

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

KIM DRISCOLL Lt. Governor

Awarding Authority:

Boston Public Health Commission

Contract Number: N/A City/Town: BOSTON

Description of Work: Prevailing wage are for numerous projects being worked on

Job Location: multiple

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.

Issue Date: 07/24/2024 **Wage Request Number:** 20240724-025

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2024	\$41.05	\$14.41	\$18.67	\$0.00	\$74.13
	08/01/2024	\$41.05	\$14.91	\$18.67	\$0.00	\$74.63
	12/01/2024	\$41.05	\$14.91	\$20.17	\$0.00	\$76.13
	06/01/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$77.13
	08/01/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$77.63
	12/01/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$79.24
	06/01/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$80.24
	08/01/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$80.74
	12/01/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2024	\$40.88	\$14.41	\$18.67	\$0.00	\$73.96
TEMBRE AND THE COUNTERNO. IN ZONE I	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	06/01/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$76.20
	08/01/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$76.70
	12/01/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$78.31
	06/01/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$80.31
	08/01/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$80.81
	12/01/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT	06/01/2024	\$41.24	\$14.41	\$18.67	\$0.00	\$74.32
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.24	\$14.91	\$18.67	\$0.00	\$74.82
	12/01/2024	\$41.24	\$14.91	\$20.17	\$0.00	\$76.32
	06/01/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$77.32
	08/01/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$77.82
	12/01/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$79.43
	06/01/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$80.43
	08/01/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$80.93
	12/01/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR LABORERS - ZONE 1	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	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

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER LABORERS - ZONE I	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	Ψ55.25	Ψ2.03	Ψ10.10	ψ0.00	ψ01.50
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	Ψ02.70	φ13.30	Ψ10.10	ψ0.00	ψ, τ.υυ
BACKHOE/FRONT-END LOADER	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2020	\$02.76	φ13.30	ψ10.10	ψ0.00	ψ / 1 .00
BARCO-TYPE JUMPING TAMPER	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
LABORERS - ZONE 1						
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 1	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
ABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$50.76 \$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$52.25 \$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2020	φυ3./υ	\$7.03	φ10. 4 0	φυ.υυ	\$01.0U
BOILER MAKER	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

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Total Rate

Pension

Apprentice - BOILERMAKER - Local 29 Effective Date - 01/01/2024				Supplemental		
Step percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	e
1 65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	7
2 65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57	7
3 70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98	3
4 75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40)
5 80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82	2
6 85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25	5
7 90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66	5
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	Y 02/01/2024	\$62.40	\$11.49	\$23.59	\$0.00	\$97.48
WATERPROOFING) BRICKLAYERS LOCAL 3 (BOSTON)	08/01/2024	\$64.50	\$11.49	\$23.59	\$0.00	\$99.58
	02/01/2023	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
	08/01/2023	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	02/01/2020	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
	08/01/2020	5 \$71.50	\$11.49	\$23.59	\$0.00	\$106.58
	02/01/2027	7 \$72.90	\$11.49	\$23.59	\$0.00	\$107.98

