



Thank You,

Bobby Liswell | Telecom & Electric Meter Manager

South Hadley Electric Light Department  
Telecom Field Offices Located at 510-C New Ludlow Road  
South Hadley, MA 01075  
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[bliswell@sheld.org](mailto:bliswell@sheld.org)

**FIBERSPRING**  
**HOME GROWN GIG SPEED INTERNET**

SHELD Main Offices Located at 85 Main Street, South Hadley, MA 01075



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: SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT  
Contract Number: 2024-~~12~~ **PI updated 12/5/23** City/Town: SOUTH HADLEY  
Description of Work: Annual Contract for Fiber Optic Installation, Splicing, Terminating & Testing requirements

Job Location: 85 Main St

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
<b>Construction</b>						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2023	\$38.95	\$14.57	\$18.67	\$0.00	\$72.19
	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>	12/01/2023	\$39.02	\$14.57	\$18.67	\$0.00	\$72.26
	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>	12/01/2023	\$39.14	\$14.57	\$18.67	\$0.00	\$72.38
	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 3)</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 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.88	\$9.40	\$16.59	\$0.00	\$60.87
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.88	\$9.40	\$14.53	\$0.00	\$58.81
	06/01/2024	\$36.08	\$9.40	\$14.53	\$0.00	\$60.01
	12/01/2024	\$37.28	\$9.40	\$14.53	\$0.00	\$61.21
	06/01/2025	\$38.53	\$9.40	\$14.53	\$0.00	\$62.46
	12/01/2025	\$39.77	\$9.40	\$14.53	\$0.00	\$63.70
	06/01/2026	\$41.07	\$9.40	\$14.53	\$0.00	\$65.00
	12/01/2026	\$42.36	\$9.40	\$14.53	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	12/01/2023	\$36.72	\$14.50	\$10.55	\$0.00	\$61.77
	06/01/2024	\$37.62	\$14.50	\$10.55	\$0.00	\$62.67
	12/01/2024	\$38.52	\$14.50	\$10.55	\$0.00	\$63.57
	06/01/2025	\$39.42	\$14.50	\$10.55	\$0.00	\$64.47
	12/01/2025	\$40.32	\$14.50	\$10.55	\$0.00	\$65.37
ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.88	\$9.40	\$16.59	\$0.00	\$60.87
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.88	\$9.40	\$14.53	\$0.00	\$58.81
	06/01/2024	\$36.08	\$9.40	\$14.53	\$0.00	\$60.01
	12/01/2024	\$37.28	\$9.40	\$14.53	\$0.00	\$61.21
	06/01/2025	\$38.53	\$9.40	\$14.53	\$0.00	\$62.46
	12/01/2025	\$39.77	\$9.40	\$14.53	\$0.00	\$63.70
	06/01/2026	\$41.07	\$9.40	\$14.53	\$0.00	\$65.00
	12/01/2026	\$42.36	\$9.40	\$14.53	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2023	\$47.37	\$7.07	\$20.31	\$0.00	\$74.75
	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 - 01/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$30.79	\$7.07	\$13.22	\$0.00	\$51.08
2	65	\$30.79	\$7.07	\$13.22	\$0.00	\$51.08
3	70	\$33.16	\$7.07	\$14.23	\$0.00	\$54.46
4	75	\$35.53	\$7.07	\$15.24	\$0.00	\$57.84
5	80	\$37.90	\$7.07	\$16.25	\$0.00	\$61.22
6	85	\$40.26	\$7.07	\$17.28	\$0.00	\$64.61
7	90	\$42.63	\$7.07	\$18.28	\$0.00	\$67.98
8	95	\$45.00	\$7.07	\$19.32	\$0.00	\$71.39

**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)	08/01/2023	\$50.81	\$11.49	\$20.37	\$0.00	\$82.67
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	02/01/2024	\$52.06	\$11.49	\$20.37	\$0.00	\$83.92
	08/01/2024	\$53.31	\$11.49	\$20.37	\$0.00	\$85.17
	02/01/2025	\$54.61	\$11.49	\$20.37	\$0.00	\$86.47
	08/01/2025	\$56.76	\$11.49	\$20.37	\$0.00	\$88.62
	02/01/2026	\$58.11	\$11.49	\$20.37	\$0.00	\$89.97
	08/01/2026	\$60.31	\$11.49	\$20.37	\$0.00	\$92.17
	02/01/2027	\$61.71	\$11.49	\$20.37	\$0.00	\$93.57

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield****Effective Date - 08/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.41	\$11.49	\$20.37	\$0.00	\$57.27
2	60	\$30.49	\$11.49	\$20.37	\$0.00	\$62.35
3	70	\$35.57	\$11.49	\$20.37	\$0.00	\$67.43
4	80	\$40.65	\$11.49	\$20.37	\$0.00	\$72.51
5	90	\$45.73	\$11.49	\$20.37	\$0.00	\$77.59

**Effective Date - 02/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$11.49	\$20.37	\$0.00	\$57.89
2	60	\$31.24	\$11.49	\$20.37	\$0.00	\$63.10
3	70	\$36.44	\$11.49	\$20.37	\$0.00	\$68.30
4	80	\$41.65	\$11.49	\$20.37	\$0.00	\$73.51
5	90	\$46.85	\$11.49	\$20.37	\$0.00	\$78.71

**Notes:****Apprentice to Journeyworker Ratio:1:5**

BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
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ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2023	\$45.98	\$9.40	\$17.97	\$0.00	\$73.35
	06/01/2024	\$47.46	\$9.40	\$17.97	\$0.00	\$74.83
	12/01/2024	\$48.93	\$9.40	\$17.97	\$0.00	\$76.30
	06/01/2025	\$50.43	\$9.40	\$17.97	\$0.00	\$77.80
	12/01/2025	\$51.93	\$9.40	\$17.97	\$0.00	\$79.30
	06/01/2026	\$53.48	\$9.40	\$17.97	\$0.00	\$80.85
	12/01/2026	\$54.98	\$9.40	\$17.97	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$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	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
	For apprentice rates see "Apprentice- LABORER"					
CARPENTER <i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i>	03/01/2023	\$39.76	\$7.71	\$18.15	\$0.00	\$65.62

**Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin**

**Effective Date - 03/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.88	\$7.71	\$1.38	\$0.00	\$28.97
2	60	\$23.86	\$7.71	\$1.38	\$0.00	\$32.95
3	70	\$27.83	\$7.71	\$13.95	\$0.00	\$49.49
4	75	\$29.82	\$7.71	\$13.95	\$0.00	\$51.48
5	80	\$31.81	\$7.71	\$15.35	\$0.00	\$54.87
6	80	\$31.81	\$7.71	\$15.35	\$0.00	\$54.87
7	90	\$35.78	\$7.71	\$16.75	\$0.00	\$60.24
8	90	\$35.78	\$7.71	\$16.75	\$0.00	\$60.24

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80

Step 1&2 \$26.46/ 3&4 \$31.82/ 5&6 \$50.38/ 7&8 \$55.77

**Apprentice to Journeyworker Ratio:1:5**

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
All Aspects of New Wood Frame Work						

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - CARPENTER (Wood Frame) - Zone 3****Effective Date - 04/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

**Notes:**

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80

Step 1&amp;2 \$17.86/ 3&amp;4 \$20.22/ 5&amp;6 \$27.57/ 7&amp;8 \$29.94

**Apprentice to Journeyworker Ratio:1:5****CEMENT MASONRY/PLASTERING****BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)**

07/01/2023

\$43.67

\$12.90

\$18.66

\$1.25

\$76.48

01/01/2024

\$44.68

\$12.90

\$18.66

\$1.25

\$77.49

**Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield****Effective Date - 07/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.84	\$12.90	\$15.86	\$0.00	\$50.60
2	60	\$26.20	\$12.90	\$18.66	\$1.25	\$59.01
3	65	\$28.39	\$12.90	\$18.66	\$1.25	\$61.20
4	70	\$30.57	\$12.90	\$18.66	\$1.25	\$63.38
5	75	\$32.75	\$12.90	\$18.66	\$1.25	\$65.56
6	80	\$34.94	\$12.90	\$18.66	\$1.25	\$67.75
7	90	\$39.30	\$12.90	\$18.66	\$1.25	\$72.11

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.34	\$12.90	\$15.86	\$0.00	\$51.10
2	60	\$26.81	\$12.90	\$18.66	\$1.25	\$59.62
3	65	\$29.04	\$12.90	\$18.66	\$1.25	\$61.85
4	70	\$31.28	\$12.90	\$18.66	\$1.25	\$64.09
5	75	\$33.51	\$12.90	\$18.66	\$1.25	\$66.32
6	80	\$35.74	\$12.90	\$18.66	\$1.25	\$68.55
7	90	\$40.21	\$12.90	\$18.66	\$1.25	\$73.02

**Notes:**

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

**Apprentice to Journeyworker Ratio:1:3**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$43.06	\$13.78	\$15.15	\$0.00	\$71.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i>	07/01/2023	\$55.51	\$9.65	\$23.70	\$0.00	\$88.86
	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 - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.76	\$9.65	\$0.00	\$0.00	\$37.41
2	55	\$30.53	\$9.65	\$6.55	\$0.00	\$46.73
3	60	\$33.31	\$9.65	\$7.14	\$0.00	\$50.10
4	65	\$36.08	\$9.65	\$7.74	\$0.00	\$53.47
5	70	\$38.86	\$9.65	\$20.13	\$0.00	\$68.64
6	75	\$41.63	\$9.65	\$20.73	\$0.00	\$72.01
7	80	\$44.41	\$9.65	\$21.32	\$0.00	\$75.38
8	90	\$49.96	\$9.65	\$22.51	\$0.00	\$82.12

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

#### Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$45.98	\$9.40	\$17.82	\$0.00	\$73.20
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$45.73	\$9.40	\$17.82	\$0.00	\$72.95
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$44.98	\$9.40	\$17.82	\$0.00	\$72.20
For apprentice rates see "Apprentice- LABORER"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</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 3)</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 3)</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 3)</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 (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - ELECTRICIAN - Local 7**
**Effective Date - 07/02/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.20	\$6.90	\$0.58	\$0.00	\$26.68
2	45	\$21.60	\$6.90	\$0.65	\$0.00	\$29.15
3	50	\$24.01	\$12.50	\$7.27	\$0.00	\$43.78
4	55	\$26.41	\$12.50	\$7.34	\$0.00	\$46.25
5	65	\$31.21	\$12.50	\$9.41	\$0.00	\$53.12
6	70	\$33.61	\$12.50	\$10.77	\$0.00	\$56.88

**Effective Date - 12/31/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.60	\$7.05	\$0.59	\$0.00	\$27.24
2	45	\$22.05	\$7.05	\$0.66	\$0.00	\$29.76
3	50	\$24.51	\$12.75	\$7.34	\$0.00	\$44.60
4	55	\$26.96	\$12.75	\$7.41	\$0.00	\$47.12
5	65	\$31.86	\$12.75	\$9.52	\$0.00	\$54.13
6	70	\$34.31	\$12.75	\$10.90	\$0.00	\$57.96

**Notes:**

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

**Apprentice to Journeyworker Ratio:2:3\*\*\*\***
**ELEVATOR CONSTRUCTOR**  
*ELEVATOR CONSTRUCTORS LOCAL 41*

01/01/2023	\$61.13	\$16.08	\$20.56	\$0.00	\$97.77
01/01/2024	\$61.98	\$16.18	\$20.96	\$0.00	\$99.12
01/01/2025	\$62.83	\$16.28	\$21.36	\$0.00	\$100.47
01/01/2026	\$63.68	\$16.38	\$21.76	\$0.00	\$101.82
01/01/2027	\$64.53	\$16.48	\$22.16	\$0.00	\$103.17

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - ELEVATOR CONSTRUCTOR - Local 41****Effective Date - 01/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.57	\$16.08	\$0.00	\$0.00	\$46.65
2	55	\$33.62	\$16.08	\$20.56	\$0.00	\$70.26
3	65	\$39.73	\$16.08	\$20.56	\$0.00	\$76.37
4	70	\$42.79	\$16.08	\$20.56	\$0.00	\$79.43
5	80	\$48.90	\$16.08	\$20.56	\$0.00	\$85.54

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.99	\$16.18	\$0.00	\$0.00	\$47.17
2	55	\$34.09	\$16.18	\$20.96	\$0.00	\$71.23
3	65	\$40.29	\$16.18	\$20.96	\$0.00	\$77.43
4	70	\$43.39	\$16.18	\$20.96	\$0.00	\$80.53
5	80	\$49.58	\$16.18	\$20.96	\$0.00	\$86.72

