



STOW RECREATION DEPARTMENT
509 GREAT ROAD
Stow, Massachusetts 01775
978-637-2984
FAX 978-897-0486

Request for Quotes

Town Center Park

Walkway Repairs

The Town of Stow is requesting quotes for the following scope of work at Town Center Park, 323 Great Road, Stow MA 01775.

Quotes must be submitted to Ashley Pinard, Procurement and Grants Administrator, at procurement@stow-ma.gov by Wednesday April 10th at 10:00am.

Scope of Services

Task: Repair four areas of the walking path that have been damaged due to extreme rain.

Area #1- sloped winding walkway

- Excavate along walkway edge to a depth of 18" - Total Length 142'
- Installation of 4" perforated drainage pipe
- Installation of drainage fabric and backfill with crushed stone.
- Repair walkway washout using similar materials 3/8" stabilized gravel, dense grade, compact upon completion, stabilize and cleanup work area upon completion.
- Installation of straw wattles (temporarily until area stable)

Area #2- Far walkway along property line/base of playground

- Excavate along walkway edge to a depth of 18" - Total Length 175'
- Installation of 4" perforated drainage pipe
- Installation of small area drain at base of slope adjacent to playground.
- Installation of drainage fabric and backfill with crushed stone.
- Repair walkway washout using similar materials 3/8" stabilized gravel, dense grade, compact upon completion stabilize and cleanup work area upon completion.
- Installation of Straw wattles (temporarily until area stable)

Area #3- Additional Drainage, edge of parking lot

- Excavate along walkway edge to a depth of 18" - Total Length 293'
- Installation of 4" perforated drainage pipe
- Connect to proposed area #2 at base of slope adjacent to playground.

- Installation of drainage fabric, backfill with Crushed Stone.
- Repair walkway as needed 3/8" stabilized gravel, dense grade.
- compact upon completion -stabilize and cleanup work area upon completion.
- Repair and supplement loam and seed as needed.
- Repair Parking area as needed.
- Installation of Straw wattles (temporarily until area stable)

Area #4- Amphitheater, walkway area.

- Excavate along top edge of natural boulder wall to a depth of 18" - total length 113'
- Installation of 4" perforated drainage pipe.
- Connect to proposed leaching basin, install rip rap overflow.
- Installation of Drainage Fabric and backfill with Crushed Stone.
- Repair walkway as needed 3/8" stabilized gravel, dense grade. compact upon completion.
- Installation of excavated drainage swale approx.. 90LF
- Installation of rip-rap check dams (4 total)
- Seeded swale using slope mix and erosion blankets.
- Stabilize and cleanup work area upon completion.
- Repair and supplement loam and seed as needed.
- Installation of Straw wattles (temporarily until area stable)

Please send questions to procurement@stow-ma.gov or 978-216-2244.

THIS FORM MUST BE SIGNED AND ACCOMPANY YOUR BID.

The Town of Stow, Massachusetts

**BIDDER'S CERTIFICATION REGARDING
PAYMENT OF PREVAILING WAGES**

THE UNDERSIGNED BIDDER HEREBY CERTIFIES, UNDER THE PAINS AND PENALTIES OF PERJURY, THAT THE FOREGOING BID IS BASED UPON THE PAYMENT TO LABORERS TO BE EMPLOYED ON THE PROJECT OF WAGES IN AN AMOUNT NO LESS THAN THE APPLICABLE PREVAILING WAGE RATES ESTABLISHED FOR THE PROJECT BY THE *MASSACHUSETTS DEPARTMENT OF LABOR AND INDUSTRIES*.

THE UNDERSIGNED BIDDER AGREES TO INDEMNIFY THE AWARDDING AUTHORITY FOR, FROM AND AGAINST ANY LOSS, EXPENSE, DAMAGES, ACTIONS OR CLAIMS, INCLUDING ANY EXPENSE INCURRED IN CONNECTION WITH ANY DELAY OR STOPPAGE OF THE PROJECT WORK, ARISING OUT OF OR AS A RESULT OF:

- (1) THE FAILURE OF THE SAID BID TO BE BASED UPON THE PAYMENT OF THE SAID APPLICABLE PREVAILING WAGE RATES OR**
- (2) THE FAILURE OF THE BIDDER, IF SELECTED AS THE CONTRACTOR, TO PAY LABORERS EMPLOYED ON THE PROJECT THE SAID APPLICABLE PREVAILING WAGE RATES.**

Date: _____

Name of Bidder: _____

By: _____(Signature)

Print Name & Title of Person Signing



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

Awarding Authority: Town of Stow
Contract Number: RFQ 3-13-2024 **City/Town:** STOW
Description of Work: excavate along walkway edge to a depth of 18"
- Total Length 142'
- installation of 4" perforated Drainage Pipe
Job Location: 60 Old Bolton Road Stow MA

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$38.95 | \$15.07 | \$18.67 | \$0.00 | \$72.69 |
| | 06/01/2024 | \$39.95 | \$15.07 | \$18.67 | \$0.00 | \$73.69 |
| | 12/01/2024 | \$39.95 | \$15.07 | \$20.17 | \$0.00 | \$75.19 |
| | 01/01/2025 | \$39.95 | \$15.57 | \$20.17 | \$0.00 | \$75.69 |
| | 06/01/2025 | \$40.95 | \$15.57 | \$20.17 | \$0.00 | \$76.69 |
| | 12/01/2025 | \$40.95 | \$15.57 | \$21.78 | \$0.00 | \$78.30 |
| | 01/01/2026 | \$40.95 | \$16.17 | \$21.78 | \$0.00 | \$78.90 |
| | 06/01/2026 | \$41.95 | \$16.17 | \$21.78 | \$0.00 | \$79.90 |
| | 12/01/2026 | \$41.95 | \$16.17 | \$23.52 | \$0.00 | \$81.64 |
| | 01/01/2027 | \$41.95 | \$16.77 | \$23.52 | \$0.00 | \$82.24 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.02 | \$15.07 | \$18.67 | \$0.00 | \$72.76 |
| | 06/01/2024 | \$40.02 | \$15.07 | \$18.67 | \$0.00 | \$73.76 |
| | 12/01/2024 | \$40.02 | \$15.07 | \$20.17 | \$0.00 | \$75.26 |
| | 01/01/2025 | \$40.02 | \$15.57 | \$20.17 | \$0.00 | \$75.76 |
| | 06/01/2025 | \$41.02 | \$15.57 | \$20.17 | \$0.00 | \$76.76 |
| | 12/01/2025 | \$41.02 | \$15.57 | \$21.78 | \$0.00 | \$78.37 |
| | 01/01/2026 | \$41.02 | \$16.17 | \$21.78 | \$0.00 | \$78.97 |
| | 06/01/2026 | \$42.02 | \$16.17 | \$21.78 | \$0.00 | \$79.97 |
| | 12/01/2026 | \$42.02 | \$16.17 | \$23.52 | \$0.00 | \$81.71 |
| | 01/01/2027 | \$42.02 | \$16.77 | \$23.52 | \$0.00 | \$82.31 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.14 | \$15.07 | \$18.67 | \$0.00 | \$72.88 |
| | 06/01/2024 | \$40.14 | \$15.07 | \$18.67 | \$0.00 | \$73.88 |
| | 12/01/2024 | \$40.14 | \$15.07 | \$20.17 | \$0.00 | \$75.38 |
| | 01/01/2025 | \$40.14 | \$15.57 | \$20.17 | \$0.00 | \$75.88 |
| | 06/01/2025 | \$41.14 | \$15.57 | \$20.17 | \$0.00 | \$76.88 |
| | 12/01/2025 | \$41.14 | \$15.57 | \$21.78 | \$0.00 | \$78.49 |
| | 01/01/2026 | \$41.14 | \$16.17 | \$21.78 | \$0.00 | \$79.09 |
| | 06/01/2026 | \$42.14 | \$16.17 | \$21.78 | \$0.00 | \$80.09 |
| | 12/01/2026 | \$42.14 | \$16.17 | \$23.52 | \$0.00 | \$81.83 |
| | 01/01/2027 | \$42.14 | \$16.77 | \$23.52 | \$0.00 | \$82.43 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$103.05 | \$9.40 | \$23.12 | \$0.00 | \$135.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.61 | \$9.65 | \$17.14 | \$0.00 | \$65.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$38.61 | \$9.65 | \$17.14 | \$0.00 | \$65.40 |
| | 06/01/2024 | \$39.94 | \$9.65 | \$17.14 | \$0.00 | \$66.73 |
| | 12/01/2024 | \$41.27 | \$9.65 | \$17.14 | \$0.00 | \$68.06 |
| | 06/01/2025 | \$42.66 | \$9.65 | \$17.14 | \$0.00 | \$69.45 |
| | 12/01/2025 | \$44.04 | \$9.65 | \$17.14 | \$0.00 | \$70.83 |
| | 06/01/2026 | \$45.48 | \$9.65 | \$17.14 | \$0.00 | \$72.27 |
| | 12/01/2026 | \$46.92 | \$9.65 | \$17.14 | \$0.00 | \$73.71 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 12/01/2023 | \$40.80 | \$14.50 | \$11.05 | \$0.00 | \$66.35 |
| | 06/01/2024 | \$41.80 | \$14.50 | \$11.05 | \$0.00 | \$67.35 |
| | 12/01/2024 | \$42.80 | \$14.50 | \$11.05 | \$0.00 | \$68.35 |
| | 06/01/2025 | \$43.80 | \$14.50 | \$11.05 | \$0.00 | \$69.35 |
| | 12/01/2025 | \$44.80 | \$14.50 | \$11.05 | \$0.00 | \$70.35 |
| ASPHALT RAKER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| | 06/01/2024 | \$39.44 | \$9.65 | \$17.14 | \$0.00 | \$66.23 |
| | 12/01/2024 | \$40.77 | \$9.65 | \$17.14 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$42.16 | \$9.65 | \$17.14 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$43.54 | \$9.65 | \$17.14 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.98 | \$9.65 | \$17.14 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$46.42 | \$9.65 | \$17.14 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$55.03 | \$15.00 | \$16.40 | \$0.00 | \$86.43 |
| | 06/01/2024 | \$56.33 | \$15.00 | \$16.40 | \$0.00 | \$87.73 |
| | 12/01/2024 | \$57.78 | \$15.00 | \$16.40 | \$0.00 | \$89.18 |
| | 06/01/2025 | \$59.08 | \$15.00 | \$16.40 | \$0.00 | \$90.48 |
| | 12/01/2025 | \$60.53 | \$15.00 | \$16.40 | \$0.00 | \$91.93 |
| | 06/01/2026 | \$61.83 | \$15.00 | \$16.40 | \$0.00 | \$93.23 |
| | 12/01/2026 | \$63.28 | \$15.00 | \$16.40 | \$0.00 | \$94.68 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$55.03 | \$15.00 | \$16.40 | \$0.00 | \$86.43 |
| | 06/01/2024 | \$56.33 | \$15.00 | \$16.40 | \$0.00 | \$87.73 |
| | 12/01/2024 | \$57.78 | \$15.00 | \$16.40 | \$0.00 | \$89.18 |
| | 06/01/2025 | \$59.08 | \$15.00 | \$16.40 | \$0.00 | \$90.48 |
| | 12/01/2025 | \$60.53 | \$15.00 | \$16.40 | \$0.00 | \$91.93 |
| | 06/01/2026 | \$61.83 | \$15.00 | \$16.40 | \$0.00 | \$93.23 |
| | 12/01/2026 | \$63.28 | \$15.00 | \$16.40 | \$0.00 | \$94.68 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.61 | \$9.65 | \$17.14 | \$0.00 | \$65.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$38.61 | \$9.65 | \$17.14 | \$0.00 | \$65.40 |
| | 06/01/2024 | \$39.94 | \$9.65 | \$17.14 | \$0.00 | \$66.73 |
| | 12/01/2024 | \$41.27 | \$9.65 | \$17.14 | \$0.00 | \$68.06 |
| | 06/01/2025 | \$42.66 | \$9.65 | \$17.14 | \$0.00 | \$69.45 |
| | 12/01/2025 | \$44.04 | \$9.65 | \$17.14 | \$0.00 | \$70.83 |
| | 06/01/2026 | \$45.48 | \$9.65 | \$17.14 | \$0.00 | \$72.27 |
| | 12/01/2026 | \$46.92 | \$9.65 | \$17.14 | \$0.00 | \$73.71 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2024 | \$48.12 | \$7.07 | \$20.60 | \$0.00 | \$75.79 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 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 |