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Pension

Total Rate

	Step	ive Date - 02/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50	\$31.20	\$11.49	\$23.59	\$0.00	\$66.28	
	2	60	\$37.44	\$11.49	\$23.59	\$0.00	\$72.52	
	3	70	\$43.68	\$11.49	\$23.59	\$0.00	\$78.76	
	4	80	\$49.92	\$11.49	\$23.59	\$0.00	\$85.00	
	5	90	\$56.16	\$11.49	\$23.59	\$0.00	\$91.24	
	Effecti	ive Date - 08/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$32.25	\$11.49	\$23.59	\$0.00	\$67.33	
	2	60	\$38.70	\$11.49	\$23.59	\$0.00	\$73.78	
	3	70	\$45.15	\$11.49	\$23.59	\$0.00	\$80.23	
	4	80	\$51.60	\$11.49	\$23.59	\$0.00	\$86.68	
	5	90	\$58.05	\$11.49	\$23.59	\$0.00	\$93.13	
	Notes:							
	İ						i	
	Appre	ntice to Journeyworker Ratio:1:5						
JLLDOZER	/GRADE	ER/SCRAPER	06/01/2024	4 \$55.41	\$15.30	\$16.40	\$0.00	\$87.11
ERATING ENG	GINEERS L	OCAL 4	12/01/2024			\$16.40	\$0.00	\$88.55
			06/01/2025			\$16.40	\$0.00	\$89.83
			12/01/2025	5 \$59.57	\$15.30	\$16.40	\$0.00	\$91.27
			06/01/2026			\$16.40	\$0.00	\$92.55
			12/01/2026	5 \$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentic	e rates see	'Apprentice- OPERATING ENGINEERS"						
AISSON & U Borers - fou		INNING BOTTOM MAN	06/01/2024	4 \$46.63	\$9.65	\$18.22	\$0.00	\$74.50
BOKEKS - FOC	NDAIION	AND MARINE	12/01/2024	4 \$48.10	\$9.65	\$18.22	\$0.00	\$75.97
			06/01/2025	\$49.60	\$9.65	\$18.22	\$0.00	\$77.47
			12/01/2025	5 \$51.10	\$9.65	\$18.22	\$0.00	\$78.97
			06/01/2026	5 \$52.65	\$9.65	\$18.22	\$0.00	\$80.52
			12/01/2026	5 \$54.15	\$9.65	\$18.22	\$0.00	\$82.02
		'Apprentice- LABORER"						
AISSON & U Borers - Fou		INNING LABORER	06/01/2024	4 \$45.48	\$9.65	\$18.22	\$0.00	\$73.35
100			12/01/2024	4 \$46.95	\$9.65	\$18.22	\$0.00	\$74.82
			06/01/2025	5 \$48.45	\$9.65	\$18.22	\$0.00	\$76.32
			12/01/2025	5 \$49.95	\$9.65	\$18.22	\$0.00	\$77.82
			06/01/2026	5 \$51.50	\$9.65	\$18.22	\$0.00	\$79.37
			12/01/2026	5 \$53.00	\$9.65	\$18.22	\$0.00	\$80.87

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
LABORERS - FOUNDATION AND MARINE	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 LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	03/01/2024	\$57.46	\$9.83	\$19.97	\$0.00	\$87.26
CARPENTERS -ZONE 1 (Metro Boston)	09/01/2024	\$58.96	\$9.83	\$19.97	\$0.00	\$88.76
	03/01/2025	\$60.46	\$9.83	\$19.97	\$0.00	\$90.26
	09/01/2025	\$61.96	\$9.83	\$19.97	\$0.00	\$91.76
	03/01/2026	\$63.46	\$9.83	\$19.97	\$0.00	\$93.26
	09/01/2026	\$64.96	\$9.83	\$19.97	\$0.00	\$94.76
	03/01/2027	\$66.46	\$9.83	\$19.97	\$0.00	\$96.26

