONE 1	06/02/2025	47.75	9.90	18.90	0.00	76.55
	12/01/2025	49.25	9.90	18.90	0.00	78.05
	06/01/2026	50.80	9.90	18.90	0.00	79.60
	12/07/2026	52.30	9.90	18.90	0.00	81.10
	06/07/2027	53.90	9.90	18.90	0.00	82.70
	12/06/2027	55.50	9.90	18.90	0.00	84.30
	06/05/2028	57.18	9.90	18.90	0.00	85.98
	12/04/2028	58.85	9.90	18.90	0.00	87.65
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/01/2024	46.45	9.90	18.90	0.00	75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	47.95	9.90	18.90	0.00	76.75
	12/01/2025	49.45	9.90	18.90	0.00	78.25
	06/01/2026	51.00	9.90	18.90	0.00	79.80
	12/01/2026	52.50	9.90	18.90	0.00	81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER	12/01/2024	46.10	9.90	18.90	0.00	74.90
LABORERS - ZONE 1	06/01/2025	47.60	9.90	18.90	0.00	76.40
	12/01/2025	49.10	9.90	18.90	0.00	77.90
	06/01/2026	50.65	9.90	18.90	0.00	79.45
	12/01/2026	52.15	9.90	18.90	0.00	80.95
	06/01/2027	53.75	9.90	18.90	0.00	82.55
	12/01/2027	55.35	9.90	18.90	0.00	84.15
	06/01/2028	57.03	9.90	18.90	0.00	85.83
	12/01/2028	58.70	9.90	18.90	0.00	87.50

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER	12/01/2024	46.10	9.90	18.90	0.00	74.90
LABORERS - ZONE 1	06/01/2025	47.60	9.90	18.90	0.00	76.40
	12/01/2025	49.10	9.90	18.90	0.00	77.90
	06/01/2026	50.65	9.90	18.90	0.00	79.45
	12/01/2026	52.15	9.90	18.90	0.00	80.95
	06/01/2027	53.75	9.90	18.90	0.00	82.55
	12/01/2027	55.35	9.90	18.90	0.00	84.15
	06/01/2028	57.03	9.90	18.90	0.00	85.83
	12/01/2028	58.70	9.90	18.90	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"						
LASER BEAM OPERATOR	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2024	46.45	9.90	18.90	0.00	75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	47.95	9.90	18.90	0.00	76.75
	12/01/2025	49.45	9.90	18.90	0.00	78.25
	06/01/2026	51.00	9.90	18.90	0.00	79.80
	12/01/2026	52.50	9.90	18.90	0.00	81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS	02/01/2025	50.36	11.49	21.62	0.00	83.47
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2025	52.08	11.49	21.62	0.00	85.19
	02/01/2026	53.16	11.49	21.62	0.00	86.27
	08/01/2026	54.92	11.49	21.62	0.00	88.03
	02/01/2027	56.04	11.49	21.62	0.00	89.15

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- MARBLE & TILE FINISHER - Local 3 Marble & Tile

02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.18	$11.49	$21.62	$0.00	$58.29
2	60	$30.22	$11.49	$21.62	$0.00	$63.33
3	70	$35.25	$11.49	$21.62	$0.00	$68.36
4	80	$40.29	$11.49	$21.62	$0.00	$73.40
5	90	$45.32	$11.49	$21.62	$0.00	$78.43

08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.04	$11.49	$21.62	$0.00	$59.15
2	60	$31.25	$11.49	$21.62	$0.00	$64.36
3	70	$36.46	$11.49	$21.62	$0.00	$69.57
4	80	$41.66	$11.49	$21.62	$0.00	$74.77
5	90	$46.87	$11.49	$21.62	$0.00	$79.98

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

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$32.91	$11.49	$23.56	$0.00	$67.96
2	60	$39.49	$11.49	$23.56	$0.00	$74.54
3	70	$46.07	$11.49	$23.56	$0.00	$81.12
4	80	$52.66	$11.49	$23.56	$0.00	$87.71
5	90	$59.24	$11.49	$23.56	$0.00	$94.29