Notes:

Apprentice to Journeyworker Ratio:1:4

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$30.13 | \$11.49 | \$22.90 | \$0.00 | \$64.52 |
| 2 | 60 | \$36.16 | \$11.49 | \$22.90 | \$0.00 | \$70.55 |
| 3 | 70 | \$42.18 | \$11.49 | \$22.90 | \$0.00 | \$76.57 |
| 4 | 80 | \$48.21 | \$11.49 | \$22.90 | \$0.00 | \$82.60 |
| 5 | 90 | \$54.23 | \$11.49 | \$22.90 | \$0.00 | \$88.62 |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$31.18 | \$11.49 | \$22.90 | \$0.00 | \$65.57 |
| 2 | 60 | \$37.42 | \$11.49 | \$22.90 | \$0.00 | \$71.81 |
| 3 | 70 | \$43.65 | \$11.49 | \$22.90 | \$0.00 | \$78.04 |
| 4 | 80 | \$49.89 | \$11.49 | \$22.90 | \$0.00 | \$84.28 |
| 5 | 90 | \$56.12 | \$11.49 | \$22.90 | \$0.00 | \$90.51 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN | 12/01/2023 | \$45.48 | \$9.65 | \$18.22 | \$0.00 | \$73.35 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2024 | \$46.96 | \$9.65 | \$18.22 | \$0.00 | \$74.83 |
| | 12/01/2024 | \$48.43 | \$9.65 | \$18.22 | \$0.00 | \$76.30 |
| | 06/01/2025 | \$49.93 | \$9.65 | \$18.22 | \$0.00 | \$77.80 |
| | 12/01/2025 | \$51.43 | \$9.65 | \$18.22 | \$0.00 | \$79.30 |
| | 06/01/2026 | \$52.98 | \$9.65 | \$18.22 | \$0.00 | \$80.85 |
| | 12/01/2026 | \$54.48 | \$9.65 | \$18.22 | \$0.00 | \$82.35 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER | 12/01/2023 | \$44.33 | \$9.65 | \$18.22 | \$0.00 | \$72.20 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2024 | \$45.81 | \$9.65 | \$18.22 | \$0.00 | \$73.68 |
| | 12/01/2024 | \$47.28 | \$9.65 | \$18.22 | \$0.00 | \$75.15 |
| | 06/01/2025 | \$48.78 | \$9.65 | \$18.22 | \$0.00 | \$76.65 |
| | 12/01/2025 | \$50.28 | \$9.65 | \$18.22 | \$0.00 | \$78.15 |
| | 06/01/2026 | \$51.83 | \$9.65 | \$18.22 | \$0.00 | \$79.70 |
| | 12/01/2026 | \$53.33 | \$9.65 | \$18.22 | \$0.00 | \$81.20 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$44.33 | \$9.65 | \$18.22 | \$0.00 | \$72.20 |
| | 06/01/2024 | \$45.81 | \$9.65 | \$18.22 | \$0.00 | \$73.68 |
| | 12/01/2024 | \$47.28 | \$9.65 | \$18.22 | \$0.00 | \$75.15 |
| | 06/01/2025 | \$48.78 | \$9.65 | \$18.22 | \$0.00 | \$76.65 |
| | 12/01/2025 | \$50.28 | \$9.65 | \$18.22 | \$0.00 | \$78.15 |
| | 06/01/2026 | \$51.83 | \$9.65 | \$18.22 | \$0.00 | \$79.70 |
| | 12/01/2026 | \$53.33 | \$9.65 | \$18.22 | \$0.00 | \$81.20 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i> | 03/01/2024 | \$47.12 | \$9.83 | \$19.97 | \$0.00 | \$76.92 |
| | 09/01/2024 | \$48.37 | \$9.83 | \$19.97 | \$0.00 | \$78.17 |
| | 03/01/2025 | \$49.62 | \$9.83 | \$19.97 | \$0.00 | \$79.42 |
| | 09/01/2025 | \$50.87 | \$9.83 | \$19.97 | \$0.00 | \$80.67 |
| | 03/01/2026 | \$52.12 | \$9.83 | \$19.97 | \$0.00 | \$81.92 |
| | 09/01/2026 | \$53.37 | \$9.83 | \$19.97 | \$0.00 | \$83.17 |
| | 03/01/2027 | \$54.62 | \$9.83 | \$19.97 | \$0.00 | \$84.42 |

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$21.20 | \$9.83 | \$1.73 | \$0.00 | \$32.76 |
| 2 | 45 | \$21.20 | \$9.83 | \$1.73 | \$0.00 | \$32.76 |
| 3 | 55 | \$25.92 | \$9.83 | \$3.40 | \$0.00 | \$39.15 |
| 4 | 55 | \$25.92 | \$9.83 | \$3.40 | \$0.00 | \$39.15 |
| 5 | 70 | \$32.98 | \$9.83 | \$16.51 | \$0.00 | \$59.32 |
| 6 | 70 | \$32.98 | \$9.83 | \$16.51 | \$0.00 | \$59.32 |
| 7 | 80 | \$37.70 | \$9.83 | \$18.24 | \$0.00 | \$65.77 |
| 8 | 80 | \$37.70 | \$9.83 | \$18.24 | \$0.00 | \$65.77 |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$21.77 | \$9.83 | \$1.73 | \$0.00 | \$33.33 |
| 2 | 45 | \$21.77 | \$9.83 | \$1.73 | \$0.00 | \$33.33 |
| 3 | 55 | \$26.60 | \$9.83 | \$3.40 | \$0.00 | \$39.83 |
| 4 | 55 | \$26.60 | \$9.83 | \$3.40 | \$0.00 | \$39.83 |
| 5 | 70 | \$33.86 | \$9.83 | \$16.51 | \$0.00 | \$60.20 |
| 6 | 70 | \$33.86 | \$9.83 | \$16.51 | \$0.00 | \$60.20 |
| 7 | 80 | \$38.70 | \$9.83 | \$18.24 | \$0.00 | \$66.77 |
| 8 | 80 | \$38.70 | \$9.83 | \$18.24 | \$0.00 | \$66.77 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---------------------------------------|----------------|-----------|--------|---------|---------------------------|------------|
| CARPENTER WOOD FRAME | 10/01/2023 | \$25.55 | \$7.02 | \$4.80 | \$0.00 | \$37.37 |
| <i>CARPENTERS-ZONE 3 (Wood Frame)</i> | 10/01/2024 | \$26.65 | \$7.02 | \$4.80 | \$0.00 | \$38.47 |
| | 10/01/2025 | \$27.75 | \$7.02 | \$4.80 | \$0.00 | \$39.57 |
| | 10/01/2026 | \$28.85 | \$7.02 | \$4.80 | \$0.00 | \$40.67 |

All Aspects of New Wood Frame Work

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 10/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$15.33 | \$7.02 | \$0.00 | \$0.00 | \$22.35 |
| 2 | 60 | \$15.33 | \$7.02 | \$0.00 | \$0.00 | \$22.35 |
| 3 | 65 | \$16.61 | \$7.02 | \$1.00 | \$0.00 | \$24.63 |
| 4 | 70 | \$17.89 | \$7.02 | \$1.00 | \$0.00 | \$25.91 |
| 5 | 75 | \$19.16 | \$7.02 | \$4.80 | \$0.00 | \$30.98 |
| 6 | 80 | \$20.44 | \$7.02 | \$4.80 | \$0.00 | \$32.26 |
| 7 | 85 | \$21.72 | \$7.02 | \$4.80 | \$0.00 | \$33.54 |
| 8 | 90 | \$23.00 | \$7.02 | \$4.80 | \$0.00 | \$34.82 |

Effective Date - 10/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$15.99 | \$7.02 | \$0.00 | \$0.00 | \$23.01 |
| 2 | 60 | \$15.99 | \$7.02 | \$0.00 | \$0.00 | \$23.01 |
| 3 | 65 | \$17.32 | \$7.02 | \$1.00 | \$0.00 | \$25.34 |
| 4 | 70 | \$18.66 | \$7.02 | \$1.00 | \$0.00 | \$26.68 |
| 5 | 75 | \$19.99 | \$7.02 | \$4.80 | \$0.00 | \$31.81 |
| 6 | 80 | \$21.32 | \$7.02 | \$4.80 | \$0.00 | \$33.14 |
| 7 | 85 | \$22.65 | \$7.02 | \$4.80 | \$0.00 | \$34.47 |
| 8 | 90 | \$23.99 | \$7.02 | \$4.80 | \$0.00 | \$35.81 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$18.52/ 3&4 \$21.07/ 5&6 \$28.70/ 7&8 \$31.26

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|-------------------------------------|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING | 01/01/2024 | \$49.33 | \$13.00 | \$23.57 | \$1.30 | \$87.20 |
| <i>BRICKLAYERS LOCAL 3 (LOWELL)</i> | | | | | | |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Lowell

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$24.67 | \$13.00 | \$15.93 | \$0.00 | \$53.60 |
| 2 | 60 | \$29.60 | \$13.00 | \$18.57 | \$1.30 | \$62.47 |
| 3 | 65 | \$32.06 | \$13.00 | \$19.57 | \$1.30 | \$65.93 |
| 4 | 70 | \$34.53 | \$13.00 | \$20.57 | \$1.30 | \$69.40 |
| 5 | 75 | \$37.00 | \$13.00 | \$21.57 | \$1.30 | \$72.87 |
| 6 | 80 | \$39.46 | \$13.00 | \$22.57 | \$1.30 | \$76.33 |
| 7 | 90 | \$44.40 | \$13.00 | \$23.57 | \$1.30 | \$82.27 |

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$56.13 | \$15.00 | \$16.40 | \$0.00 | \$87.53 |
| | 06/01/2024 | \$57.45 | \$15.00 | \$16.40 | \$0.00 | \$88.85 |
| | 12/01/2024 | \$58.93 | \$15.00 | \$16.40 | \$0.00 | \$90.33 |
| | 06/01/2025 | \$60.26 | \$15.00 | \$16.40 | \$0.00 | \$91.66 |
| | 12/01/2025 | \$61.73 | \$15.00 | \$16.40 | \$0.00 | \$93.13 |
| | 06/01/2026 | \$63.06 | \$15.00 | \$16.40 | \$0.00 | \$94.46 |
| | 12/01/2026 | \$64.54 | \$15.00 | \$16.40 | \$0.00 | \$95.94 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$35.62 | \$15.00 | \$16.40 | \$0.00 | \$67.02 |
| | 06/01/2024 | \$36.47 | \$15.00 | \$16.40 | \$0.00 | \$67.87 |
| | 12/01/2024 | \$37.42 | \$15.00 | \$16.40 | \$0.00 | \$68.82 |
| | 06/01/2025 | \$38.27 | \$15.00 | \$16.40 | \$0.00 | \$69.67 |
| | 12/01/2025 | \$39.22 | \$15.00 | \$16.40 | \$0.00 | \$70.62 |
| | 06/01/2026 | \$40.08 | \$15.00 | \$16.40 | \$0.00 | \$71.48 |
| | 12/01/2026 | \$41.03 | \$15.00 | \$16.40 | \$0.00 | \$72.43 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2024 | \$56.06 | \$9.95 | \$23.95 | \$0.00 | \$89.96 |
| | 07/01/2024 | \$57.26 | \$9.95 | \$23.95 | \$0.00 | \$91.16 |
| | 01/01/2025 | \$58.46 | \$9.95 | \$23.95 | \$0.00 | \$92.36 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2024