Apprentice - CARPENTER - Zone 1 Metro Boston

Step	percent		Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45		\$25.86	\$9.83	\$1.73	\$0.00	\$37.42
2	45		\$25.86	\$9.83	\$1.73	\$0.00	\$37.42
3	55		\$31.60	\$9.83	\$3.40	\$0.00	\$44.83
4	55		\$31.60	\$9.83	\$3.40	\$0.00	\$44.83
5	70		\$40.22	\$9.83	\$16.51	\$0.00	\$66.56
6	70		\$40.22	\$9.83	\$16.51	\$0.00	\$66.56
7	80		\$45.97	\$9.83	\$18.24	\$0.00	\$74.04
8	80		\$45.97	\$9.83	\$18.24	\$0.00	\$74.04
Effect	ive Date -	09/01/2024				Supplemental	
E ffect Step	ive Date -	09/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
		09/01/2024	Apprentice Base Wage \$26.53	Health \$9.83	Pension \$1.73	1.1	Total Rate
Step	percent	09/01/2024				Unemployment	\$38.09
Step 1	percent 45	09/01/2024	\$26.53	\$9.83	\$1.73	Unemployment \$0.00	\$38.09 \$38.09
Step 1 2	percent 45 45	09/01/2024	\$26.53 \$26.53	\$9.83 \$9.83	\$1.73 \$1.73	\$0.00 \$0.00	\$38.09 \$38.09 \$45.66
Step 1 2 3	45 45 55	09/01/2024	\$26.53 \$26.53 \$32.43	\$9.83 \$9.83 \$9.83	\$1.73 \$1.73 \$3.40	\$0.00 \$0.00 \$0.00	\$38.09 \$38.09 \$45.66
Step 1 2 3 4	percent 45 45 55 55	09/01/2024	\$26.53 \$26.53 \$32.43 \$32.43	\$9.83 \$9.83 \$9.83 \$9.83	\$1.73 \$1.73 \$3.40 \$3.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	
Step 1 2 3 4 5 5	percent 45 45 55 570	09/01/2024	\$26.53 \$26.53 \$32.43 \$32.43 \$41.27	\$9.83 \$9.83 \$9.83 \$9.83 \$9.83	\$1.73 \$1.73 \$3.40 \$3.40 \$16.51	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$38.09 \$38.09 \$45.66 \$45.66

Apprentice to Journeyworker Ratio:1:5

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		04/01/2025	\$38.54	\$7.56	\$9.47	\$0.00	\$55.5
		10/01/2025	\$39.34	\$7.56	\$9.47	\$0.00	\$56.3
		04/01/2026	\$40.14	\$7.56	\$9.47	\$0.00	\$57.1
		10/01/2026	\$40.94	\$7.56	\$9.47	\$0.00	\$57.9
		04/01/2027	\$41.74	\$7.56	\$9.47	\$0.00	\$58.7
cts of New Woo	d Frame Work						
Appre	ntice - CARPENTER ((Wood Frame) - Zone I					
Effecti	ve Date - 04/01/2024				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$18.47	\$7.56	\$0.00	\$0.00	\$26.03	
2	50	\$18.47	\$7.56	\$0.00	\$0.00	\$26.03	
3	55	\$20.32	\$7.56	\$2.00	\$0.00	\$29.88	
4	55	\$20.32	\$7.56	\$2.00	\$0.00	\$29.88	
5	70	\$25.86	\$7.56	\$7.47	\$0.00	\$40.89	
6	70	\$25.86	\$7.56	\$7.47	\$0.00	\$40.89	
7	80	\$29.55	\$7.56	\$8.47	\$0.00	\$45.58	
8	80	\$29.55	\$7.56	\$8.47	\$0.00	\$45.58	
	ve Date - 10/01/2024		44		Supplemental		
Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
1	50	\$18.87	\$7.56	\$0.00	\$0.00	\$26.43	
2	50	\$18.87	\$7.56	\$0.00	\$0.00	\$26.43	
3	55	\$20.76	\$7.56	\$2.00	\$0.00	\$30.32	
4	55	\$20.76	\$7.56	\$2.00	\$0.00	\$30.32	
5	70	\$26.42	\$7.56	\$7.47	\$0.00	\$41.45	
6	70	\$26.42	\$7.56	\$7.47	\$0.00	\$41.45	
7	80	\$30.19	\$7.56	\$8.47	\$0.00	\$46.22	
8	80	\$30.19	\$7.56	\$8.47	\$0.00	\$46.22	
Notes:							
						i	

Effective Date

04/01/2024

10/01/2024

Base Wage

\$36.94

\$37.74

Health

\$7.56

\$7.56

Classification

CARPENTER WOOD FRAME

CARPENTERS -ZONE 1 (Wood Frame)