08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$33.99	$11.49	$23.56	$0.00	$69.04
2	60	$40.78	$11.49	$23.56	$0.00	$75.83
3	70	$47.58	$11.49	$23.56	$0.00	$82.63
4	80	$54.38	$11.49	$23.56	$0.00	$89.43
5	90	$61.17	$11.49	$23.56	$0.00	$96.22

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	01/06/2025	45.09	10.08	21.47	0.00	76.64
MILLWRIGHTS LOCAL 1121 - Zone 2	01/05/2026	47.42	10.08	21.47	0.00	78.97

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- MILLWRIGHT - Local 1121 Zone 2

01/06/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$24.80	$10.08	$5.50	$0.00	$40.38
2	65	$29.31	$10.08	$6.50	$0.00	$45.89
3	75	$33.82	$10.08	$18.97	$0.00	$62.87
4	85	$38.33	$10.08	$19.97	$0.00	$68.38

01/05/2026

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	$26.08	$10.08	$5.50	$0.00	$41.66
2	65	$30.82	$10.08	$6.50	$0.00	$47.40
3	75	$35.57	$10.08	$18.97	$0.00	$64.62
4	85	$40.31	$10.08	$19.97	$0.00	$70.36

Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 $5.72, Step 2 $6.66)

MORTAR MIXER	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	12/01/2024	25.37	15.30	16.40	0.00	57.07
OPERATING ENGINEERS LOCAL 4	06/01/2025	25.97	15.30	16.40	0.00	57.67
	12/01/2025	26.63	15.30	16.40	0.00	58.33
	06/01/2026	27.22	15.30	16.40	0.00	58.92
	12/01/2026	27.89	15.30	16.40	0.00	59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS)	12/01/2024	31.08	15.30	16.40	0.00	62.78
OPERATING ENGINEERS LOCAL 4	06/01/2025	31.80	15.30	16.40	0.00	63.50
	12/01/2025	32.60	15.30	16.40	0.00	64.30
	06/01/2026	33.32	15.30	16.40	0.00	65.02
	12/01/2026	34.12	15.30	16.40	0.00	65.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	01/01/2025	58.46	9.95	23.95	0.00	92.36
PAINTERS LOCAL 35 - ZONE 1						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- PAINTER Local 35 - BRIDGES/TANKS
01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$29.23	$9.95	$0.00	$0.00	$39.18
2	55	$32.15	$9.95	$6.66	$0.00	$48.76
3	60	$35.08	$9.95	$7.26	$0.00	$52.29
4	65	$38.00	$9.95	$7.87	$0.00	$55.82
5	70	$40.92	$9.95	$20.32	$0.00	$71.19
6	75	$43.85	$9.95	$20.93	$0.00	$74.73
7	80	$46.77	$9.95	$21.53	$0.00	$78.25
8	90	$52.61	$9.95	$22.74	$0.00	$85.30

Steps are 750 hrs.

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2025	55.15	9.95	23.95	0.00	89.05

* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.PAINTERS LOCAL 35 - ZONE 1

Apprentice- PAINTER Local 35 Zone 1 - Spray/Sandblast - New
01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$27.58	$9.95	$0.00	$0.00	$37.53
2	55	$30.33	$9.95	$6.66	$0.00	$46.94
3	60	$33.09	$9.95	$7.26	$0.00	$50.30
4	65	$35.85	$9.95	$7.87	$0.00	$53.67
5	70	$38.61	$9.95	$20.32	$0.00	$68.88
6	75	$41.36	$9.95	$20.93	$0.00	$72.24
7	80	$44.12	$9.95	$21.53	$0.00	$75.60
8	90	$49.64	$9.95	$22.74	$0.00	$82.33

Steps are 750 hrs.

PAINTER (SPRAY OR SANDBLAST, REPAINT) PAINTERS LOCAL 35 - ZONE 1	01/01/2025	53.21	9.95	23.95	0.00	87.11

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint
01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.61	$9.95	$0.00	$0.00	$36.56
2	55	$29.27	$9.95	$6.66	$0.00	$45.88
3	60	$31.93	$9.95	$7.26	$0.00	$49.14
4	65	$34.59	$9.95	$7.87	$0.00	$52.41
5	70	$37.25	$9.95	$20.32	$0.00	$67.52
6	75	$39.91	$9.95	$20.93	$0.00	$70.79
7	80	$42.57	$9.95	$21.53	$0.00	$74.05
8	90	$47.89	$9.95	$22.74	$0.00	$80.58

Steps are 750 hrs.