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

Effective Date - 07/01/2024

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

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN LABORERS - ZONE 2 | 12/01/2023 | \$44.48 | \$9.65 | \$18.07 | \$0.00 | \$72.20 |
|------------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 2 | 12/01/2023 | \$45.48 | \$9.65 | \$18.07 | \$0.00 | \$73.20 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: BURNERS LABORERS - ZONE 2 | 12/01/2023 | \$45.23 | \$9.65 | \$18.07 | \$0.00 | \$72.95 |
|------------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2 | 12/01/2023 | \$45.48 | \$9.65 | \$18.07 | \$0.00 | \$73.20 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2 | 12/01/2023 | \$45.23 | \$9.65 | \$18.07 | \$0.00 | \$72.95 |
|--|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DEMO: WRECKING LABORER LABORERS - ZONE 2 | 12/01/2023 | \$44.48 | \$9.65 | \$18.07 | \$0.00 | \$72.20 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$68.70 | \$9.40 | \$23.12 | \$0.00 | \$101.22 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$73.60 | \$9.40 | \$23.12 | \$0.00 | \$106.12 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$103.05 | \$9.40 | \$23.12 | \$0.00 | \$135.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i> | 07/01/2020 | \$26.77 | \$6.67 | \$3.93 | \$0.16 | \$37.53 |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 96</i> | 09/03/2023 | \$45.99 | \$13.00 | \$18.84 | \$0.00 | \$77.83 |
| | 09/01/2024 | \$47.05 | \$13.99 | \$19.22 | \$0.00 | \$80.26 |
| | 09/07/2025 | \$48.16 | \$14.98 | \$19.60 | \$0.00 | \$82.74 |
| | 09/06/2026 | \$49.38 | \$15.96 | \$20.00 | \$0.00 | \$85.34 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 96

Effective Date - 09/03/2023

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

Effective Date - 09/01/2024

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

Notes:

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

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR | 01/01/2022 | \$65.62 | \$16.03 | \$20.21 | \$0.00 | \$101.86 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | | | | | | |

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 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 |

Notes:

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-------------------------------|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER | 01/01/2022 | \$45.93 | \$16.03 | \$20.21 | \$0.00 | \$82.17 |
| ELEVATOR CONSTRUCTORS LOCAL 4 | | | | | | |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| | 06/01/2024 | \$39.44 | \$9.65 | \$17.14 | \$0.00 | \$66.23 |
| | 12/01/2024 | \$40.77 | \$9.65 | \$17.14 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$42.16 | \$9.65 | \$17.14 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$43.54 | \$9.65 | \$17.14 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.98 | \$9.65 | \$17.14 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$46.42 | \$9.65 | \$17.14 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2023 | \$50.30 | \$14.50 | \$16.15 | \$0.00 | \$80.95 |
| | 05/01/2024 | \$51.54 | \$14.50 | \$16.15 | \$0.00 | \$82.19 |
| | 11/01/2024 | \$52.83 | \$14.50 | \$16.15 | \$0.00 | \$83.48 |
| | 05/01/2025 | \$54.27 | \$14.50 | \$16.15 | \$0.00 | \$84.92 |
| | 11/01/2025 | \$55.56 | \$14.50 | \$16.15 | \$0.00 | \$86.21 |
| | 05/01/2026 | \$57.00 | \$14.50 | \$16.15 | \$0.00 | \$87.65 |
| | 11/01/2026 | \$58.29 | \$14.50 | \$16.15 | \$0.00 | \$88.94 |
| 05/01/2027 | \$59.72 | \$14.50 | \$16.15 | \$0.00 | \$90.37 | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2023 | \$51.87 | \$14.50 | \$16.15 | \$0.00 | \$82.52 |
| | 05/01/2024 | \$53.12 | \$14.50 | \$16.15 | \$0.00 | \$83.77 |
| | 11/01/2024 | \$54.42 | \$14.50 | \$16.15 | \$0.00 | \$85.07 |
| | 05/01/2025 | \$55.87 | \$14.50 | \$16.15 | \$0.00 | \$86.52 |
| | 11/01/2025 | \$57.17 | \$14.50 | \$16.15 | \$0.00 | \$87.82 |
| | 05/01/2026 | \$58.62 | \$14.50 | \$16.15 | \$0.00 | \$89.27 |
| | 11/01/2026 | \$59.92 | \$14.50 | \$16.15 | \$0.00 | \$90.57 |
| 05/01/2027 | \$61.37 | \$14.50 | \$16.15 | \$0.00 | \$92.02 | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i> | 11/01/2023 | \$24.93 | \$14.50 | \$16.15 | \$0.00 | \$55.58 |
| | 05/01/2024 | \$25.66 | \$14.50 | \$16.15 | \$0.00 | \$56.31 |
| | 11/01/2024 | \$26.42 | \$14.50 | \$16.15 | \$0.00 | \$57.07 |
| | 05/01/2025 | \$27.27 | \$14.50 | \$16.15 | \$0.00 | \$57.92 |
| | 11/01/2025 | \$28.03 | \$14.50 | \$16.15 | \$0.00 | \$58.68 |
| | 05/01/2026 | \$28.88 | \$14.50 | \$16.15 | \$0.00 | \$59.53 |
| | 11/01/2026 | \$29.64 | \$14.50 | \$16.15 | \$0.00 | \$60.29 |
| 05/01/2027 | \$30.49 | \$14.50 | \$16.15 | \$0.00 | \$61.14 | |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 96</i> | 09/03/2023 | \$45.99 | \$13.00 | \$18.84 | \$0.00 | \$77.83 |
| | 09/01/2024 | \$47.05 | \$13.99 | \$19.22 | \$0.00 | \$80.26 |
| | 09/07/2025 | \$48.16 | \$14.98 | \$19.60 | \$0.00 | \$82.74 |
| | 09/06/2026 | \$49.38 | \$15.96 | \$20.00 | \$0.00 | \$85.34 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIRE ALARM REPAIR / MAINT/COMMISSIONING <i>ELECTRICIANS LOCAL 96</i> | 09/03/2023 | \$45.99 | \$13.00 | \$18.84 | \$0.00 | \$77.83 |
| | 09/01/2024 | \$47.05 | \$13.99 | \$19.22 | \$0.00 | \$80.26 |
| | 09/07/2025 | \$48.16 | \$14.98 | \$19.60 | \$0.00 | \$82.74 |
| | 09/06/2026 | \$49.38 | \$15.96 | \$20.00 | \$0.00 | \$85.34 |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$44.47 | \$15.00 | \$16.40 | \$0.00 | \$75.87 |
| | 06/01/2024 | \$45.53 | \$15.00 | \$16.40 | \$0.00 | \$76.93 |
| | 12/01/2024 | \$46.71 | \$15.00 | \$16.40 | \$0.00 | \$78.11 |
| | 06/01/2025 | \$47.77 | \$15.00 | \$16.40 | \$0.00 | \$79.17 |
| | 12/01/2025 | \$48.94 | \$15.00 | \$16.40 | \$0.00 | \$80.34 |
| | 06/01/2026 | \$50.00 | \$15.00 | \$16.40 | \$0.00 | \$81.40 |
| | 12/01/2026 | \$51.18 | \$15.00 | \$16.40 | \$0.00 | \$82.58 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$25.48 | \$9.65 | \$17.14 | \$0.00 | \$52.27 |
| | 06/01/2024 | \$26.51 | \$9.65 | \$17.14 | \$0.00 | \$53.30 |
| | 12/01/2024 | \$26.51 | \$9.65 | \$17.14 | \$0.00 | \$53.30 |
| | 06/01/2025 | \$27.59 | \$9.65 | \$17.14 | \$0.00 | \$54.38 |
| | 12/01/2025 | \$27.59 | \$9.65 | \$17.14 | \$0.00 | \$54.38 |
| | 06/01/2026 | \$28.71 | \$9.65 | \$17.14 | \$0.00 | \$55.50 |
| | 12/01/2026 | \$28.71 | \$9.65 | \$17.14 | \$0.00 | \$55.50 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i> | 03/01/2024 | \$54.73 | \$8.83 | \$20.27 | \$0.00 | \$83.83 |
| | 09/01/2024 | \$56.23 | \$8.83 | \$20.27 | \$0.00 | \$85.33 |
| | 03/01/2025 | \$57.73 | \$8.83 | \$20.27 | \$0.00 | \$86.83 |
| | 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 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$24.63 | \$8.83 | \$1.76 | \$0.00 | \$35.22 |
| 2 | 45 | \$24.63 | \$8.83 | \$1.76 | \$0.00 | \$35.22 |
| 3 | 55 | \$30.10 | \$8.83 | \$3.52 | \$0.00 | \$42.45 |
| 4 | 55 | \$30.10 | \$8.83 | \$3.52 | \$0.00 | \$42.45 |
| 5 | 70 | \$38.31 | \$8.83 | \$16.75 | \$0.00 | \$63.89 |
| 6 | 70 | \$38.31 | \$8.83 | \$16.75 | \$0.00 | \$63.89 |
| 7 | 80 | \$43.78 | \$8.83 | \$18.51 | \$0.00 | \$71.12 |
| 8 | 80 | \$43.78 | \$8.83 | \$18.51 | \$0.00 | \$71.12 |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$25.30 | \$8.83 | \$1.76 | \$0.00 | \$35.89 |
| 2 | 45 | \$25.30 | \$8.83 | \$1.76 | \$0.00 | \$35.89 |
| 3 | 55 | \$30.93 | \$8.83 | \$3.52 | \$0.00 | \$43.28 |
| 4 | 55 | \$30.93 | \$8.83 | \$3.52 | \$0.00 | \$43.28 |
| 5 | 70 | \$39.36 | \$8.83 | \$16.75 | \$0.00 | \$64.94 |
| 6 | 70 | \$39.36 | \$8.83 | \$16.75 | \$0.00 | \$64.94 |
| 7 | 80 | \$44.98 | \$8.83 | \$18.51 | \$0.00 | \$72.32 |
| 8 | 80 | \$44.98 | \$8.83 | \$18.51 | \$0.00 | \$72.32 |

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER | 12/01/2023 | \$55.03 | \$15.00 | \$16.40 | \$0.00 | \$86.43 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2024 | \$56.33 | \$15.00 | \$16.40 | \$0.00 | \$87.73 |
| | 12/01/2024 | \$57.78 | \$15.00 | \$16.40 | \$0.00 | \$89.18 |
| | 06/01/2025 | \$59.08 | \$15.00 | \$16.40 | \$0.00 | \$90.48 |
| | 12/01/2025 | \$60.53 | \$15.00 | \$16.40 | \$0.00 | \$91.93 |
| | 06/01/2026 | \$61.83 | \$15.00 | \$16.40 | \$0.00 | \$93.23 |
| | 12/01/2026 | \$63.28 | \$15.00 | \$16.40 | \$0.00 | \$94.68 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| GENERATOR/LIGHTING PLANT/HEATERS | 12/01/2023 | \$35.62 | \$15.00 | \$16.40 | \$0.00 | \$67.02 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2024 | \$36.47 | \$15.00 | \$16.40 | \$0.00 | \$67.87 |
| | 12/01/2024 | \$37.42 | \$15.00 | \$16.40 | \$0.00 | \$68.82 |
| | 06/01/2025 | \$38.27 | \$15.00 | \$16.40 | \$0.00 | \$69.67 |
| | 12/01/2025 | \$39.22 | \$15.00 | \$16.40 | \$0.00 | \$70.62 |
| | 06/01/2026 | \$40.08 | \$15.00 | \$16.40 | \$0.00 | \$71.48 |
| | 12/01/2026 | \$41.03 | \$15.00 | \$16.40 | \$0.00 | \$72.43 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 35 (ZONE 2)</i> | 01/01/2024 | \$45.56 | \$9.95 | \$23.95 | \$0.00 | \$79.46 |
| | 07/01/2024 | \$46.76 | \$9.95 | \$23.95 | \$0.00 | \$80.66 |
| | 01/01/2025 | \$47.96 | \$9.95 | \$23.95 | \$0.00 | \$81.86 |