**Notes:**

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

**Apprentice to Journeyworker Ratio:1:1**

ELEVATOR CONSTRUCTOR HELPER	01/01/2023	\$42.79	\$16.08	\$20.56	\$0.00	\$79.43
ELEVATOR CONSTRUCTORS LOCAL 41	01/01/2024	\$43.39	\$16.18	\$20.96	\$0.00	\$80.53
	01/01/2025	\$43.98	\$16.28	\$21.36	\$0.00	\$81.62
	01/01/2026	\$44.58	\$16.38	\$21.76	\$0.00	\$82.72
	01/01/2027	\$45.17	\$16.48	\$22.16	\$0.00	\$83.81

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79

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

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICIANS LOCAL 7	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

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

Effective Date - 12/01/2023

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

#### Notes:

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

#### Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2023	\$25.98	\$9.40	\$14.41	\$0.00	\$49.79
	06/01/2024	\$27.01	\$9.40	\$14.41	\$0.00	\$50.82
	12/01/2024	\$27.01	\$9.40	\$14.41	\$0.00	\$50.82
	06/01/2025	\$28.09	\$9.40	\$14.41	\$0.00	\$51.90
	12/01/2025	\$28.09	\$9.40	\$14.41	\$0.00	\$51.90
	06/01/2026	\$29.21	\$9.40	\$14.41	\$0.00	\$53.02
	12/01/2026	\$29.21	\$9.40	\$14.41	\$0.00	\$53.02

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

FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE III	03/01/2022	\$39.66	\$7.71	\$18.15	\$0.00	\$65.52
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**Classification**
**Effective Date**
**Base Wage**
**Health**
**Pension**
**Supplemental  
Unemployment**
**Total Rate**
**Apprentice - FLOORCOVERER - Local 2168 Zone III**
**Effective Date - 03/01/2022**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.83	\$7.71	\$1.40	\$0.00	\$28.94
2	55	\$21.81	\$7.71	\$1.40	\$0.00	\$30.92
3	60	\$23.80	\$7.71	\$13.95	\$0.00	\$45.46
4	65	\$25.78	\$7.71	\$13.95	\$0.00	\$47.44
5	70	\$27.76	\$7.71	\$15.35	\$0.00	\$50.82
6	75	\$29.75	\$7.71	\$15.35	\$0.00	\$52.81
7	80	\$31.73	\$7.71	\$16.75	\$0.00	\$56.19
8	85	\$33.71	\$7.71	\$16.75	\$0.00	\$58.17

**Notes:** Steps are 750 hrs.

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

Step 1&amp;2 \$26.21/ 3&amp;4 \$31.49/ 5&amp;6 \$49.96/ 7&amp;8 \$55.29

**Apprentice to Journeyworker Ratio:1:1**
**FORK LIFT**
*OPERATING ENGINEERS LOCAL 98*

12/01/2023

\$39.25

\$13.78

\$15.15

\$0.00

\$68.18

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

**GENERATORS/LIGHTING PLANTS**
*OPERATING ENGINEERS LOCAL 98*

12/01/2023

\$35.80

\$13.78

\$15.15

\$0.00

\$64.73

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

**GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)**
*GLAZIERS LOCAL 1333*

06/01/2020

\$39.18

\$10.80

\$10.45

\$0.00

\$60.43

**Apprentice - GLAZIER - Local 1333**
**Effective Date - 06/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

**Notes:**
**Apprentice to Journeyworker Ratio:1:3**
**GRADER/TRENCHING MACHINE/DERRICK**
*OPERATING ENGINEERS LOCAL 98*

12/01/2023

\$39.56

\$13.78

\$15.15

\$0.00

\$68.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i>	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i>	07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING - WATER) <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.88	\$9.40	\$14.53	\$0.00	\$58.81
	06/01/2024	\$36.08	\$9.40	\$14.53	\$0.00	\$60.01
	12/01/2024	\$37.28	\$9.40	\$14.53	\$0.00	\$61.21
	06/01/2025	\$38.53	\$9.40	\$14.53	\$0.00	\$62.46
	12/01/2025	\$39.77	\$9.40	\$14.53	\$0.00	\$63.70
	06/01/2026	\$41.07	\$9.40	\$14.53	\$0.00	\$65.00
	12/01/2026	\$42.36	\$9.40	\$14.53	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT &amp; FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	09/01/2023	\$42.80	\$14.75	\$19.61	\$0.00	\$77.16
	09/01/2024	\$45.54	\$14.75	\$19.61	\$0.00	\$79.90
	09/01/2025	\$48.27	\$14.75	\$19.61	\$0.00	\$82.63
	09/01/2026	\$51.01	\$14.75	\$19.61	\$0.00	\$85.37

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield****Effective Date - 09/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.40	\$14.75	\$14.32	\$0.00	\$50.47
2	60	\$25.68	\$14.75	\$15.37	\$0.00	\$55.80
3	70	\$29.96	\$14.75	\$16.43	\$0.00	\$61.14
4	80	\$34.24	\$14.75	\$17.49	\$0.00	\$66.48

**Effective Date - 09/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.77	\$14.75	\$14.32	\$0.00	\$51.84
2	60	\$27.32	\$14.75	\$15.37	\$0.00	\$57.44
3	70	\$31.88	\$14.75	\$16.43	\$0.00	\$63.06
4	80	\$36.43	\$14.75	\$17.49	\$0.00	\$68.67

**Notes:**

Steps are 1 year

**Apprentice to Journeyworker Ratio:1:4****IRONWORKER/WELDER****IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)**

09/16/2023

\$39.81

\$8.25

\$22.70

\$0.00

\$70.76

03/16/2024

\$40.66

\$8.25

\$22.70

\$0.00

\$71.61

**Apprentice - IRONWORKER - Local 7 Springfield****Effective Date - 09/16/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.89	\$8.25	\$22.70	\$0.00	\$54.84
2	70	\$27.87	\$8.25	\$22.70	\$0.00	\$58.82
3	75	\$29.86	\$8.25	\$22.70	\$0.00	\$60.81
4	80	\$31.85	\$8.25	\$22.70	\$0.00	\$62.80
5	85	\$33.84	\$8.25	\$22.70	\$0.00	\$64.79
6	90	\$35.83	\$8.25	\$22.70	\$0.00	\$66.78