PAINTER / TAPER (BRUSH, NEW) *	01/01/2025	53.75	9.95	23.95	0.00	87.65

* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.PAINTERS LOCAL 35 - ZONE 1

Apprentice- PAINTER - Local 35 Zone 1 - BRUSH NEW
01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.88	$9.95	$0.00	$0.00	$36.83
2	55	$29.56	$9.95	$6.66	$0.00	$46.17
3	60	$32.25	$9.95	$7.26	$0.00	$49.46
4	65	$34.94	$9.95	$7.87	$0.00	$52.76
5	70	$37.63	$9.95	$20.32	$0.00	$67.90
6	75	$40.31	$9.95	$20.93	$0.00	$71.19
7	80	$43.00	$9.95	$21.53	$0.00	$74.48
8	90	$48.38	$9.95	$22.74	$0.00	$81.07

Steps are 750 hrs.

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2025	51.81	9.95	23.95	0.00	85.71

PAINTERS LOCAL 35 - ZONE 1

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- PAINTER Local 35 Zone 1 - BRUSH REPAINT
01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$25.91	$9.95	$0.00	$0.00	$35.86
2	55	$28.50	$9.95	$6.66	$0.00	$45.11
3	60	$31.09	$9.95	$7.26	$0.00	$48.30
4	65	$33.68	$9.95	$7.87	$0.00	$51.50
5	70	$36.27	$9.95	$20.32	$0.00	$66.54
6	75	$38.86	$9.95	$20.93	$0.00	$69.74
7	80	$41.45	$9.95	$21.53	$0.00	$72.93
8	90	$46.63	$9.95	$22.74	$0.00	$79.32

Steps are 750 hrs.

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2024	46.20	9.90	18.90	0.00	75.00
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	47.70	9.90	18.90	0.00	76.50
	12/01/2025	49.20	9.90	18.90	0.00	78.00
	06/01/2026	50.75	9.90	18.90	0.00	79.55
	12/01/2026	52.25	9.90	18.90	0.00	81.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PANEL & PICKUP TRUCKS DRIVER	01/01/2025	39.78	15.57	20.17	0.00	75.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	40.78	15.57	20.17	0.00	76.52
	12/01/2025	40.78	15.57	21.78	0.00	78.13
	01/01/2026	40.78	16.17	21.78	0.00	78.73
	06/01/2026	41.78	16.17	21.78	0.00	79.73
	12/01/2026	41.78	16.17	23.52	0.00	81.47
	01/01/2027	41.78	16.77	23.52	0.00	82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2024	55.79	10.08	24.29	0.00	90.16
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2024	55.79	10.08	24.29	0.00	90.16
PILE DRIVER LOCAL 56 (ZONE 1)						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- PILE DRIVER - Local 56 Zone 1
08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$25.11	$10.08	$2.53	$0.00	$37.72
2	55	$30.68	$10.08	$5.07	$0.00	$45.83
3	70	$39.05	$10.08	$19.22	$0.00	$68.35
4	80	$44.63	$10.08	$21.76	$0.00	$76.47

% Indentured BEFORE 8/1/20; 50/60/70/75/80/80/90/90

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537	03/01/2025	68.88	12.70	21.80	0.00	103.38

Apprentice- PIPEFITTER - Local 537
03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	$27.55	$12.70	$9.05	$0.00	$49.30
2	45	$31.00	$12.70	$21.80	$0.00	$65.50
3	60	$41.33	$12.70	$21.80	$0.00	$75.83
4	70	$48.22	$12.70	$21.80	$0.00	$82.72
5	80	$55.10	$12.70	$21.80	$0.00	$89.60

*** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.*

PIPELAYER LABORERS - ZONE 1	12/01/2024	46.35	9.90	18.90	0.00	75.15
	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	46.45	9.90	18.90	0.00	75.25
	06/01/2025	47.95	9.90	18.90	0.00	76.75
	12/01/2025	49.45	9.90	18.90	0.00	78.25
	06/01/2026	51.00	9.90	18.90	0.00	79.80
	12/01/2026	52.50	9.90	18.90	0.00	81.30