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.78 | \$9.95 | \$0.00 | \$0.00 | \$32.73 |
| 2 | 55 | \$25.06 | \$9.95 | \$6.66 | \$0.00 | \$41.67 |
| 3 | 60 | \$27.34 | \$9.95 | \$7.26 | \$0.00 | \$44.55 |
| 4 | 65 | \$29.61 | \$9.95 | \$7.87 | \$0.00 | \$47.43 |
| 5 | 70 | \$31.89 | \$9.95 | \$20.32 | \$0.00 | \$62.16 |
| 6 | 75 | \$34.17 | \$9.95 | \$20.93 | \$0.00 | \$65.05 |
| 7 | 80 | \$36.45 | \$9.95 | \$21.53 | \$0.00 | \$67.93 |
| 8 | 90 | \$41.00 | \$9.95 | \$22.74 | \$0.00 | \$73.69 |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.38 | \$9.95 | \$0.00 | \$0.00 | \$33.33 |
| 2 | 55 | \$25.72 | \$9.95 | \$6.66 | \$0.00 | \$42.33 |
| 3 | 60 | \$28.06 | \$9.95 | \$7.26 | \$0.00 | \$45.27 |
| 4 | 65 | \$30.39 | \$9.95 | \$7.87 | \$0.00 | \$48.21 |
| 5 | 70 | \$32.73 | \$9.95 | \$20.32 | \$0.00 | \$63.00 |
| 6 | 75 | \$35.07 | \$9.95 | \$20.93 | \$0.00 | \$65.95 |
| 7 | 80 | \$37.41 | \$9.95 | \$21.53 | \$0.00 | \$68.89 |
| 8 | 90 | \$42.08 | \$9.95 | \$22.74 | \$0.00 | \$74.77 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$55.03 | \$15.00 | \$16.40 | \$0.00 | \$86.43 |
| | 06/01/2024 | \$56.33 | \$15.00 | \$16.40 | \$0.00 | \$87.73 |
| | 12/01/2024 | \$57.78 | \$15.00 | \$16.40 | \$0.00 | \$89.18 |
| | 06/01/2025 | \$59.08 | \$15.00 | \$16.40 | \$0.00 | \$90.48 |
| | 12/01/2025 | \$60.53 | \$15.00 | \$16.40 | \$0.00 | \$91.93 |
| | 06/01/2026 | \$61.83 | \$15.00 | \$16.40 | \$0.00 | \$93.23 |
| | 12/01/2026 | \$63.28 | \$15.00 | \$16.40 | \$0.00 | \$94.68 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$30.27 | \$15.00 | \$0.00 | \$0.00 | \$45.27 |
| 2 | 60 | \$33.02 | \$15.00 | \$16.40 | \$0.00 | \$64.42 |
| 3 | 65 | \$35.77 | \$15.00 | \$16.40 | \$0.00 | \$67.17 |
| 4 | 70 | \$38.52 | \$15.00 | \$16.40 | \$0.00 | \$69.92 |
| 5 | 75 | \$41.27 | \$15.00 | \$16.40 | \$0.00 | \$72.67 |
| 6 | 80 | \$44.02 | \$15.00 | \$16.40 | \$0.00 | \$75.42 |
| 7 | 85 | \$46.78 | \$15.00 | \$16.40 | \$0.00 | \$78.18 |
| 8 | 90 | \$49.53 | \$15.00 | \$16.40 | \$0.00 | \$80.93 |

Effective Date - 06/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$30.98 | \$15.00 | \$0.00 | \$0.00 | \$45.98 |
| 2 | 60 | \$33.80 | \$15.00 | \$16.40 | \$0.00 | \$65.20 |
| 3 | 65 | \$36.61 | \$15.00 | \$16.40 | \$0.00 | \$68.01 |
| 4 | 70 | \$39.43 | \$15.00 | \$16.40 | \$0.00 | \$70.83 |
| 5 | 75 | \$42.25 | \$15.00 | \$16.40 | \$0.00 | \$73.65 |
| 6 | 80 | \$45.06 | \$15.00 | \$16.40 | \$0.00 | \$76.46 |
| 7 | 85 | \$47.88 | \$15.00 | \$16.40 | \$0.00 | \$79.28 |
| 8 | 90 | \$50.70 | \$15.00 | \$16.40 | \$0.00 | \$82.10 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|--|------------|---------|---------|---------|--------|----------|
| HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2024 | \$57.22 | \$14.59 | \$27.50 | \$2.98 | \$102.29 |
| | 08/01/2024 | \$58.97 | \$14.59 | \$27.50 | \$2.98 | \$104.04 |
| | 02/01/2025 | \$60.72 | \$14.59 | \$27.50 | \$2.98 | \$105.79 |
| | 08/01/2025 | \$62.57 | \$14.59 | \$27.50 | \$2.98 | \$107.64 |
| | 02/01/2026 | \$64.52 | \$14.59 | \$27.50 | \$2.98 | \$109.59 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 96 | 09/03/2023 | \$45.99 | \$13.00 | \$18.84 | \$0.00 | \$77.83 |
| | 09/01/2024 | \$47.05 | \$13.99 | \$19.22 | \$0.00 | \$80.26 |
| | 09/07/2025 | \$48.16 | \$14.98 | \$19.60 | \$0.00 | \$82.74 |
| | 09/06/2026 | \$49.38 | \$15.96 | \$20.00 | \$0.00 | \$85.34 |

For apprentice rates see "Apprentice- ELECTRICIAN"

| | | | | | | |
|---|------------|---------|---------|---------|--------|----------|
| HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A | 02/01/2024 | \$57.22 | \$14.59 | \$27.50 | \$2.98 | \$102.29 |
| | 08/01/2024 | \$58.97 | \$14.59 | \$27.50 | \$2.98 | \$104.04 |
| | 02/01/2025 | \$60.72 | \$14.59 | \$27.50 | \$2.98 | \$105.79 |
| | 08/01/2025 | \$62.57 | \$14.59 | \$27.50 | \$2.98 | \$107.64 |
| | 02/01/2026 | \$64.52 | \$14.59 | \$27.50 | \$2.98 | \$109.59 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i> | 03/01/2024 | \$65.28 | \$12.70 | \$21.80 | \$0.00 | \$99.78 |
| | 09/01/2024 | \$67.08 | \$12.70 | \$21.80 | \$0.00 | \$101.58 |
| | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i> | 03/01/2024 | \$65.28 | \$12.70 | \$21.80 | \$0.00 | \$99.78 |
| | 09/01/2024 | \$67.08 | \$12.70 | \$21.80 | \$0.00 | \$101.58 |
| | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.61 | \$9.65 | \$17.14 | \$0.00 | \$65.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$38.61 | \$9.65 | \$17.14 | \$0.00 | \$65.40 |
| | 06/01/2024 | \$39.94 | \$9.65 | \$17.14 | \$0.00 | \$66.73 |
| | 12/01/2024 | \$41.27 | \$9.65 | \$17.14 | \$0.00 | \$68.06 |
| | 06/01/2025 | \$42.66 | \$9.65 | \$17.14 | \$0.00 | \$69.45 |
| | 12/01/2025 | \$44.04 | \$9.65 | \$17.14 | \$0.00 | \$70.83 |
| | 06/01/2026 | \$45.48 | \$9.65 | \$17.14 | \$0.00 | \$72.27 |
| | 12/01/2026 | \$46.92 | \$9.65 | \$17.14 | \$0.00 | \$73.71 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i> | 09/01/2023 | \$53.50 | \$14.75 | \$19.61 | \$0.00 | \$87.86 |
| | 09/01/2024 | \$56.92 | \$14.75 | \$19.61 | \$0.00 | \$91.28 |
| | 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

Effective Date - 09/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$26.75 | \$14.75 | \$14.32 | \$0.00 | \$55.82 |
| 2 | 60 | \$32.10 | \$14.75 | \$15.37 | \$0.00 | \$62.22 |
| 3 | 70 | \$37.45 | \$14.75 | \$16.43 | \$0.00 | \$68.63 |
| 4 | 80 | \$42.80 | \$14.75 | \$17.49 | \$0.00 | \$75.04 |

Effective Date - 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 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (WORCESTER AREA)</i> | 03/16/2023 | \$52.42 | \$8.35 | \$26.70 | \$0.00 | \$87.47 |
| | 03/16/2024 | \$53.67 | \$8.35 | \$26.70 | \$0.00 | \$88.72 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Worcester

Effective Date - 03/16/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$31.45 | \$8.35 | \$26.70 | \$0.00 | \$66.50 |
| 2 | 70 | \$36.69 | \$8.35 | \$26.70 | \$0.00 | \$71.74 |
| 3 | 75 | \$39.32 | \$8.35 | \$26.70 | \$0.00 | \$74.37 |
| 4 | 80 | \$41.94 | \$8.35 | \$26.70 | \$0.00 | \$76.99 |
| 5 | 85 | \$44.56 | \$8.35 | \$26.70 | \$0.00 | \$79.61 |
| 6 | 90 | \$47.18 | \$8.35 | \$26.70 | \$0.00 | \$82.23 |

Effective Date - 03/16/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$32.20 | \$8.35 | \$26.70 | \$0.00 | \$67.25 |
| 2 | 70 | \$37.57 | \$8.35 | \$26.70 | \$0.00 | \$72.62 |
| 3 | 75 | \$40.25 | \$8.35 | \$26.70 | \$0.00 | \$75.30 |
| 4 | 80 | \$42.94 | \$8.35 | \$26.70 | \$0.00 | \$77.99 |
| 5 | 85 | \$45.62 | \$8.35 | \$26.70 | \$0.00 | \$80.67 |
| 6 | 90 | \$48.30 | \$8.35 | \$26.70 | \$0.00 | \$83.35 |

Notes:

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2 | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER LABORERS - ZONE 2 | 12/01/2023 | \$37.86 | \$9.65 | \$17.14 | \$0.00 | \$64.65 |
|------------------------------|------------|---------|--------|---------|--------|---------|

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$22.72 | \$9.65 | \$16.89 | \$0.00 | \$49.26 |
| 2 | 70 | \$26.50 | \$9.65 | \$16.89 | \$0.00 | \$53.04 |
| 3 | 80 | \$30.29 | \$9.65 | \$16.89 | \$0.00 | \$56.83 |
| 4 | 90 | \$34.07 | \$9.65 | \$16.89 | \$0.00 | \$60.61 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$37.86 | \$9.65 | \$17.14 | \$0.00 | \$64.65 |
| | 06/01/2024 | \$39.19 | \$9.65 | \$17.14 | \$0.00 | \$65.98 |
| | 12/01/2024 | \$40.52 | \$9.65 | \$17.14 | \$0.00 | \$67.31 |
| | 06/01/2025 | \$41.91 | \$9.65 | \$17.14 | \$0.00 | \$68.70 |
| | 12/01/2025 | \$43.29 | \$9.65 | \$17.14 | \$0.00 | \$70.08 |
| | 06/01/2026 | \$44.73 | \$9.65 | \$17.14 | \$0.00 | \$71.52 |
| | 12/01/2026 | \$46.17 | \$9.65 | \$17.14 | \$0.00 | \$72.96 |