Supplemental

\$0.00

\$0.00

Unemployment

Pension

\$9.47

\$9.47

Total Rate

\$53.97

\$54.77

 Issue Date:
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Total Rate

Pension

Apj	Prenti	01/01/2021			/				
Eff Ste		Date - 01/01/2024 ercent		orentice Base Wage	Health	Pension	Supplemental Unemployment	Tota	al Rate
$\frac{30}{1}$		50	1.191	\$24.67	\$13.00	\$15.93	\$0.00		\$53.60
2		50		\$29.60	\$13.00	\$18.57	\$1.30		\$62.47
3		55		\$32.06	\$13.00	\$19.57	\$1.30		\$65.93
4	-	70		\$34.53	\$13.00	\$20.57	\$1.30		\$69.40
5	5	75		\$37.00	\$13.00	\$21.57	\$1.30		\$72.87
6	8	30		\$39.46	\$13.00	\$22.57	\$1.30		\$76.33
7	Ģ	90		\$44.40	\$13.00	\$23.57	\$1.30		\$82.27
 No 1	 tes:								
	S	teps 3,4 are 500 hrs. A	All other steps are 1,	000 hrs.					
Ap	prenti	ce to Journeyworker	Ratio:1:3						- <u>-</u> '
CHAIN SAW OPER LABORERS - ZONE 1	RATOR	2		12/01/2023	3 \$44.5	8 \$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates	see "Ap	prentice- LABORER"							
		BUCKETS/HEADI	NG MACHINES	06/01/2024	\$57.1	5 \$15.30	\$16.40	\$0.00	\$88.85
OPERATING ENGINEER	RS LOCA	1L 4		12/01/2024	\$58.6	3 \$15.30	\$16.40	\$0.00	\$90.33
				06/01/2025	5 \$59.9	6 \$15.30	\$16.40	\$0.00	\$91.66
				12/01/2025	\$61.4	3 \$15.30	\$16.40	\$0.00	\$93.13
				06/01/2020	5 \$62.7	6 \$15.30	\$16.40	\$0.00	\$94.46
				12/01/2026	5 \$64.2	4 \$15.30	\$16.40	\$0.00	\$95.94
		prentice- OPERATING EN	GINEERS"						
COMPRESSOR OP OPERATING ENGINEER				06/01/2024	\$36.1	7 \$15.30	\$16.40	\$0.00	\$67.87
JI EKATING ENGINEER	IS LOCA	IL 4		12/01/2024	\$37.1	2 \$15.30	\$16.40	\$0.00	\$68.82
				06/01/2025	\$37.9	7 \$15.30	\$16.40	\$0.00	\$69.67
				12/01/2025	\$38.9	2 \$15.30	\$16.40	\$0.00	\$70.62
				06/01/2026	\$39.7	8 \$15.30	\$16.40	\$0.00	\$71.48
		open imple	CD JEED CH	12/01/2026	\$40.7	3 \$15.30	\$16.40	\$0.00	\$72.43
		prentice- OPERATING EN	GINEERS"				***		
DELEADER (BRID PAINTERS LOCAL 35 - Z				07/01/2024			\$23.95	\$0.00	\$91.16
				01/01/2025	\$58.4	6 \$9.95	\$23.95	\$0.00	\$92.36

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

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Supplemental **Total Rate** Pension Unemployment Supplemental Unemployment Total Rate