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

PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	03/02/2025	69.84	14.32	20.31	0.00	104.47

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- PLUMBER/GASFITTER - Local 12
03/02/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$24.44	$14.32	$7.41	$0.00	$46.17
2	40	$27.94	$14.32	$8.42	$0.00	$50.68
3	55	$38.41	$14.32	$11.47	$0.00	$64.20
4	65	$45.40	$14.32	$13.50	$0.00	$73.22
5	75	$52.38	$14.32	$15.53	$0.00	$82.23

*** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr*

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	03/01/2025	68.88	12.70	21.80	0.00	103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 1	12/01/2024	46.35	9.90	18.90	0.00	75.15
	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	46.45	9.90	18.90	0.00	75.25
	06/01/2025	47.95	9.90	18.90	0.00	76.75
	12/01/2025	49.45	9.90	18.90	0.00	78.25
	06/01/2026	51.00	9.90	18.90	0.00	79.80
	12/01/2026	52.50	9.90	18.90	0.00	81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER LABORERS - ZONE 1	12/01/2024	47.10	9.90	18.90	0.00	75.90
	06/01/2025	48.60	9.90	18.90	0.00	77.40
	12/01/2025	50.10	9.90	18.90	0.00	78.90
	06/01/2026	51.65	9.90	18.90	0.00	80.45
	12/01/2026	53.15	9.90	18.90	0.00	81.95
	06/01/2027	54.75	9.90	18.90	0.00	83.55
	12/01/2027	56.35	9.90	18.90	0.00	85.15
	06/01/2028	58.03	9.90	18.90	0.00	86.83
	12/01/2028	59.70	9.90	18.90	0.00	88.50
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	47.20	9.90	18.90	0.00	76.00
	06/01/2025	48.70	9.90	18.90	0.00	77.50
	12/01/2025	50.20	9.90	18.90	0.00	79.00
	06/01/2026	51.75	9.90	18.90	0.00	80.55
	12/01/2026	53.25	9.90	18.90	0.00	82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	57.03	15.55	16.50	0.00	89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	58.33	15.55	16.50	0.00	90.38
	12/01/2025	59.78	15.55	16.50	0.00	91.83
	06/01/2026	61.08	15.55	16.50	0.00	93.13
	12/01/2026	62.53	15.55	16.50	0.00	94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2024	36.67	15.55	16.50	0.00	68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	37.52	15.55	16.50	0.00	69.57
	12/01/2025	38.47	15.55	16.50	0.00	70.52
	06/01/2026	39.33	15.55	16.50	0.00	71.38
	12/01/2026	40.28	15.55	16.50	0.00	72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012)TEAMSTERS 25 (Metro) - Aggregate	08/01/2022	30.40	11.91	15.25	0.00	57.56
READY-MIX CONCRETE DRIVER TEAMSTERS 25 (Metro) - Aggregate	08/01/2022	34.41	11.91	15.25	0.00	61.57
RECLAIMERS	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)	02/01/2025	52.03	13.28	21.70	0.00	87.01
ROOFERS LOCAL 33	08/01/2025	53.53	13.28	21.70	0.00	88.51
	02/01/2026	54.78	13.28	21.70	0.00	89.76

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- ROOFER - Local 33

02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.02	$13.28	$15.55	$0.00	$54.85
2	60	$31.22	$13.28	$21.70	$0.00	$66.20
3	65	$33.82	$13.28	$21.70	$0.00	$68.80
4	75	$39.02	$13.28	$21.70	$0.00	$74.00
5	85	$44.23	$13.28	$21.70	$0.00	$79.21

08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$26.77	$13.28	$15.55	$0.00	$55.60
2	60	$32.12	$13.28	$21.70	$0.00	$67.10
3	65	$34.79	$13.28	$21.70	$0.00	$69.77
4	75	$40.15	$13.28	$21.70	$0.00	$75.13
5	85	$45.50	$13.28	$21.70	$0.00	$80.48