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$22.72 | \$9.65 | \$17.14 | \$0.00 | \$49.51 |
| 2 | 70 | \$26.50 | \$9.65 | \$17.14 | \$0.00 | \$53.29 |
| 3 | 80 | \$30.29 | \$9.65 | \$17.14 | \$0.00 | \$57.08 |
| 4 | 90 | \$34.07 | \$9.65 | \$17.14 | \$0.00 | \$60.86 |

Effective Date - 06/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$23.51 | \$9.00 | \$16.89 | \$0.00 | \$49.40 |
| 2 | 70 | \$27.43 | \$9.00 | \$16.89 | \$0.00 | \$53.32 |
| 3 | 80 | \$31.35 | \$9.00 | \$16.89 | \$0.00 | \$57.24 |
| 4 | 90 | \$35.27 | \$9.00 | \$16.89 | \$0.00 | \$61.16 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$37.86 | \$9.65 | \$17.14 | \$0.00 | \$64.65 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.36 | \$9.40 | \$16.89 | \$0.00 | \$64.65 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$37.95 | \$9.65 | \$17.20 | \$0.00 | \$64.80 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: MASON TENDER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| | 06/01/2024 | \$39.44 | \$9.65 | \$17.14 | \$0.00 | \$66.23 |
| | 12/01/2024 | \$40.77 | \$9.65 | \$17.14 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$42.16 | \$9.65 | \$17.14 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$43.54 | \$9.65 | \$17.14 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.98 | \$9.65 | \$17.14 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$46.42 | \$9.65 | \$17.14 | \$0.00 | \$73.21 |

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$37.86 | \$9.65 | \$17.14 | \$0.00 | \$64.65 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$37.86 | \$9.65 | \$17.14 | \$0.00 | \$64.65 |
| 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 <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| | 06/01/2024 | \$39.44 | \$9.65 | \$17.14 | \$0.00 | \$66.23 |
| | 12/01/2024 | \$40.77 | \$9.65 | \$17.14 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$42.16 | \$9.65 | \$17.14 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$43.54 | \$9.65 | \$17.14 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.98 | \$9.65 | \$17.14 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$46.42 | \$9.65 | \$17.14 | \$0.00 | \$73.21 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2024 | \$47.89 | \$11.49 | \$21.37 | \$0.00 | \$80.75 |
| | 08/01/2024 | \$49.57 | \$11.49 | \$21.37 | \$0.00 | \$82.43 |
| | 02/01/2025 | \$50.61 | \$11.49 | \$21.37 | \$0.00 | \$83.47 |
| | 08/01/2025 | \$52.33 | \$11.49 | \$21.37 | \$0.00 | \$85.19 |
| | 02/01/2026 | \$53.41 | \$11.49 | \$21.37 | \$0.00 | \$86.27 |
| | 08/01/2026 | \$55.17 | \$11.49 | \$21.37 | \$0.00 | \$88.03 |
| | 02/01/2027 | \$56.29 | \$11.49 | \$21.37 | \$0.00 | \$89.15 |

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

Effective Date - 02/01/2024

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

Effective Date - 08/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2024 | \$62.42 | \$11.49 | \$23.56 | \$0.00 | \$97.47 |
| | 08/01/2024 | \$64.52 | \$11.49 | \$23.56 | \$0.00 | \$99.57 |
| | 02/01/2025 | \$65.82 | \$11.49 | \$23.56 | \$0.00 | \$100.87 |
| | 08/01/2025 | \$67.97 | \$11.49 | \$23.56 | \$0.00 | \$103.02 |
| | 02/01/2026 | \$69.32 | \$11.49 | \$23.56 | \$0.00 | \$104.37 |
| | 08/01/2026 | \$71.52 | \$11.49 | \$23.56 | \$0.00 | \$106.57 |
| | 02/01/2027 | \$72.92 | \$11.49 | \$23.56 | \$0.00 | \$107.97 |

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

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$31.21 | \$11.49 | \$23.56 | \$0.00 | \$66.26 |
| 2 | 60 | \$37.45 | \$11.49 | \$23.56 | \$0.00 | \$72.50 |
| 3 | 70 | \$43.69 | \$11.49 | \$23.56 | \$0.00 | \$78.74 |
| 4 | 80 | \$49.94 | \$11.49 | \$23.56 | \$0.00 | \$84.99 |
| 5 | 90 | \$56.18 | \$11.49 | \$23.56 | \$0.00 | \$91.23 |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$32.26 | \$11.49 | \$23.56 | \$0.00 | \$67.31 |
| 2 | 60 | \$38.71 | \$11.49 | \$23.56 | \$0.00 | \$73.76 |
| 3 | 70 | \$45.16 | \$11.49 | \$23.56 | \$0.00 | \$80.21 |
| 4 | 80 | \$51.62 | \$11.49 | \$23.56 | \$0.00 | \$86.67 |
| 5 | 90 | \$58.07 | \$11.49 | \$23.56 | \$0.00 | \$93.12 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---------------------------------|----------------|-----------|---------|---------|---------------------------|------------|
| MILLWRIGHT (Zone 2) | 01/01/2024 | \$42.76 | \$10.08 | \$21.47 | \$0.00 | \$74.31 |
| MILLWRIGHTS LOCAL 1121 - Zone 2 | 01/06/2025 | \$45.09 | \$10.08 | \$21.47 | \$0.00 | \$76.64 |
| | 01/05/2026 | \$47.42 | \$10.08 | \$21.47 | \$0.00 | \$78.97 |

Apprentice - MILLWRIGHT - Local 1121 Zone 2

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 55 | \$23.52 | \$10.08 | \$5.50 | \$0.00 | \$39.10 |
| 2 | 65 | \$27.79 | \$10.08 | \$6.50 | \$0.00 | \$44.37 |
| 3 | 75 | \$32.07 | \$10.08 | \$18.97 | \$0.00 | \$61.12 |
| 4 | 85 | \$36.35 | \$10.08 | \$19.97 | \$0.00 | \$66.40 |

Effective Date - 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 |

Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension, but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER LABORERS - ZONE 2 | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
|-----------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4 | 12/01/2023 | \$24.41 | \$15.00 | \$16.40 | \$0.00 | \$55.81 |
| | 06/01/2024 | \$25.01 | \$15.00 | \$16.40 | \$0.00 | \$56.41 |
| | 12/01/2024 | \$25.67 | \$15.00 | \$16.40 | \$0.00 | \$57.07 |
| | 06/01/2025 | \$26.27 | \$15.00 | \$16.40 | \$0.00 | \$57.67 |
| | 12/01/2025 | \$26.93 | \$15.00 | \$16.40 | \$0.00 | \$58.33 |
| | 06/01/2026 | \$27.52 | \$15.00 | \$16.40 | \$0.00 | \$58.92 |
| | 12/01/2026 | \$28.19 | \$15.00 | \$16.40 | \$0.00 | \$59.59 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 | 12/01/2023 | \$29.86 | \$15.00 | \$16.40 | \$0.00 | \$61.26 |
| | 06/01/2024 | \$30.58 | \$15.00 | \$16.40 | \$0.00 | \$61.98 |
| | 12/01/2024 | \$31.38 | \$15.00 | \$16.40 | \$0.00 | \$62.78 |
| | 06/01/2025 | \$32.10 | \$15.00 | \$16.40 | \$0.00 | \$63.50 |
| | 12/01/2025 | \$32.90 | \$15.00 | \$16.40 | \$0.00 | \$64.30 |
| | 06/01/2026 | \$33.62 | \$15.00 | \$16.40 | \$0.00 | \$65.02 |
| | 12/01/2026 | \$34.42 | \$15.00 | \$16.40 | \$0.00 | \$65.82 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2024 | \$56.06 | \$9.95 | \$23.95 | \$0.00 | \$89.96 |
| | 07/01/2024 | \$57.26 | \$9.95 | \$23.95 | \$0.00 | \$91.16 |
| | 01/01/2025 | \$58.46 | \$9.95 | \$23.95 | \$0.00 | \$92.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

| Effective Date - 01/01/2024 | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|--------|---------|---------------------------|------------|
| Step | percent | | | | | |
| 1 | 50 | \$28.03 | \$9.95 | \$0.00 | \$0.00 | \$37.98 |
| 2 | 55 | \$30.83 | \$9.95 | \$6.66 | \$0.00 | \$47.44 |
| 3 | 60 | \$33.64 | \$9.95 | \$7.26 | \$0.00 | \$50.85 |
| 4 | 65 | \$36.44 | \$9.95 | \$7.87 | \$0.00 | \$54.26 |
| 5 | 70 | \$39.24 | \$9.95 | \$20.32 | \$0.00 | \$69.51 |
| 6 | 75 | \$42.05 | \$9.95 | \$20.93 | \$0.00 | \$72.93 |
| 7 | 80 | \$44.85 | \$9.95 | \$21.53 | \$0.00 | \$76.33 |
| 8 | 90 | \$50.45 | \$9.95 | \$22.74 | \$0.00 | \$83.14 |

| Effective Date - 07/01/2024 | | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|-----------------------------|---------|----------------------|--------|---------|---------------------------|------------|
| Step | percent | | | | | |
| 1 | 50 | \$28.63 | \$9.95 | \$0.00 | \$0.00 | \$38.58 |
| 2 | 55 | \$31.49 | \$9.95 | \$6.66 | \$0.00 | \$48.10 |
| 3 | 60 | \$34.36 | \$9.95 | \$7.26 | \$0.00 | \$51.57 |
| 4 | 65 | \$37.22 | \$9.95 | \$7.87 | \$0.00 | \$55.04 |
| 5 | 70 | \$40.08 | \$9.95 | \$20.32 | \$0.00 | \$70.35 |
| 6 | 75 | \$42.95 | \$9.95 | \$20.93 | \$0.00 | \$73.83 |
| 7 | 80 | \$45.81 | \$9.95 | \$21.53 | \$0.00 | \$77.29 |
| 8 | 90 | \$51.53 | \$9.95 | \$22.74 | \$0.00 | \$84.22 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.48 | \$9.95 | \$0.00 | \$0.00 | \$33.43 |
| 2 | 55 | \$25.83 | \$9.95 | \$6.66 | \$0.00 | \$42.44 |
| 3 | 60 | \$28.18 | \$9.95 | \$7.26 | \$0.00 | \$45.39 |
| 4 | 65 | \$30.52 | \$9.95 | \$7.87 | \$0.00 | \$48.34 |
| 5 | 70 | \$32.87 | \$9.95 | \$20.32 | \$0.00 | \$63.14 |
| 6 | 75 | \$35.22 | \$9.95 | \$20.93 | \$0.00 | \$66.10 |
| 7 | 80 | \$37.57 | \$9.95 | \$21.53 | \$0.00 | \$69.05 |
| 8 | 90 | \$42.26 | \$9.95 | \$22.74 | \$0.00 | \$74.95 |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.08 | \$9.95 | \$0.00 | \$0.00 | \$34.03 |
| 2 | 55 | \$26.49 | \$9.95 | \$6.66 | \$0.00 | \$43.10 |
| 3 | 60 | \$28.90 | \$9.95 | \$7.26 | \$0.00 | \$46.11 |
| 4 | 65 | \$31.30 | \$9.95 | \$7.87 | \$0.00 | \$49.12 |
| 5 | 70 | \$33.71 | \$9.95 | \$20.32 | \$0.00 | \$63.98 |
| 6 | 75 | \$36.12 | \$9.95 | \$20.93 | \$0.00 | \$67.00 |
| 7 | 80 | \$38.53 | \$9.95 | \$21.53 | \$0.00 | \$70.01 |
| 8 | 90 | \$43.34 | \$9.95 | \$22.74 | \$0.00 | \$76.03 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.51 | \$9.95 | \$0.00 | \$0.00 | \$32.46 |
| 2 | 55 | \$24.76 | \$9.95 | \$6.66 | \$0.00 | \$41.37 |
| 3 | 60 | \$27.01 | \$9.95 | \$7.26 | \$0.00 | \$44.22 |
| 4 | 65 | \$29.26 | \$9.95 | \$7.87 | \$0.00 | \$47.08 |
| 5 | 70 | \$31.51 | \$9.95 | \$20.32 | \$0.00 | \$61.78 |
| 6 | 75 | \$33.77 | \$9.95 | \$20.93 | \$0.00 | \$64.65 |
| 7 | 80 | \$36.02 | \$9.95 | \$21.53 | \$0.00 | \$67.50 |
| 8 | 90 | \$40.52 | \$9.95 | \$22.74 | \$0.00 | \$73.21 |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.11 | \$9.95 | \$0.00 | \$0.00 | \$33.06 |
| 2 | 55 | \$25.42 | \$9.95 | \$6.66 | \$0.00 | \$42.03 |
| 3 | 60 | \$27.73 | \$9.95 | \$7.26 | \$0.00 | \$44.94 |
| 4 | 65 | \$30.04 | \$9.95 | \$7.87 | \$0.00 | \$47.86 |
| 5 | 70 | \$32.35 | \$9.95 | \$20.32 | \$0.00 | \$62.62 |
| 6 | 75 | \$34.67 | \$9.95 | \$20.93 | \$0.00 | \$65.55 |
| 7 | 80 | \$36.98 | \$9.95 | \$21.53 | \$0.00 | \$68.46 |
| 8 | 90 | \$41.60 | \$9.95 | \$22.74 | \$0.00 | \$74.29 |