**Effective Date - 03/16/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.40	\$8.25	\$22.70	\$0.00	\$55.35
2	70	\$28.46	\$8.25	\$22.70	\$0.00	\$59.41
3	75	\$30.50	\$8.25	\$22.70	\$0.00	\$61.45
4	80	\$32.53	\$8.25	\$22.70	\$0.00	\$63.48
5	85	\$34.56	\$8.25	\$22.70	\$0.00	\$65.51
6	90	\$36.59	\$8.25	\$22.70	\$0.00	\$67.54

**Notes:****Apprentice to Journeyworker Ratio:1:4**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
LABORER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12

**Apprentice - LABORER - Zone 3 Building & Site**

**Effective Date - 12/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.48	\$9.40	\$16.59	\$0.00	\$46.47
2	70	\$23.89	\$9.40	\$16.59	\$0.00	\$49.88
3	80	\$27.30	\$9.40	\$16.59	\$0.00	\$53.29
4	90	\$30.72	\$9.40	\$16.59	\$0.00	\$56.71

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY)	12/01/2023	\$34.13	\$9.40	\$14.53	\$0.00	\$58.06
	06/01/2024	\$35.33	\$9.40	\$14.53	\$0.00	\$59.26
	12/01/2024	\$36.53	\$9.40	\$14.53	\$0.00	\$60.46
	06/01/2025	\$37.78	\$9.40	\$14.53	\$0.00	\$61.71
	12/01/2025	\$39.02	\$9.40	\$14.53	\$0.00	\$62.95
	06/01/2026	\$40.32	\$9.40	\$14.53	\$0.00	\$64.25
	12/01/2026	\$41.61	\$9.40	\$14.53	\$0.00	\$65.54

**Apprentice - LABORER (Heavy & Highway) - Zone 3**

**Effective Date - 12/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$20.48	\$9.40	\$14.53	\$0.00	\$44.41
2	70	\$23.89	\$9.40	\$14.53	\$0.00	\$47.82
3	80	\$27.30	\$9.40	\$14.53	\$0.00	\$51.23
4	90	\$30.72	\$9.40	\$14.53	\$0.00	\$54.65

**Notes:**

**Apprentice to Journeyworker Ratio:1:5**

LABORER: CARPENTER TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 3 (BUILDING & SITE)	12/01/2023	\$34.10	\$9.40	\$16.72	\$0.00	\$60.22
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$35.13	\$9.40	\$16.59	\$0.00	\$61.12
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.13	\$9.40	\$16.59	\$0.00	\$60.12
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 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	08/01/2023	\$41.37	\$11.49	\$19.53	\$0.00	\$72.39
	02/01/2024	\$42.37	\$11.49	\$19.53	\$0.00	\$73.39
	08/01/2024	\$44.05	\$11.49	\$19.53	\$0.00	\$75.07
	02/01/2025	\$45.90	\$11.49	\$19.53	\$0.00	\$76.92
	08/01/2025	\$46.81	\$11.49	\$19.53	\$0.00	\$77.83
	02/01/2026	\$47.89	\$11.49	\$19.53	\$0.00	\$78.91
	08/01/2026	\$49.65	\$11.49	\$19.53	\$0.00	\$80.67
	02/01/2027	\$50.77	\$11.49	\$19.53	\$0.00	\$81.79

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)****Effective Date - 08/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.69	\$11.49	\$19.53	\$0.00	\$51.71
2	60	\$24.82	\$11.49	\$19.53	\$0.00	\$55.84
3	70	\$28.96	\$11.49	\$19.53	\$0.00	\$59.98
4	80	\$33.10	\$11.49	\$19.53	\$0.00	\$64.12
5	90	\$37.23	\$11.49	\$19.53	\$0.00	\$68.25

**Notes:****Apprentice to Journeyworker Ratio:1:5****MARBLE MASON/TILE LAYER(SP/PT)SeeBrick****BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE**

See "BRICK/STONE/ARTIFICIAL MASONRY(INCL.MASONRY WATERPROOFING)

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
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OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
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OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)	01/02/2023	\$40.16	\$8.58	\$21.57	\$0.00	\$70.31
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MILLWRIGHTS LOCAL 1121 - Zone 3

**Apprentice - MILLWRIGHT - Local 1121 Zone 3****Effective Date - 01/02/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.09	\$8.58	\$5.72	\$0.00	\$36.39
2	65	\$26.10	\$8.58	\$17.93	\$0.00	\$52.61
3	75	\$30.12	\$8.58	\$18.98	\$0.00	\$57.68
4	85	\$34.14	\$8.58	\$20.01	\$0.00	\$62.73

**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	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
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LABORERS - ZONE 3 (BUILDING & SITE)

For apprentice rates see "Apprentice- LABORER"

OILER	12/01/2023	\$35.02	\$13.78	\$15.15	\$0.00	\$63.95
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OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI	12/01/2023	\$32.74	\$13.78	\$15.15	\$0.00	\$61.67
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OPERATING ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (BRIDGES/TANKS)	07/01/2023	\$55.51	\$9.65	\$23.70	\$0.00	\$88.86
PAINTERS LOCAL 35 - ZONE 3	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 - 07/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.76	\$9.65	\$0.00	\$0.00	\$37.41
2	55	\$30.53	\$9.65	\$6.55	\$0.00	\$46.73
3	60	\$33.31	\$9.65	\$7.14	\$0.00	\$50.10
4	65	\$36.08	\$9.65	\$7.74	\$0.00	\$53.47
5	70	\$38.86	\$9.65	\$20.13	\$0.00	\$68.64
6	75	\$41.63	\$9.65	\$20.73	\$0.00	\$72.01
7	80	\$44.41	\$9.65	\$21.32	\$0.00	\$75.38
8	90	\$49.96	\$9.65	\$22.51	\$0.00	\$82.12

**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

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2023	\$39.98	\$8.65	\$19.15	\$0.00	\$67.78
* If 30% or more of surfaces to be painted are new construction,	01/01/2024	\$41.08	\$8.65	\$19.15	\$0.00	\$68.88
NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2024	\$42.13	\$8.65	\$19.15	\$0.00	\$69.93
	01/01/2025	\$43.23	\$8.65	\$19.15	\$0.00	\$71.03