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

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

ROOFER SLATE / TILE / PRECAST CONCRETE	02/01/2025	52.28	13.28	21.70	0.00	87.26
ROOFERS LOCAL 33	08/01/2025	53.78	13.28	21.70	0.00	88.76
	02/01/2026	55.03	13.28	21.70	0.00	90.01
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER	02/01/2025	59.13	14.91	28.27	2.98	105.29
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2025	60.98	14.91	28.27	2.98	107.14
	02/01/2026	62.93	14.91	28.27	2.98	109.09

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- SHEET METAL WORKER - Local 17-A

02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	$24.83	$14.91	$6.13	$0.00	$45.87
2	42	$24.83	$14.91	$6.13	$0.00	$45.87
3	47	$27.79	$14.91	$12.26	$1.62	$56.58
4	47	$27.79	$14.91	$12.26	$1.62	$56.58
5	52	$30.75	$14.91	$13.24	$1.74	$60.64
6	52	$30.75	$14.91	$13.49	$1.75	$60.90
7	60	$35.48	$14.91	$14.90	$1.93	$67.22
8	65	$38.43	$14.91	$15.88	$2.04	$71.26
9	75	$44.35	$14.91	$17.84	$2.28	$79.38
10	85	$50.26	$14.91	$19.30	$2.49	$86.96

08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	$25.61	$14.91	$6.13	$0.00	$46.65
2	42	$25.61	$14.91	$6.13	$0.00	$46.65
3	47	$28.66	$14.91	$12.26	$1.62	$57.45
4	47	$28.66	$14.91	$12.26	$1.62	$57.45
5	52	$31.71	$14.91	$13.24	$1.74	$61.60
6	52	$31.71	$14.91	$13.49	$1.75	$61.86
7	60	$36.59	$14.91	$14.90	$1.93	$68.33
8	65	$39.64	$14.91	$15.88	$2.04	$72.47
9	75	$45.74	$14.91	$17.84	$2.28	$80.77
10	85	$51.83	$14.91	$19.30	$2.49	$88.53

Steps are 6 mos.

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	40.24	15.57	20.17	0.00	75.98
	06/01/2025	41.24	15.57	20.17	0.00	76.98
	12/01/2025	41.24	15.57	21.78	0.00	78.59
	01/01/2026	41.24	16.17	21.78	0.00	79.19
	06/01/2026	42.24	16.17	21.78	0.00	80.19
	12/01/2026	42.24	16.17	23.52	0.00	81.93
	01/01/2027	42.24	16.77	23.52	0.00	82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2025	40.53	15.57	20.17	0.00	76.27
	06/01/2025	41.53	15.57	20.17	0.00	77.27
	12/01/2025	41.53	15.57	21.78	0.00	78.88
	01/01/2026	41.53	16.17	21.78	0.00	79.48
	06/01/2026	42.53	16.17	21.78	0.00	80.48
	12/01/2026	42.53	16.17	23.52	0.00	82.22
	01/01/2027	42.53	16.77	23.52	0.00	82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2025	72.14	11.51	23.80	0.00	107.45

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- SPRINKLER FITTER - Local 550 (Section A) Zone 1
03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	$25.25	$11.51	$13.07	$0.00	$49.83
2	40	$28.86	$11.51	$13.90	$0.00	$54.27
3	45	$32.46	$11.51	$14.73	$0.00	$58.70
4	50	$36.07	$11.51	$15.55	$0.00	$63.13
5	55	$39.68	$11.51	$16.37	$0.00	$67.56
6	60	$43.28	$11.51	$17.20	$0.00	$71.99
7	65	$46.89	$11.51	$18.03	$0.00	$76.43
8	70	$50.50	$11.51	$18.85	$0.00	$80.86
9	75	$54.11	$11.51	$19.67	$0.00	$85.29
10	80	$57.71	$11.51	$20.50	$0.00	$89.72

Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85

STEAM BOILER OPERATOR	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN	03/01/2025	51.41	13.00	20.90	0.00	85.31
ELECTRICIANS LOCAL 103	09/01/2025	52.94	13.00	20.95	0.00	86.89
	03/01/2026	53.90	13.00	20.98	0.00	87.88
	09/01/2026	55.42	13.00	21.02	0.00	89.44
	03/01/2027	56.38	13.00	21.05	0.00	90.43
	09/01/2027	57.91	13.00	21.10	0.00	92.01
	03/01/2028	58.87	13.00	21.13	0.00	93.00

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- TELECOMMUNICATION TECHNICIAN - Local 103

03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$23.13	$13.00	$0.69	$0.00	$36.82
2	45	$23.13	$13.00	$0.69	$0.00	$36.82
3	50	$25.71	$13.00	$16.64	$0.00	$55.35
4	50	$25.71	$13.00	$16.64	$0.00	$55.35
5	55	$28.28	$13.00	$17.07	$0.00	$58.35
6	60	$30.85	$13.00	$17.50	$0.00	$61.35
7	65	$33.42	$13.00	$17.92	$0.00	$64.34
8	70	$35.99	$13.00	$18.35	$0.00	$67.34
9	75	$38.56	$13.00	$18.78	$0.00	$70.34
10	80	$41.13	$13.00	$19.19	$0.00	$73.32

09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	$23.82	$13.00	$0.71	$0.00	$37.53
2	45	$23.82	$13.00	$0.71	$0.00	$37.53
3	50	$26.47	$13.00	$16.66	$0.00	$56.13
4	50	$26.47	$13.00	$16.66	$0.00	$56.13
5	55	$29.12	$13.00	$17.09	$0.00	$59.21
6	60	$31.76	$13.00	$17.52	$0.00	$62.28
7	65	$34.41	$13.00	$17.95	$0.00	$65.36
8	70	$37.06	$13.00	$18.38	$0.00	$68.44
9	75	$39.71	$13.00	$18.81	$0.00	$71.52
10	80	$42.35	$13.00	$19.23	$0.00	$74.58

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

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate

Apprentice- TERRAZZO FINISHER - Local 3 Marble & Tile

02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$32.37	$11.49	$23.59	$0.00	$67.45
2	60	$38.84	$11.49	$23.59	$0.00	$73.92
3	70	$45.32	$11.49	$23.59	$0.00	$80.40
4	80	$51.79	$11.49	$23.59	$0.00	$86.87
5	90	$58.27	$11.49	$23.59	$0.00	$93.35

08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	$33.45	$11.49	$23.59	$0.00	$68.53
2	60	$40.13	$11.49	$23.59	$0.00	$75.21
3	70	$46.82	$11.49	$23.59	$0.00	$81.90
4	80	$53.51	$11.49	$23.59	$0.00	$88.59
5	90	$60.20	$11.49	$23.59	$0.00	$95.28