Notes:
Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.78 | \$9.95 | \$0.00 | \$0.00 | \$32.73 |
| 2 | 55 | \$25.06 | \$9.95 | \$6.66 | \$0.00 | \$41.67 |
| 3 | 60 | \$27.34 | \$9.95 | \$7.26 | \$0.00 | \$44.55 |
| 4 | 65 | \$29.61 | \$9.95 | \$7.87 | \$0.00 | \$47.43 |
| 5 | 70 | \$31.89 | \$9.95 | \$20.32 | \$0.00 | \$62.16 |
| 6 | 75 | \$34.17 | \$9.95 | \$20.93 | \$0.00 | \$65.05 |
| 7 | 80 | \$36.45 | \$9.95 | \$21.53 | \$0.00 | \$67.93 |
| 8 | 90 | \$41.00 | \$9.95 | \$22.74 | \$0.00 | \$73.69 |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$23.38 | \$9.95 | \$0.00 | \$0.00 | \$33.33 |
| 2 | 55 | \$25.72 | \$9.95 | \$6.66 | \$0.00 | \$42.33 |
| 3 | 60 | \$28.06 | \$9.95 | \$7.26 | \$0.00 | \$45.27 |
| 4 | 65 | \$30.39 | \$9.95 | \$7.87 | \$0.00 | \$48.21 |
| 5 | 70 | \$32.73 | \$9.95 | \$20.32 | \$0.00 | \$63.00 |
| 6 | 75 | \$35.07 | \$9.95 | \$20.93 | \$0.00 | \$65.95 |
| 7 | 80 | \$37.41 | \$9.95 | \$21.53 | \$0.00 | \$68.89 |
| 8 | 90 | \$42.08 | \$9.95 | \$22.74 | \$0.00 | \$74.77 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$21.81 | \$9.95 | \$0.00 | \$0.00 | \$31.76 |
| 2 | 55 | \$23.99 | \$9.95 | \$6.66 | \$0.00 | \$40.60 |
| 3 | 60 | \$26.17 | \$9.95 | \$7.26 | \$0.00 | \$43.38 |
| 4 | 65 | \$28.35 | \$9.95 | \$7.87 | \$0.00 | \$46.17 |
| 5 | 70 | \$30.53 | \$9.95 | \$20.32 | \$0.00 | \$60.80 |
| 6 | 75 | \$32.72 | \$9.95 | \$20.93 | \$0.00 | \$63.60 |
| 7 | 80 | \$34.90 | \$9.95 | \$21.53 | \$0.00 | \$66.38 |
| 8 | 90 | \$39.26 | \$9.95 | \$22.74 | \$0.00 | \$71.95 |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$22.41 | \$9.95 | \$0.00 | \$0.00 | \$32.36 |
| 2 | 55 | \$24.65 | \$9.95 | \$6.66 | \$0.00 | \$41.26 |
| 3 | 60 | \$26.89 | \$9.95 | \$7.26 | \$0.00 | \$44.10 |
| 4 | 65 | \$29.13 | \$9.95 | \$7.87 | \$0.00 | \$46.95 |
| 5 | 70 | \$31.37 | \$9.95 | \$20.32 | \$0.00 | \$61.64 |
| 6 | 75 | \$33.62 | \$9.95 | \$20.93 | \$0.00 | \$64.50 |
| 7 | 80 | \$35.86 | \$9.95 | \$21.53 | \$0.00 | \$67.34 |
| 8 | 90 | \$40.34 | \$9.95 | \$22.74 | \$0.00 | \$73.03 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

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

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |
| PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> | 08/01/2020 | \$49.07 | \$9.40 | \$23.12 | \$0.00 | \$81.59 |

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2020

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$24.54 | \$9.40 | \$23.12 | \$0.00 | \$57.06 |
| 2 | 60 | \$29.44 | \$9.40 | \$23.12 | \$0.00 | \$61.96 |
| 3 | 70 | \$34.35 | \$9.40 | \$23.12 | \$0.00 | \$66.87 |
| 4 | 75 | \$36.80 | \$9.40 | \$23.12 | \$0.00 | \$69.32 |
| 5 | 80 | \$39.26 | \$9.40 | \$23.12 | \$0.00 | \$71.78 |
| 6 | 80 | \$39.26 | \$9.40 | \$23.12 | \$0.00 | \$71.78 |
| 7 | 90 | \$44.16 | \$9.40 | \$23.12 | \$0.00 | \$76.68 |
| 8 | 90 | \$44.16 | \$9.40 | \$23.12 | \$0.00 | \$76.68 |

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$34.01/ 3&4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|---------|---------|--------|----------|
| PIPEFITTER & STEAMFITTER <i>PIPEFITTERS LOCAL 537</i> | 03/01/2024 | \$65.28 | \$12.70 | \$21.80 | \$0.00 | \$99.78 |
| | 09/01/2024 | \$67.08 | \$12.70 | \$21.80 | \$0.00 | \$101.58 |
| | 03/01/2025 | \$68.88 | \$12.70 | \$21.80 | \$0.00 | \$103.38 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PIPEFITTER - Local 537

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$26.11 | \$12.70 | \$9.05 | \$0.00 | \$47.86 |
| 2 | 45 | \$29.38 | \$12.70 | \$21.80 | \$0.00 | \$63.88 |
| 3 | 60 | \$39.17 | \$12.70 | \$21.80 | \$0.00 | \$73.67 |
| 4 | 70 | \$45.70 | \$12.70 | \$21.80 | \$0.00 | \$80.20 |
| 5 | 80 | \$52.22 | \$12.70 | \$21.80 | \$0.00 | \$86.72 |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$26.83 | \$12.70 | \$9.05 | \$0.00 | \$48.58 |
| 2 | 45 | \$30.19 | \$12.70 | \$21.80 | \$0.00 | \$64.69 |
| 3 | 60 | \$40.25 | \$12.70 | \$21.80 | \$0.00 | \$74.75 |
| 4 | 70 | \$46.96 | \$12.70 | \$21.80 | \$0.00 | \$81.46 |
| 5 | 80 | \$53.66 | \$12.70 | \$21.80 | \$0.00 | \$88.16 |

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
 Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--------------------------------|------------|---------|--------|---------|--------|---------|
| PIPELAYER LABORERS - ZONE 2 | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
|--------------------------------|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

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

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

| | | | | | | |
|---|------------|---------|---------|---------|--------|----------|
| PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12 | 03/03/2024 | \$68.24 | \$14.07 | \$18.86 | \$0.00 | \$101.17 |
| | 09/01/2024 | \$70.04 | \$14.07 | \$18.86 | \$0.00 | \$102.97 |
| | 03/02/2025 | \$71.34 | \$14.32 | \$19.11 | \$0.00 | \$104.77 |

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/03/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$23.88 | \$14.07 | \$6.80 | \$0.00 | \$44.75 |
| 2 | 40 | \$27.30 | \$14.07 | \$7.72 | \$0.00 | \$49.09 |
| 3 | 55 | \$37.53 | \$14.07 | \$10.51 | \$0.00 | \$62.11 |
| 4 | 65 | \$44.36 | \$14.07 | \$12.36 | \$0.00 | \$70.79 |
| 5 | 75 | \$51.18 | \$14.07 | \$14.22 | \$0.00 | \$79.47 |

Effective Date - 09/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$24.51 | \$14.07 | \$6.80 | \$0.00 | \$45.38 |
| 2 | 40 | \$28.02 | \$14.07 | \$7.72 | \$0.00 | \$49.81 |
| 3 | 55 | \$38.52 | \$14.07 | \$10.51 | \$0.00 | \$63.10 |
| 4 | 65 | \$45.53 | \$14.07 | \$12.36 | \$0.00 | \$71.96 |
| 5 | 75 | \$52.53 | \$14.07 | \$14.22 | \$0.00 | \$80.82 |

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$69.00, Step5 with lic\$76.87

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|---------|---------|--------|----------|
| PNEUMATIC CONTROLS (TEMP.) <i>PIPEFITTERS LOCAL 537</i> | 03/01/2024 | \$65.28 | \$12.70 | \$21.80 | \$0.00 | \$99.78 |
| | 09/01/2024 | \$67.08 | \$12.70 | \$21.80 | \$0.00 | \$101.58 |
| | 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 <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| | 06/01/2024 | \$39.44 | \$9.65 | \$17.14 | \$0.00 | \$66.23 |
| | 12/01/2024 | \$40.77 | \$9.65 | \$17.14 | \$0.00 | \$67.56 |
| | 06/01/2025 | \$42.16 | \$9.65 | \$17.14 | \$0.00 | \$68.95 |
| | 12/01/2025 | \$43.54 | \$9.65 | \$17.14 | \$0.00 | \$70.33 |
| | 06/01/2026 | \$44.98 | \$9.65 | \$17.14 | \$0.00 | \$71.77 |
| | 12/01/2026 | \$46.42 | \$9.65 | \$17.14 | \$0.00 | \$73.21 |