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New****Effective Date - 07/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.99	\$9.65	\$0.00	\$0.00	\$29.64
2	55	\$21.99	\$9.65	\$4.35	\$0.00	\$35.99
3	60	\$23.99	\$9.65	\$4.74	\$0.00	\$38.38
4	65	\$25.99	\$9.65	\$5.14	\$0.00	\$40.78
5	70	\$27.99	\$9.65	\$17.33	\$0.00	\$54.97
6	75	\$29.99	\$9.65	\$17.73	\$0.00	\$57.37
7	80	\$31.98	\$9.65	\$18.12	\$0.00	\$59.75
8	90	\$35.98	\$9.65	\$18.91	\$0.00	\$64.54

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.54	\$9.95	\$0.00	\$0.00	\$30.49
2	55	\$22.59	\$9.95	\$4.43	\$0.00	\$36.97
3	60	\$24.65	\$9.95	\$4.83	\$0.00	\$39.43
4	65	\$26.70	\$9.95	\$5.23	\$0.00	\$41.88
5	70	\$28.76	\$9.95	\$17.49	\$0.00	\$56.20
6	75	\$30.81	\$9.95	\$17.89	\$0.00	\$58.65
7	80	\$32.86	\$9.95	\$18.29	\$0.00	\$61.10
8	90	\$36.97	\$9.95	\$19.10	\$0.00	\$66.02

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2023	\$35.65	\$9.65	\$19.70	\$0.00	\$65.00
PAINTERS LOCAL 35 - ZONE 3	01/01/2024	\$36.15	\$9.95	\$19.90	\$0.00	\$66.00
	07/01/2024	\$37.35	\$9.95	\$19.90	\$0.00	\$67.20
	01/01/2025	\$38.55	\$9.95	\$19.90	\$0.00	\$68.40

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

**Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint****Effective Date - 07/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.83	\$9.65	\$0.00	\$0.00	\$27.48
2	55	\$19.61	\$9.65	\$4.35	\$0.00	\$33.61
3	60	\$21.39	\$9.65	\$4.74	\$0.00	\$35.78
4	65	\$23.17	\$9.65	\$5.14	\$0.00	\$37.96
5	70	\$24.96	\$9.65	\$17.33	\$0.00	\$51.94
6	75	\$26.74	\$9.65	\$17.73	\$0.00	\$54.12
7	80	\$28.52	\$9.65	\$18.12	\$0.00	\$56.29
8	90	\$32.09	\$9.65	\$18.91	\$0.00	\$60.65

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.08	\$9.95	\$0.00	\$0.00	\$28.03
2	55	\$19.88	\$9.95	\$4.43	\$0.00	\$34.26
3	60	\$21.69	\$9.95	\$4.83	\$0.00	\$36.47
4	65	\$23.50	\$9.95	\$5.23	\$0.00	\$38.68
5	70	\$25.31	\$9.95	\$17.49	\$0.00	\$52.75
6	75	\$27.11	\$9.95	\$17.89	\$0.00	\$54.95
7	80	\$28.92	\$9.95	\$18.29	\$0.00	\$57.16
8	90	\$32.54	\$9.95	\$19.10	\$0.00	\$61.59

**Notes:**

Steps are 750 hrs.

**Apprentice to Journeyworker Ratio:1:1**

PAINTER / TAPER (BRUSH, NEW) *	07/01/2023	\$36.93	\$9.65	\$19.70	\$0.00	\$66.28
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2024	\$37.43	\$9.95	\$19.90	\$0.00	\$67.28
	07/01/2024	\$38.63	\$9.95	\$19.90	\$0.00	\$68.48
	01/01/2025	\$39.83	\$9.95	\$19.90	\$0.00	\$69.68

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.47	\$9.65	\$0.00	\$0.00	\$28.12
2	55	\$20.31	\$9.65	\$4.35	\$0.00	\$34.31
3	60	\$22.16	\$9.65	\$4.74	\$0.00	\$36.55
4	65	\$24.00	\$9.65	\$5.14	\$0.00	\$38.79
5	70	\$25.85	\$9.65	\$17.33	\$0.00	\$52.83
6	75	\$27.70	\$9.65	\$17.73	\$0.00	\$55.08
7	80	\$29.54	\$9.65	\$18.12	\$0.00	\$57.31
8	90	\$33.24	\$9.65	\$18.91	\$0.00	\$61.80

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.72	\$9.95	\$0.00	\$0.00	\$28.67
2	55	\$20.59	\$9.95	\$4.43	\$0.00	\$34.97
3	60	\$22.46	\$9.95	\$4.83	\$0.00	\$37.24
4	65	\$24.33	\$9.95	\$5.23	\$0.00	\$39.51
5	70	\$26.20	\$9.95	\$17.49	\$0.00	\$53.64
6	75	\$28.07	\$9.95	\$17.89	\$0.00	\$55.91
7	80	\$29.94	\$9.95	\$18.29	\$0.00	\$58.18
8	90	\$33.69	\$9.95	\$19.10	\$0.00	\$62.74

## Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 3

07/01/2023	\$34.25	\$9.65	\$19.70	\$0.00	\$63.60
01/01/2024	\$34.75	\$9.95	\$19.90	\$0.00	\$64.60
07/01/2024	\$35.95	\$9.95	\$19.90	\$0.00	\$65.80
01/01/2025	\$37.15	\$9.95	\$19.90	\$0.00	\$67.00

## Classification

Effective Date

Base Wage

Health

Pension

Supplemental  
Unemployment

Total Rate

## Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 07/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.13	\$9.65	\$0.00	\$0.00	\$26.78
2	55	\$18.84	\$9.65	\$4.35	\$0.00	\$32.84
3	60	\$20.55	\$9.65	\$4.74	\$0.00	\$34.94
4	65	\$22.26	\$9.65	\$5.14	\$0.00	\$37.05
5	70	\$23.98	\$9.65	\$17.33	\$0.00	\$50.96
6	75	\$25.69	\$9.65	\$17.73	\$0.00	\$53.07
7	80	\$27.40	\$9.65	\$18.12	\$0.00	\$55.17
8	90	\$30.83	\$9.65	\$18.91	\$0.00	\$59.39

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.38	\$9.95	\$0.00	\$0.00	\$27.33
2	55	\$19.11	\$9.95	\$4.43	\$0.00	\$33.49
3	60	\$20.85	\$9.95	\$4.83	\$0.00	\$35.63
4	65	\$22.59	\$9.95	\$5.23	\$0.00	\$37.77
5	70	\$24.33	\$9.95	\$17.49	\$0.00	\$51.77
6	75	\$26.06	\$9.95	\$17.89	\$0.00	\$53.90
7	80	\$27.80	\$9.95	\$18.29	\$0.00	\$56.04
8	90	\$31.28	\$9.95	\$19.10	\$0.00	\$60.33

## Notes:

Steps are 750 hrs.

## Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2023	\$34.13	\$9.40	\$14.53	\$0.00	\$58.06
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$35.33	\$9.40	\$14.53	\$0.00	\$59.26
	12/01/2024	\$36.53	\$9.40	\$14.53	\$0.00	\$60.46
	06/01/2025	\$37.78	\$9.40	\$14.53	\$0.00	\$61.71
	12/01/2025	\$39.02	\$9.40	\$14.53	\$0.00	\$62.95
	06/01/2026	\$40.32	\$9.40	\$14.53	\$0.00	\$64.25
	12/01/2026	\$41.61	\$9.40	\$14.53	\$0.00	\$65.54

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2023	\$38.78	\$14.57	\$18.67	\$0.00	\$72.02
	01/01/2024	\$38.78	\$15.07	\$18.67	\$0.00	\$72.52
	06/01/2024	\$39.78	\$15.07	\$18.67	\$0.00	\$73.52
	12/01/2024	\$39.78	\$15.07	\$20.17	\$0.00	\$75.02
	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2020	\$43.53	\$9.40	\$23.12	\$0.00	\$76.05

**Apprentice - PILE DRIVER - Local 56 Zone 3**

**Effective Date - 08/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

**Notes:** Apprentice wages shall be no less than the following Steps;

(Same as set in Zone 1)

1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68

**Apprentice to Journeyworker Ratio:1:5**

PIPELAYER <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"					
PLUMBER & PIPEFITTER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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**Apprentice - PLUMBER/PIPEFITTER - Local 104**

**Effective Date - 09/17/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$21.58	\$9.55	\$10.10	\$0.00	\$41.23
2	50	\$23.98	\$9.55	\$10.10	\$0.00	\$43.63
3	55	\$26.38	\$9.55	\$10.10	\$0.00	\$46.03
4	60	\$28.78	\$9.55	\$10.10	\$0.00	\$48.43
5	65	\$31.17	\$9.55	\$10.10	\$0.00	\$50.82
6	70	\$33.57	\$9.55	\$10.10	\$0.00	\$53.22
7	75	\$35.97	\$9.55	\$10.10	\$0.00	\$55.62
8	80	\$38.37	\$9.55	\$10.10	\$0.00	\$58.02
9	80	\$38.37	\$9.55	\$17.10	\$0.00	\$65.02
10	80	\$38.37	\$9.55	\$17.10	\$0.00	\$65.02

**Effective Date - 03/17/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.14	\$9.55	\$10.10	\$0.00	\$41.79
2	50	\$24.61	\$9.55	\$10.10	\$0.00	\$44.26
3	55	\$27.07	\$9.55	\$10.10	\$0.00	\$46.72
4	60	\$29.53	\$9.55	\$10.10	\$0.00	\$49.18
5	65	\$31.99	\$9.55	\$10.10	\$0.00	\$51.64
6	70	\$34.45	\$9.55	\$10.10	\$0.00	\$54.10
7	75	\$36.91	\$9.55	\$10.10	\$0.00	\$56.56
8	80	\$39.37	\$9.55	\$10.10	\$0.00	\$59.02
9	80	\$39.37	\$9.55	\$17.10	\$0.00	\$66.02
10	80	\$39.37	\$9.55	\$17.10	\$0.00	\$66.02

**Notes: \*\*1;2;5;3;9;4;12**

**Apprentice to Journeyworker Ratio:\*\***

PNEUMATIC CONTROLS (TEMP.)	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
PLUMBERS & PIPEFITTERS LOCAL 104	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
LABORERS - ZONE 3 (HEAVY & HIGHWAY)	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER	12/01/2023	\$35.13	\$9.40	\$16.59	\$0.00	\$61.12
LABORERS - ZONE 3 (BUILDING & SITE)						
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$35.13	\$9.40	\$14.53	\$0.00	\$59.06
	06/01/2024	\$36.33	\$9.40	\$14.53	\$0.00	\$60.26
	12/01/2024	\$37.53	\$9.40	\$14.53	\$0.00	\$61.46
	06/01/2025	\$38.78	\$9.40	\$14.53	\$0.00	\$62.71
	12/01/2025	\$40.02	\$9.40	\$14.53	\$0.00	\$63.95
	06/01/2026	\$41.32	\$9.40	\$14.53	\$0.00	\$65.25
	12/01/2026	\$42.61	\$9.40	\$14.53	\$0.00	\$66.54
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.56	\$13.78	\$15.15	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i>	05/01/2020	\$22.44	\$11.07	\$6.50	\$0.00	\$40.01
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.00	\$16.59	\$0.00	\$59.97
For apprentice rates see "Apprentice- LABORER"						
ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i>	07/16/2023	\$38.91	\$10.35	\$18.00	\$0.00	\$67.26
For apprentice rates see "Apprentice- ROOFER"						
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 248</i>	07/16/2023	\$38.41	\$10.35	\$18.00	\$0.00	\$66.76

#### Apprentice - ROOFER - Local 248

Effective Date - 07/16/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.05	\$10.35	\$0.00	\$0.00	\$33.40
2	65	\$24.97	\$10.35	\$18.00	\$0.00	\$53.32
3	70	\$26.89	\$10.35	\$18.00	\$0.00	\$55.24
4	75	\$28.81	\$10.35	\$18.00	\$0.00	\$57.16
5	80	\$30.73	\$10.35	\$18.00	\$0.00	\$59.08
6	85	\$32.65	\$10.35	\$18.00	\$0.00	\$61.00
7	90	\$34.57	\$10.35	\$18.00	\$0.00	\$62.92
8	95	\$36.49	\$10.35	\$18.00	\$0.00	\$64.84