07/01/2024

Effective Date -

	tep	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1		50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.5	8
2	!	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.1	0
3	i	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.5	7
4		65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.0	4
5	i	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.3	5
6	,	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.8	3
7	•	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.2	9
8	;	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.2	2
E	ffectiv	e Date - 01/01/2025				Supplemental		
Si	tep	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rat	re
1		50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.1	8
2	!	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.7	6
3	i	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.2	9
4	<u> </u>	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.8	2
5	i	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.1	9
6	,	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.7	3
7	,	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.2	5
8	;	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.3	0
N	otes:	Steps are 750 hrs.						
A	ppren	tice to Journeyworker Ratio:1:1					'	
DEMO: ADZEMA LABORERS - ZONE 1	ΛN		12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice rate	es see "A	apprentice- LABORER"						
DEMO: BACKHO	E/LO	ADER/HAMMER OPERATOR	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
For apprentice rate	es see "A	apprentice- LABORER"						
DEMO: BURNER LABORERS - ZONE 1	S		12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice rate	es see "A	apprentice- LABORER"						
DEMO: CONCRE LABORERS - ZONE 1	TE CU	JTTER/SAWYER	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
For apprentice rate	es see "A	apprentice- LABORER"						
DEMO: JACKHA	MMEI	R OPERATOR	12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice rate	es see "A	apprentice- LABORER"						
DEMO: WRECKI LABORERS - ZONE 1	NG LA	ABORER	12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice rate	es see "A	apprentice- LABORER"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIRECTIONAL DRILL MACHINE OPERATOR	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
ELECTRICIANS LOCAL 103	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

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ELEVATOR CONSTRUCTOR

ELEVATOR CONSTRUCTORS LOCAL 4

\$20.21

\$16.03

\$0.00

\$101.86

Step	ive Date - 03/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$24.74	\$13.00	\$0.74	\$0.00	\$38.48
2	40	\$24.74	\$13.00	\$0.74	\$0.00	\$38.48
3	45	\$27.84	\$13.00	\$16.67	\$0.00	\$57.51
4	45	\$27.84	\$13.00	\$16.67	\$0.00	\$57.51
5	50	\$30.93	\$13.00	\$17.17	\$0.00	\$61.10
6	55	\$34.02	\$13.00	\$17.67	\$0.00	\$64.69
7	60	\$37.12	\$13.00	\$18.17	\$0.00	\$68.29
8	65	\$40.21	\$13.00	\$18.68	\$0.00	\$71.89
9	70	\$43.30	\$13.00	\$19.18	\$0.00	\$75.48
10	75	\$46.40	\$13.00	\$19.69	\$0.00	\$79.09
Step	opercent 09/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
2	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
3	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
4	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
5	50	\$31.89	\$13.00	\$17.20	\$0.00	\$62.09
6	55	\$35.08	\$13.00	\$17.70	\$0.00	\$65.78
	60	\$38.27	\$13.00	\$18.21	\$0.00	\$69.48
7		\$41.46	\$13.00	\$18.71	\$0.00	\$73.17
7 8	65	\$41.40				
	65 70	\$44.65	\$13.00	\$19.22	\$0.00	\$76.87
8				\$19.22 \$19.74	\$0.00 \$0.00	\$76.87 \$80.58