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

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.86 | \$9.65 | \$17.14 | \$0.00 | \$65.65 |
| | 12/01/2023 | \$38.86 | \$9.65 | \$17.14 | \$0.00 | \$65.65 |
| | 06/01/2024 | \$40.69 | \$9.40 | \$16.89 | \$0.00 | \$66.98 |
| | 12/01/2024 | \$42.02 | \$9.40 | \$16.89 | \$0.00 | \$68.31 |
| | 06/01/2025 | \$43.41 | \$9.40 | \$16.89 | \$0.00 | \$69.70 |
| | 12/01/2025 | \$44.79 | \$9.40 | \$16.89 | \$0.00 | \$71.08 |
| | 06/01/2026 | \$46.23 | \$9.40 | \$16.89 | \$0.00 | \$72.52 |
| | 12/01/2026 | \$47.67 | \$9.40 | \$16.89 | \$0.00 | \$73.96 |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$39.36 | \$9.40 | \$16.89 | \$0.00 | \$65.65 |
| | 12/01/2023 | \$39.36 | \$9.40 | \$16.89 | \$0.00 | \$65.65 |
| | 06/01/2024 | \$40.69 | \$9.40 | \$16.89 | \$0.00 | \$66.98 |
| | 12/01/2024 | \$42.02 | \$9.40 | \$16.89 | \$0.00 | \$68.31 |
| | 06/01/2025 | \$43.41 | \$9.40 | \$16.89 | \$0.00 | \$69.70 |
| | 12/01/2025 | \$44.79 | \$9.40 | \$16.89 | \$0.00 | \$71.08 |
| | 06/01/2026 | \$46.23 | \$9.40 | \$16.89 | \$0.00 | \$72.52 |
| | 12/01/2026 | \$47.67 | \$9.40 | \$16.89 | \$0.00 | \$73.96 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$55.03 | \$15.00 | \$16.40 | \$0.00 | \$86.43 |
| | 06/01/2024 | \$56.33 | \$15.00 | \$16.40 | \$0.00 | \$87.73 |
| | 12/01/2024 | \$57.78 | \$15.00 | \$16.40 | \$0.00 | \$89.18 |
| | 06/01/2025 | \$59.08 | \$15.00 | \$16.40 | \$0.00 | \$90.48 |
| | 12/01/2025 | \$60.53 | \$15.00 | \$16.40 | \$0.00 | \$91.93 |
| | 06/01/2026 | \$61.83 | \$15.00 | \$16.40 | \$0.00 | \$93.23 |
| | 12/01/2026 | \$63.28 | \$15.00 | \$16.40 | \$0.00 | \$94.68 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$35.62 | \$15.00 | \$16.40 | \$0.00 | \$67.02 |
| | 06/01/2024 | \$36.47 | \$15.00 | \$16.40 | \$0.00 | \$67.87 |
| | 12/01/2024 | \$37.42 | \$15.00 | \$16.40 | \$0.00 | \$68.82 |
| | 06/01/2025 | \$38.27 | \$15.00 | \$16.40 | \$0.00 | \$69.67 |
| | 12/01/2025 | \$39.22 | \$15.00 | \$16.40 | \$0.00 | \$70.62 |
| | 06/01/2026 | \$40.08 | \$15.00 | \$16.40 | \$0.00 | \$71.48 |
| | 12/01/2026 | \$41.03 | \$15.00 | \$16.40 | \$0.00 | \$72.43 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS 170 - J.G. MacLellan (Lowell)</i> | 01/01/2024 | \$29.50 | \$11.17 | \$6.45 | \$0.00 | \$47.12 |
| | 05/01/2024 | \$30.00 | \$11.17 | \$6.55 | \$0.00 | \$47.72 |
| | 01/01/2025 | \$30.00 | \$11.57 | \$6.55 | \$0.00 | \$48.12 |
| | 05/01/2025 | \$30.50 | \$11.57 | \$6.65 | \$0.00 | \$48.72 |
| | 01/01/2026 | \$30.50 | \$11.97 | \$6.65 | \$0.00 | \$49.12 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2023 | \$38.11 | \$9.65 | \$17.14 | \$0.00 | \$64.90 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i> | 02/01/2024 | \$50.03 | \$12.78 | \$21.45 | \$0.00 | \$84.26 |
| | 08/01/2024 | \$51.53 | \$12.78 | \$21.45 | \$0.00 | \$85.76 |
| | 02/01/2025 | \$52.78 | \$12.78 | \$21.45 | \$0.00 | \$87.01 |
| | 08/01/2025 | \$54.28 | \$12.78 | \$21.45 | \$0.00 | \$88.51 |
| | 02/01/2026 | \$55.53 | \$12.78 | \$21.45 | \$0.00 | \$89.76 |

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2024

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

Effective Date - 08/01/2024

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

Notes: ** 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.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

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

For apprentice rates see "Apprentice- ROOFER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|----------|
| SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - A</i> | 02/01/2024 | \$57.22 | \$14.59 | \$27.50 | \$2.98 | \$102.29 |
| | 08/01/2024 | \$58.97 | \$14.59 | \$27.50 | \$2.98 | \$104.04 |
| | 02/01/2025 | \$60.72 | \$14.59 | \$27.50 | \$2.98 | \$105.79 |
| | 08/01/2025 | \$62.57 | \$14.59 | \$27.50 | \$2.98 | \$107.64 |
| | 02/01/2026 | \$64.52 | \$14.59 | \$27.50 | \$2.98 | \$109.59 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 42 | \$24.03 | \$14.59 | \$6.13 | \$0.00 | \$44.75 |
| 2 | 42 | \$24.03 | \$14.59 | \$6.13 | \$0.00 | \$44.75 |
| 3 | 47 | \$26.89 | \$14.59 | \$12.11 | \$1.61 | \$55.20 |
| 4 | 47 | \$26.89 | \$14.59 | \$12.11 | \$1.61 | \$55.20 |
| 5 | 52 | \$29.75 | \$14.59 | \$13.09 | \$1.72 | \$59.15 |
| 6 | 52 | \$29.75 | \$14.59 | \$13.34 | \$1.73 | \$59.41 |
| 7 | 60 | \$34.33 | \$14.59 | \$14.75 | \$1.91 | \$65.58 |
| 8 | 65 | \$37.19 | \$14.59 | \$15.73 | \$2.03 | \$69.54 |
| 9 | 75 | \$42.92 | \$14.59 | \$17.69 | \$2.26 | \$77.46 |
| 10 | 85 | \$48.64 | \$14.59 | \$19.15 | \$2.47 | \$84.85 |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 42 | \$24.77 | \$14.59 | \$6.13 | \$0.00 | \$45.49 |
| 2 | 42 | \$24.77 | \$14.59 | \$6.13 | \$0.00 | \$45.49 |
| 3 | 47 | \$27.72 | \$14.59 | \$12.11 | \$1.63 | \$56.05 |
| 4 | 47 | \$27.72 | \$14.59 | \$12.11 | \$1.63 | \$56.05 |
| 5 | 52 | \$30.66 | \$14.59 | \$13.09 | \$1.75 | \$60.09 |
| 6 | 52 | \$30.66 | \$14.59 | \$13.34 | \$1.76 | \$60.35 |
| 7 | 60 | \$35.38 | \$14.59 | \$14.75 | \$1.94 | \$66.66 |
| 8 | 65 | \$38.33 | \$14.59 | \$15.73 | \$2.06 | \$70.71 |
| 9 | 75 | \$44.23 | \$14.59 | \$17.69 | \$2.30 | \$78.81 |
| 10 | 85 | \$50.12 | \$14.59 | \$19.15 | \$2.52 | \$86.38 |

Notes:
Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 01/01/2024 | \$39.24 | \$15.07 | \$18.67 | \$0.00 | \$72.98 |
| | 06/01/2024 | \$40.24 | \$15.07 | \$18.67 | \$0.00 | \$73.98 |
| | 12/01/2024 | \$40.24 | \$15.07 | \$20.17 | \$0.00 | \$75.48 |
| | 01/01/2025 | \$40.24 | \$15.57 | \$20.17 | \$0.00 | \$75.98 |
| | 06/01/2025 | \$41.24 | \$15.57 | \$20.17 | \$0.00 | \$76.98 |
| | 12/01/2025 | \$41.24 | \$15.57 | \$21.78 | \$0.00 | \$78.59 |
| | 01/01/2026 | \$41.24 | \$16.17 | \$21.78 | \$0.00 | \$79.19 |
| | 06/01/2026 | \$42.24 | \$16.17 | \$21.78 | \$0.00 | \$80.19 |
| | 12/01/2026 | \$42.24 | \$16.17 | \$23.52 | \$0.00 | \$81.93 |
| | 01/01/2027 | \$42.24 | \$16.77 | \$23.52 | \$0.00 | \$82.53 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.53 | \$15.07 | \$18.67 | \$0.00 | \$73.27 |
| | 06/01/2024 | \$40.53 | \$15.07 | \$18.67 | \$0.00 | \$74.27 |
| | 12/01/2024 | \$40.53 | \$15.07 | \$20.17 | \$0.00 | \$75.77 |
| | 01/01/2025 | \$40.53 | \$15.57 | \$20.17 | \$0.00 | \$76.27 |
| | 06/01/2025 | \$41.53 | \$15.57 | \$20.17 | \$0.00 | \$77.27 |
| | 12/01/2025 | \$41.53 | \$15.57 | \$21.78 | \$0.00 | \$78.88 |
| | 01/01/2026 | \$41.53 | \$16.17 | \$21.78 | \$0.00 | \$79.48 |
| | 06/01/2026 | \$42.53 | \$16.17 | \$21.78 | \$0.00 | \$80.48 |
| | 12/01/2026 | \$42.53 | \$16.17 | \$23.52 | \$0.00 | \$82.22 |
| | 01/01/2027 | \$42.53 | \$16.77 | \$23.52 | \$0.00 | \$82.82 |
| SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i> | 03/01/2024 | \$69.75 | \$10.90 | \$23.20 | \$0.00 | \$103.85 |
| | 10/01/2024 | \$71.55 | \$10.90 | \$23.20 | \$0.00 | \$105.65 |
| | 03/01/2025 | \$73.35 | \$10.90 | \$23.20 | \$0.00 | \$107.45 |

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 03/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$24.41 | \$10.90 | \$12.80 | \$0.00 | \$48.11 |
| 2 | 40 | \$27.90 | \$10.90 | \$13.60 | \$0.00 | \$52.40 |
| 3 | 45 | \$31.39 | \$10.90 | \$14.40 | \$0.00 | \$56.69 |
| 4 | 50 | \$34.88 | \$10.90 | \$15.20 | \$0.00 | \$60.98 |
| 5 | 55 | \$38.36 | \$10.90 | \$16.00 | \$0.00 | \$65.26 |
| 6 | 60 | \$41.85 | \$10.90 | \$16.80 | \$0.00 | \$69.55 |
| 7 | 65 | \$45.34 | \$10.90 | \$17.60 | \$0.00 | \$73.84 |
| 8 | 70 | \$48.83 | \$10.90 | \$18.40 | \$0.00 | \$78.13 |
| 9 | 75 | \$52.31 | \$10.90 | \$19.20 | \$0.00 | \$82.41 |
| 10 | 80 | \$55.80 | \$10.90 | \$20.00 | \$0.00 | \$86.70 |

Effective Date - 10/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 35 | \$25.04 | \$10.90 | \$12.80 | \$0.00 | \$48.74 |
| 2 | 40 | \$28.62 | \$10.90 | \$13.60 | \$0.00 | \$53.12 |
| 3 | 45 | \$32.20 | \$10.90 | \$14.40 | \$0.00 | \$57.50 |
| 4 | 50 | \$35.78 | \$10.90 | \$15.20 | \$0.00 | \$61.88 |
| 5 | 55 | \$39.35 | \$10.90 | \$16.00 | \$0.00 | \$66.25 |
| 6 | 60 | \$42.93 | \$10.90 | \$16.80 | \$0.00 | \$70.63 |
| 7 | 65 | \$46.51 | \$10.90 | \$17.60 | \$0.00 | \$75.01 |
| 8 | 70 | \$50.09 | \$10.90 | \$18.40 | \$0.00 | \$79.39 |
| 9 | 75 | \$53.66 | \$10.90 | \$19.20 | \$0.00 | \$83.76 |
| 10 | 80 | \$57.24 | \$10.90 | \$20.00 | \$0.00 | \$88.14 |

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2024 | \$61.34 | \$11.49 | \$23.59 | \$0.00 | \$96.42 |
| | 08/01/2024 | \$63.44 | \$11.49 | \$23.59 | \$0.00 | \$98.52 |
| | 02/01/2025 | \$64.74 | \$11.49 | \$23.59 | \$0.00 | \$99.82 |
| | 08/01/2025 | \$66.89 | \$11.49 | \$23.59 | \$0.00 | \$101.97 |
| | 02/01/2026 | \$68.24 | \$11.49 | \$23.59 | \$0.00 | \$103.32 |
| | 08/01/2026 | \$70.44 | \$11.49 | \$23.59 | \$0.00 | \$105.52 |
| | 02/01/2027 | \$71.84 | \$11.49 | \$23.59 | \$0.00 | \$106.92 |