#### Notes:

Steps are 750 hrs.Roofing(Tear Off)1:1; Same as above

#### Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 248</i>	07/16/2023	\$38.91	\$10.35	\$18.00	\$0.00	\$67.26
For apprentice rates see "Apprentice- ROOFER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SCRAPER OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$39.03	\$13.38	\$15.15	\$0.00	\$67.56
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2023	\$35.80	\$13.78	\$15.15	\$0.00	\$64.73
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	07/01/2023	\$42.55	\$10.64	\$17.54	\$2.05	\$72.78
	01/01/2024	\$43.80	\$10.64	\$17.54	\$2.05	\$74.03
	07/01/2024	\$45.05	\$10.64	\$17.54	\$2.05	\$75.28
	01/01/2025	\$46.30	\$10.64	\$17.54	\$2.05	\$76.53

**Apprentice - SHEET METAL WORKER - Local 63**

**Effective Date - 07/01/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.15	\$4.79	\$4.76	\$0.92	\$29.62
2	50	\$21.28	\$5.32	\$5.29	\$1.03	\$32.92
3	55	\$23.40	\$5.85	\$5.82	\$1.13	\$36.20
4	60	\$25.53	\$6.38	\$6.35	\$1.23	\$39.49
5	65	\$27.66	\$6.92	\$6.88	\$1.33	\$42.79
6	70	\$29.79	\$7.45	\$7.41	\$1.44	\$46.09
7	75	\$31.91	\$7.98	\$7.94	\$1.54	\$49.37
8	80	\$34.04	\$8.51	\$15.42	\$1.64	\$59.61
9	85	\$36.17	\$9.04	\$15.95	\$1.74	\$62.90
10	90	\$38.30	\$9.58	\$16.48	\$1.85	\$66.21

**Effective Date - 01/01/2024**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$19.71	\$4.79	\$4.76	\$0.92	\$30.18
2	50	\$21.90	\$5.32	\$5.29	\$1.03	\$33.54
3	55	\$24.09	\$5.85	\$5.82	\$1.13	\$36.89
4	60	\$26.28	\$6.38	\$6.35	\$1.23	\$40.24
5	65	\$28.47	\$6.92	\$6.88	\$1.33	\$43.60
6	70	\$30.66	\$7.45	\$7.41	\$1.44	\$46.96
7	75	\$32.85	\$7.98	\$7.94	\$1.54	\$50.31
8	80	\$35.04	\$8.51	\$15.42	\$1.64	\$60.61
9	85	\$37.23	\$9.04	\$15.95	\$1.74	\$63.96
10	90	\$39.42	\$9.58	\$13.92	\$1.85	\$64.77

**Notes:**

**Apprentice to Journeyworker Ratio:1:3**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2023	\$39.24	\$14.57	\$18.67	\$0.00	\$72.48
	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
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2023	\$39.53	\$14.57	\$18.67	\$0.00	\$72.77
	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 SPRINKLER FITTERS LOCAL 669	04/01/2023	\$47.43	\$11.45	\$16.61	\$0.00	\$75.49

#### Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2023

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

Notes:

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 7</i>	07/02/2023	\$48.01	\$12.50	\$14.41	\$0.00	\$74.92
	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

**Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7**

**Effective Date - 07/02/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.20	\$6.90	\$1.44	\$0.00	\$27.54
2	45	\$21.60	\$6.90	\$1.44	\$0.00	\$29.94
3	50	\$24.01	\$11.50	\$7.99	\$0.00	\$43.50
4	55	\$26.41	\$11.50	\$7.99	\$0.00	\$45.90
5	65	\$31.21	\$11.50	\$9.92	\$0.00	\$52.63
6	70	\$33.61	\$11.50	\$11.20	\$0.00	\$56.31

**Effective Date - 12/31/2023**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.60	\$7.05	\$1.47	\$0.00	\$28.12
2	45	\$22.05	\$7.05	\$1.47	\$0.00	\$30.57
3	50	\$24.51	\$11.75	\$8.07	\$0.00	\$44.33
4	55	\$26.96	\$11.75	\$8.07	\$0.00	\$46.78
5	65	\$31.86	\$11.75	\$10.03	\$0.00	\$53.64
6	70	\$34.31	\$11.75	\$11.34	\$0.00	\$57.40