TEST BORING DRILLER	12/01/2024	50.20	9.90	19.05	0.00	79.15
LABORERS - FOUNDATION AND MARINE	06/01/2025	51.70	9.90	19.05	0.00	80.65
	12/01/2025	53.20	9.90	19.05	0.00	82.15
	06/01/2026	54.75	9.90	19.05	0.00	83.70
	12/01/2026	56.25	9.90	19.05	0.00	85.20
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER	12/01/2024	46.32	9.90	19.05	0.00	75.27
LABORERS - FOUNDATION AND MARINE	06/01/2025	47.82	9.90	19.05	0.00	76.77
	12/01/2025	49.32	9.90	19.05	0.00	78.27
	06/01/2026	50.87	9.90	19.05	0.00	79.82
	12/01/2026	52.37	9.90	19.05	0.00	81.32
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER	12/01/2024	46.20	9.90	19.05	0.00	75.15
LABORERS - FOUNDATION AND MARINE	06/01/2025	47.70	9.90	19.05	0.00	76.65
	12/01/2025	49.20	9.90	19.05	0.00	78.15
	06/01/2026	50.75	9.90	19.05	0.00	79.70
	12/01/2026	52.25	9.90	19.05	0.00	81.20
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS	12/01/2024	56.40	15.55	16.50	0.00	88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	57.68	15.55	16.50	0.00	89.73
	12/01/2025	59.12	15.55	16.50	0.00	91.17
	06/01/2026	60.40	15.55	16.50	0.00	92.45
	12/01/2026	61.84	15.55	16.50	0.00	93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT	01/01/2025	40.82	15.57	20.17	0.00	76.56
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	41.82	15.57	20.17	0.00	77.56
	12/01/2025	41.82	15.57	21.78	0.00	79.17
	01/01/2026	41.82	16.17	21.78	0.00	79.77
	06/01/2026	42.82	16.17	21.78	0.00	80.77
	12/01/2026	42.82	16.17	23.52	0.00	82.51
	01/01/2027	42.82	16.77	23.52	0.00	83.11
TUNNEL WORK - COMPRESSED AIR	12/01/2024	58.43	9.90	19.50	0.00	87.83
LABORERS (COMPRESSED AIR)	06/01/2025	59.93	9.90	19.50	0.00	89.33
	12/01/2025	61.43	9.90	19.50	0.00	90.83
	06/01/2026	62.98	9.90	19.50	0.00	92.38
	12/01/2026	64.48	9.90	19.50	0.00	93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/01/2024	60.43	9.90	19.50	0.00	89.83
LABORERS (COMPRESSED AIR)	06/01/2025	61.93	9.90	19.50	0.00	91.33
	12/01/2025	63.43	9.90	19.50	0.00	92.83
	06/01/2026	64.98	9.90	19.50	0.00	94.38
	12/01/2026	66.48	9.90	19.50	0.00	95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR	12/01/2024	50.50	9.90	19.50	0.00	79.90
LABORERS (FREE AIR TUNNEL)	06/01/2025	52.00	9.90	19.50	0.00	81.40
	12/01/2025	53.50	9.90	19.50	0.00	82.90
	06/01/2026	55.05	9.90	19.50	0.00	84.45
	12/01/2026	56.55	9.90	19.50	0.00	85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2024	52.50	9.90	19.50	0.00	81.90
LABORERS (FREE AIR TUNNEL)	06/01/2025	54.00	9.90	19.50	0.00	83.40
	12/01/2025	55.50	9.90	19.50	0.00	84.90
	06/01/2026	57.05	9.90	19.50	0.00	86.45
	12/01/2026	58.55	9.90	19.50	0.00	87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL	01/01/2025	40.24	15.57	20.17	0.00	75.98
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2025	41.24	15.57	20.17	0.00	76.98
	12/01/2025	41.24	15.57	21.78	0.00	78.59
	01/01/2026	41.24	16.17	21.78	0.00	79.19
	06/01/2026	42.24	16.17	21.78	0.00	80.19
	12/01/2026	42.24	16.17	23.52	0.00	81.93
	01/01/2027	42.24	16.77	23.52	0.00	82.53
WAGON DRILL OPERATOR	12/01/2024	46.35	9.90	18.90	0.00	75.15
LABORERS - ZONE 1	06/01/2025	47.85	9.90	18.90	0.00	76.65
	12/01/2025	49.35	9.90	18.90	0.00	78.15
	06/01/2026	50.90	9.90	18.90	0.00	79.70
	12/01/2026	52.40	9.90	18.90	0.00	81.20
	06/01/2027	54.00	9.90	18.90	0.00	82.80
	12/01/2027	55.60	9.90	18.90	0.00	84.40
	06/01/2028	57.28	9.90	18.90	0.00	86.08
	12/01/2028	58.95	9.90	18.90	0.00	87.75
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	46.45	9.90	18.90	0.00	75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	47.95	9.90	18.90	0.00	76.75
	12/01/2025	49.45	9.90	18.90	0.00	78.25
	06/01/2026	51.00	9.90	18.90	0.00	79.80
	12/01/2026	52.50	9.90	18.90	0.00	81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Example

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR	12/01/2024	57.03	15.55	16.50	0.00	89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	58.33	15.55	16.50	0.00	90.38
	12/01/2025	59.78	15.55	16.50	0.00	91.83
	06/01/2026	61.08	15.55	16.50	0.00	93.13
	12/01/2026	62.53	15.55	16.50	0.00	94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER	03/02/2025	69.84	14.32	20.31	0.00	104.47
PLUMBERS & GASFITTERS LOCAL 12						
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.

Example