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$30.67 | \$11.49 | \$23.59 | \$0.00 | \$65.75 |
| 2 | 60 | \$36.80 | \$11.49 | \$23.59 | \$0.00 | \$71.88 |
| 3 | 70 | \$42.94 | \$11.49 | \$23.59 | \$0.00 | \$78.02 |
| 4 | 80 | \$49.07 | \$11.49 | \$23.59 | \$0.00 | \$84.15 |
| 5 | 90 | \$55.21 | \$11.49 | \$23.59 | \$0.00 | \$90.29 |

Effective Date - 08/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$31.72 | \$11.49 | \$23.59 | \$0.00 | \$66.80 |
| 2 | 60 | \$38.06 | \$11.49 | \$23.59 | \$0.00 | \$73.14 |
| 3 | 70 | \$44.41 | \$11.49 | \$23.59 | \$0.00 | \$79.49 |
| 4 | 80 | \$50.75 | \$11.49 | \$23.59 | \$0.00 | \$85.83 |
| 5 | 90 | \$57.10 | \$11.49 | \$23.59 | \$0.00 | \$92.18 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$48.33 | \$9.65 | \$18.22 | \$0.00 | \$76.20 |
| | 06/01/2024 | \$49.81 | \$9.65 | \$18.22 | \$0.00 | \$77.68 |
| | 12/01/2024 | \$51.28 | \$9.65 | \$18.22 | \$0.00 | \$79.15 |
| | 06/01/2025 | \$52.78 | \$9.65 | \$18.22 | \$0.00 | \$80.65 |
| | 12/01/2025 | \$54.28 | \$9.65 | \$18.22 | \$0.00 | \$82.15 |
| | 06/01/2026 | \$55.83 | \$9.65 | \$18.22 | \$0.00 | \$83.70 |
| | 12/01/2026 | \$57.33 | \$9.65 | \$18.22 | \$0.00 | \$85.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$44.45 | \$9.65 | \$18.22 | \$0.00 | \$72.32 |
| | 06/01/2024 | \$45.93 | \$9.65 | \$18.22 | \$0.00 | \$73.80 |
| | 12/01/2024 | \$47.40 | \$9.65 | \$18.22 | \$0.00 | \$75.27 |
| | 06/01/2025 | \$48.90 | \$9.65 | \$18.22 | \$0.00 | \$76.77 |
| | 12/01/2025 | \$50.40 | \$9.65 | \$18.22 | \$0.00 | \$78.27 |
| | 06/01/2026 | \$51.95 | \$9.65 | \$18.22 | \$0.00 | \$79.82 |
| | 12/01/2026 | \$53.45 | \$9.65 | \$18.22 | \$0.00 | \$81.32 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$44.33 | \$9.65 | \$18.22 | \$0.00 | \$72.20 |
| | 06/01/2024 | \$45.81 | \$9.65 | \$18.22 | \$0.00 | \$73.68 |
| | 12/01/2024 | \$47.28 | \$9.65 | \$18.22 | \$0.00 | \$75.15 |
| | 06/01/2025 | \$48.78 | \$9.65 | \$18.22 | \$0.00 | \$76.65 |
| | 12/01/2025 | \$50.28 | \$9.65 | \$18.22 | \$0.00 | \$78.15 |
| | 06/01/2026 | \$51.83 | \$9.65 | \$18.22 | \$0.00 | \$79.70 |
| | 12/01/2026 | \$53.33 | \$9.65 | \$18.22 | \$0.00 | \$81.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2023 | \$54.43 | \$15.00 | \$16.40 | \$0.00 | \$85.83 |
| | 06/01/2024 | \$55.71 | \$15.00 | \$16.40 | \$0.00 | \$87.11 |
| | 12/01/2024 | \$57.15 | \$15.00 | \$16.40 | \$0.00 | \$88.55 |
| | 06/01/2025 | \$58.43 | \$15.00 | \$16.40 | \$0.00 | \$89.83 |
| | 12/01/2025 | \$59.87 | \$15.00 | \$16.40 | \$0.00 | \$91.27 |
| | 06/01/2026 | \$61.15 | \$15.00 | \$16.40 | \$0.00 | \$92.55 |
| | 12/01/2026 | \$62.59 | \$15.00 | \$16.40 | \$0.00 | \$93.99 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.82 | \$15.07 | \$18.67 | \$0.00 | \$73.56 |
| | 06/01/2024 | \$40.82 | \$15.07 | \$18.67 | \$0.00 | \$74.56 |
| | 12/01/2024 | \$40.82 | \$15.07 | \$20.17 | \$0.00 | \$76.06 |
| | 01/01/2025 | \$40.82 | \$15.57 | \$20.17 | \$0.00 | \$76.56 |
| | 06/01/2025 | \$41.82 | \$15.57 | \$20.17 | \$0.00 | \$77.56 |
| | 12/01/2025 | \$41.82 | \$15.57 | \$21.78 | \$0.00 | \$79.17 |
| | 01/01/2026 | \$41.82 | \$16.17 | \$21.78 | \$0.00 | \$79.77 |
| | 06/01/2026 | \$42.82 | \$16.17 | \$21.78 | \$0.00 | \$80.77 |
| | 12/01/2026 | \$42.82 | \$16.17 | \$23.52 | \$0.00 | \$82.51 |
| 01/01/2027 | \$42.82 | \$16.77 | \$23.52 | \$0.00 | \$83.11 | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2023 | \$56.56 | \$9.65 | \$18.67 | \$0.00 | \$84.88 |
| | 06/01/2024 | \$58.04 | \$9.65 | \$18.67 | \$0.00 | \$86.36 |
| | 12/01/2024 | \$59.51 | \$9.65 | \$18.67 | \$0.00 | \$87.83 |
| | 06/01/2025 | \$61.01 | \$9.65 | \$18.67 | \$0.00 | \$89.33 |
| | 12/01/2025 | \$62.51 | \$9.65 | \$18.67 | \$0.00 | \$90.83 |
| | 06/01/2026 | \$64.06 | \$9.65 | \$18.67 | \$0.00 | \$92.38 |
| | 12/01/2026 | \$65.56 | \$9.65 | \$18.67 | \$0.00 | \$93.88 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2023 | \$58.56 | \$9.65 | \$18.67 | \$0.00 | \$86.88 |
| | 06/01/2024 | \$60.04 | \$9.65 | \$18.67 | \$0.00 | \$88.36 |
| | 12/01/2024 | \$61.51 | \$9.65 | \$18.67 | \$0.00 | \$89.83 |
| | 06/01/2025 | \$63.01 | \$9.65 | \$18.67 | \$0.00 | \$91.33 |
| | 12/01/2025 | \$64.51 | \$9.65 | \$18.67 | \$0.00 | \$92.83 |
| | 06/01/2026 | \$66.06 | \$9.65 | \$18.67 | \$0.00 | \$94.38 |
| | 12/01/2026 | \$67.56 | \$9.65 | \$18.67 | \$0.00 | \$95.88 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2023 | \$48.63 | \$9.65 | \$18.67 | \$0.00 | \$76.95 |
| | 06/01/2024 | \$50.11 | \$9.65 | \$18.67 | \$0.00 | \$78.43 |
| | 12/01/2024 | \$51.58 | \$9.65 | \$18.67 | \$0.00 | \$79.90 |
| | 06/01/2025 | \$53.08 | \$9.65 | \$18.67 | \$0.00 | \$81.40 |
| | 12/01/2025 | \$54.58 | \$9.65 | \$18.67 | \$0.00 | \$82.90 |
| | 06/01/2026 | \$56.13 | \$9.65 | \$18.67 | \$0.00 | \$84.45 |
| | 12/01/2026 | \$57.63 | \$9.65 | \$18.67 | \$0.00 | \$85.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2023 | \$50.63 | \$9.65 | \$18.67 | \$0.00 | \$78.95 |
| | 06/01/2024 | \$52.11 | \$9.65 | \$18.67 | \$0.00 | \$80.43 |
| | 12/01/2024 | \$53.58 | \$9.65 | \$18.67 | \$0.00 | \$81.90 |
| | 06/01/2025 | \$55.08 | \$9.65 | \$18.67 | \$0.00 | \$83.40 |
| | 12/01/2025 | \$56.58 | \$9.65 | \$18.67 | \$0.00 | \$84.90 |
| | 06/01/2026 | \$58.13 | \$9.65 | \$18.67 | \$0.00 | \$86.45 |
| | 12/01/2026 | \$59.63 | \$9.65 | \$18.67 | \$0.00 | \$87.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.24 | \$15.07 | \$18.67 | \$0.00 | \$72.98 |
| | 06/01/2024 | \$40.24 | \$15.07 | \$18.67 | \$0.00 | \$73.98 |
| | 12/01/2024 | \$40.24 | \$15.07 | \$20.17 | \$0.00 | \$75.48 |
| | 01/01/2025 | \$40.24 | \$15.57 | \$20.17 | \$0.00 | \$75.98 |
| | 06/01/2025 | \$41.24 | \$15.57 | \$20.17 | \$0.00 | \$76.98 |
| | 12/01/2025 | \$41.24 | \$15.57 | \$21.78 | \$0.00 | \$78.59 |
| | 01/01/2026 | \$41.24 | \$16.17 | \$21.78 | \$0.00 | \$79.19 |
| | 06/01/2026 | \$42.24 | \$16.17 | \$21.78 | \$0.00 | \$80.19 |
| | 12/01/2026 | \$42.24 | \$16.17 | \$23.52 | \$0.00 | \$81.93 |
| 01/01/2027 | \$42.24 | \$16.77 | \$23.52 | \$0.00 | \$82.53 | |
| VOICE-DATA-VIDEO TECHNICIAN <i>ELECTRICIANS LOCAL 96</i> | 09/03/2023 | \$34.49 | \$13.00 | \$17.22 | \$0.00 | \$64.71 |
| | 09/01/2024 | \$35.29 | \$13.99 | \$17.57 | \$0.00 | \$66.85 |
| | 09/07/2025 | \$36.12 | \$14.98 | \$17.91 | \$0.00 | \$69.01 |
| | 09/06/2026 | \$37.04 | \$15.96 | \$18.27 | \$0.00 | \$71.27 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effective Date - 09/03/2023

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

Effective Date - 09/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:1

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

For apprentice rates see "Apprentice- LABORER"

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

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

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4 | 12/01/2023 | \$55.03 | \$15.00 | \$16.40 | \$0.00 | \$86.43 |
| | 06/01/2024 | \$56.33 | \$15.00 | \$16.40 | \$0.00 | \$87.73 |
| | 12/01/2024 | \$57.78 | \$15.00 | \$16.40 | \$0.00 | \$89.18 |
| | 06/01/2025 | \$59.08 | \$15.00 | \$16.40 | \$0.00 | \$90.48 |
| | 12/01/2025 | \$60.53 | \$15.00 | \$16.40 | \$0.00 | \$91.93 |
| | 06/01/2026 | \$61.83 | \$15.00 | \$16.40 | \$0.00 | \$93.23 |
| | 12/01/2026 | \$63.28 | \$15.00 | \$16.40 | \$0.00 | \$94.68 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| WATER METER INSTALLER | 03/03/2024 | \$68.24 | \$14.07 | \$18.86 | \$0.00 | \$101.17 |
| PLUMBERS & GASFITTERS LOCAL 12 | 09/01/2024 | \$70.04 | \$14.07 | \$18.86 | \$0.00 | \$102.97 |
| | 03/02/2025 | \$71.34 | \$14.32 | \$19.11 | \$0.00 | \$104.77 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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