**Notes:**

Steps are 800 hours

**Apprentice to Journeyworker Ratio:1:1**

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE &amp; TILE</i>	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/10/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Ptt)							
Effective Date - 08/01/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$30.67	\$11.49	\$22.34	\$0.00	\$64.50	
2	60	\$36.80	\$11.49	\$22.34	\$0.00	\$70.63	
3	70	\$42.94	\$11.49	\$22.34	\$0.00	\$76.77	
4	80	\$49.07	\$11.49	\$22.34	\$0.00	\$82.90	
5	90	\$55.21	\$11.49	\$22.34	\$0.00	\$89.04	
Notes:							
Apprentice to Journeyworker Ratio:1:5							
TERRAZZO MECHANIC							
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE		08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
		02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
		08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
		02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
		08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
		02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
		08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
		02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97
Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)							
Effective Date - 08/01/2023							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$31.21	\$11.49	\$22.31	\$0.00	\$65.01	
2	60	\$37.45	\$11.49	\$22.31	\$0.00	\$71.25	
3	70	\$43.69	\$11.49	\$22.31	\$0.00	\$77.49	
4	80	\$49.94	\$11.49	\$22.31	\$0.00	\$83.74	
5	90	\$56.18	\$11.49	\$22.31	\$0.00	\$89.98	
Notes:							
Apprentice to Journeyworker Ratio:1:5							
TEST BORING DRILLER							
LABORERS - FOUNDATION AND MARINE		12/01/2023	\$48.83	\$9.40	\$17.97	\$0.00	\$76.20
		06/01/2024	\$50.31	\$9.40	\$17.97	\$0.00	\$77.68
		12/01/2024	\$51.78	\$9.40	\$17.97	\$0.00	\$79.15
		06/01/2025	\$53.28	\$9.40	\$17.97	\$0.00	\$80.65
		12/01/2025	\$54.78	\$9.40	\$17.97	\$0.00	\$82.15
		06/01/2026	\$56.33	\$9.40	\$17.97	\$0.00	\$83.70
		12/01/2026	\$57.83	\$9.40	\$17.97	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.95	\$9.40	\$17.97	\$0.00	\$72.32
	06/01/2024	\$46.43	\$9.40	\$17.97	\$0.00	\$73.80
	12/01/2024	\$47.90	\$9.40	\$17.97	\$0.00	\$75.27
	06/01/2025	\$49.40	\$9.40	\$17.97	\$0.00	\$76.77
	12/01/2025	\$50.90	\$9.40	\$17.97	\$0.00	\$78.27
	06/01/2026	\$52.45	\$9.40	\$17.97	\$0.00	\$79.82
	12/01/2026	\$53.95	\$9.40	\$17.97	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.83	\$9.40	\$17.97	\$0.00	\$72.20
	06/01/2024	\$46.31	\$9.40	\$17.97	\$0.00	\$73.68
	12/01/2024	\$47.78	\$9.40	\$17.97	\$0.00	\$75.15
	06/01/2025	\$49.28	\$9.40	\$17.97	\$0.00	\$76.65
	12/01/2025	\$50.78	\$9.40	\$17.97	\$0.00	\$78.15
	06/01/2026	\$52.33	\$9.40	\$17.97	\$0.00	\$79.70
	12/01/2026	\$53.83	\$9.40	\$17.97	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						
TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2023	\$38.42	\$13.78	\$15.15	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2023	\$39.82	\$14.57	\$18.67	\$0.00	\$73.06
	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
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2023	\$57.06	\$9.40	\$18.42	\$0.00	\$84.88
	06/01/2024	\$58.54	\$9.40	\$18.42	\$0.00	\$86.36
	12/01/2024	\$60.01	\$9.40	\$18.42	\$0.00	\$87.83
	06/01/2025	\$61.51	\$9.40	\$18.42	\$0.00	\$89.33
	12/01/2025	\$63.01	\$9.40	\$18.42	\$0.00	\$90.83
	06/01/2026	\$64.56	\$9.40	\$18.42	\$0.00	\$92.38
	12/01/2026	\$66.06	\$9.40	\$18.42	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2023	\$59.06	\$9.40	\$18.42	\$0.00	\$86.88
	06/01/2024	\$60.54	\$9.40	\$18.42	\$0.00	\$88.36
	12/01/2024	\$62.01	\$9.40	\$18.42	\$0.00	\$89.83
	06/01/2025	\$63.51	\$9.40	\$18.42	\$0.00	\$91.33
	12/01/2025	\$65.01	\$9.40	\$18.42	\$0.00	\$92.83
	06/01/2026	\$66.56	\$9.40	\$18.42	\$0.00	\$94.38
	12/01/2026	\$68.06	\$9.40	\$18.42	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2023	\$49.13	\$9.40	\$18.42	\$0.00	\$76.95
	06/01/2024	\$50.61	\$9.40	\$18.42	\$0.00	\$78.43
	12/01/2024	\$52.08	\$9.40	\$18.42	\$0.00	\$79.90
	06/01/2025	\$53.58	\$9.40	\$18.42	\$0.00	\$81.40
	12/01/2025	\$55.08	\$9.40	\$18.42	\$0.00	\$82.90
	06/01/2026	\$56.63	\$9.40	\$18.42	\$0.00	\$84.45
	12/01/2026	\$58.13	\$9.40	\$18.42	\$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	\$51.13	\$9.40	\$18.42	\$0.00	\$78.95
	06/01/2024	\$52.61	\$9.40	\$18.42	\$0.00	\$80.43
	12/01/2024	\$54.08	\$9.40	\$18.42	\$0.00	\$81.90
	06/01/2025	\$55.58	\$9.40	\$18.42	\$0.00	\$83.40
	12/01/2025	\$57.08	\$9.40	\$18.42	\$0.00	\$84.90
	06/01/2026	\$58.63	\$9.40	\$18.42	\$0.00	\$86.45
	12/01/2026	\$60.13	\$9.40	\$18.42	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2023	\$39.24	\$14.57	\$18.67	\$0.00	\$72.48
	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
WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING &amp; SITE)</i>	12/01/2023	\$34.38	\$9.40	\$16.59	\$0.00	\$60.37
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY &amp; HIGHWAY)</i>	12/01/2023	\$34.38	\$9.40	\$14.53	\$0.00	\$58.31
	06/01/2024	\$35.58	\$9.40	\$14.53	\$0.00	\$59.51
	12/01/2024	\$36.78	\$9.40	\$14.53	\$0.00	\$60.71
	06/01/2025	\$38.03	\$9.40	\$14.53	\$0.00	\$61.96
	12/01/2025	\$39.27	\$9.40	\$14.53	\$0.00	\$63.20
	06/01/2026	\$40.57	\$9.40	\$14.53	\$0.00	\$64.50
	12/01/2026	\$41.86	\$9.40	\$14.53	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS &amp; PIPEFITTERS LOCAL 104</i>	09/17/2023	\$47.96	\$9.55	\$17.10	\$0.00	\$74.61
	03/17/2024	\$49.21	\$9.55	\$17.10	\$0.00	\$75.86
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
<b>Outside Electrical - West</b>						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$30.58	\$8.00	\$5.48	\$0.00	\$44.06
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$39.97	\$8.00	\$10.96	\$0.00	\$58.93
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$47.01	\$8.00	\$13.22	\$0.00	\$68.23
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$51.71	\$8.00	\$15.55	\$0.00	\$75.26

**Apprentice - LINEMAN (Outside Electrical) - West Local 42**

**Effective Date - 09/01/2019**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$31.03	\$8.00	\$3.43	\$0.00	\$42.46
2	65	\$33.61	\$8.00	\$3.51	\$0.00	\$45.12
3	70	\$36.20	\$8.00	\$3.59	\$0.00	\$47.79
4	75	\$38.78	\$8.00	\$5.16	\$0.00	\$51.94
5	80	\$41.37	\$8.00	\$5.24	\$0.00	\$54.61
6	85	\$43.95	\$8.00	\$5.32	\$0.00	\$57.27
7	90	\$46.54	\$8.00	\$7.40	\$0.00	\$61.94

**Notes:**

**Apprentice to Journeyworker Ratio:1:2**

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TRACTOR-TRAILER DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	09/01/2019	\$44.67	\$8.00	\$12.55	\$0.00	\$65.22

**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.