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01/01/2022

\$65.62

		/01/2022	mantina De W-	II a al t-l-	Dome!	Supplemental	Tr. 4	al Data
Ste		App	prentice Base Wage		Pension	Unemployment		al 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
No	tes:							
i	Steps 1-2 are	6 mos.; Steps 3-5 are 1 year						
Ap	prentice to Journe	eyworker Ratio:1:1						
LEVATOR CONSTRUCT	TRUCTOR HELPE TORS LOCAL 4	ER	01/01/2022	2 \$45.9	3 \$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates	see "Apprentice - ELEV	ATOR CONSTRUCTOR"						
		(HEAVY & HIGHWAY)	06/01/2024	\$45.7	3 \$9.65	\$18.40	\$0.00	\$73.78
BORERS - ZONE 1 (H.	EAVY & HIGHWAY)		12/01/2024	\$47.2	0 \$9.65	\$18.40	\$0.00	\$75.25
			06/01/2025	\$48.7	0 \$9.65	\$18.40	\$0.00	\$76.75
			12/01/2025	\$50.2	0 \$9.65	\$18.40	\$0.00	\$78.25
			06/01/2026	5 \$51.7	5 \$9.65	\$18.40	\$0.00	\$79.80
			12/01/2026	5 \$53.2	5 \$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates	see "Apprentice- LABO	RER (Heavy and Highway)						
ELD ENG.INST.F PERATING ENGINEER	PERSON-BLDG,S	ITE,HVY/HWY	05/01/2024	\$50.7	9 \$15.00	\$16.40	\$0.00	\$82.19
ERATING ENGINEER	S LOCAL 4		11/01/2024	\$52.0	8 \$15.00	\$16.40	\$0.00	\$83.48
			05/01/2025	\$53.5	2 \$15.00	\$16.40	\$0.00	\$84.92
			11/01/2025	\$54.8	1 \$15.00	\$16.40	\$0.00	\$86.21
			05/01/2026	\$56.2	5 \$15.00	\$16.40	\$0.00	\$87.65
			11/01/2026	\$57.5	4 \$15.00	\$16.40	\$0.00	\$88.94
			05/01/2027	7 \$58.9	7 \$15.00	\$16.40	\$0.00	\$90.37
	see "Apprentice- OPER.							
ELD ENG.PARTY Erating engineer	/ CHIEF-BLDG,SI	TE,HVY/HWY	05/01/2024	\$52.3	7 \$15.00	\$16.40	\$0.00	\$83.77
EMITING ENGINEER	D LOCAL 4		11/01/2024	\$53.6	7 \$15.00	\$16.40	\$0.00	\$85.07
			05/01/2025	\$55.1	2 \$15.00	\$16.40	\$0.00	\$86.52
			11/01/2025	\$56.4	2 \$15.00	\$16.40	\$0.00	\$87.82
			05/01/2026			\$16.40	\$0.00	

11/01/2026

05/01/2027

\$59.17

\$60.62

\$16.40

\$16.40

\$15.00

\$15.00

\$0.00

\$0.00

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Issue Date: 07/24/2024

\$90.57

\$92.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2024	\$24.91	\$15.00	\$16.40	\$0.00	\$56.31
OPERATING ENGINEERS LOCAL 4	11/01/2024	\$25.67	\$15.00	\$16.40	\$0.00	\$57.07
	05/01/2025	\$26.52	\$15.00	\$16.40	\$0.00	\$57.92
	11/01/2025	\$27.28	\$15.00	\$16.40	\$0.00	\$58.68
	05/01/2026	\$28.13	\$15.00	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.89	\$15.00	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.74	\$15.00	\$16.40	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 103	03/01/2024	\$61.86	\$13.00	\$22.21	\$0.00	\$97.07
ELECTRICIANS LOCAL 105	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i>	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
OCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4	06/01/2024	\$45.23	\$15.30	\$16.40	\$0.00	\$76.93
A EIGHING ENGINEERS EGGAL 4	12/01/2024	\$46.41	\$15.30	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.47	\$15.30	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.64	\$15.30	\$16.40	\$0.00	\$80.34
	06/01/2026	\$49.70	\$15.30	\$16.40	\$0.00	\$81.40
	12/01/2026	\$50.88	\$15.30	\$16.40	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
20.2. (12/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
	06/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
	12/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
	06/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
	12/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

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							летрюушен	
LOORCOVERER	1 2160 ZONE I		03/01/2024	\$54.73	\$8.83	\$20.27	\$0.00	\$83.83
LOORCOVERERS LOCA	L 2168 ZONE 1		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
• •		OVERER - Local 216	8 Zone I					
Effe Step	ctive Date - 03/01/		Apprentice Base Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
$\frac{\text{step}}{1}$								
	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	
Effe Step	ctive Date - 09/01/		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	
Note	es: Steps are 750 hrs.		. — — — — -					
							i	
	rentice to Journeywo	orker Ratio:1:1						
RK LIFT/CHERR			06/01/2024		\$15.30	\$16.40	\$0.00	\$87.73
EKATING ENGINEEKS			12/01/2024		\$15.30	\$16.40	\$0.00	\$89.18
EKATING ENGINEEKS				\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
ERATING ENGINEERS			06/01/2025		Ψ15.50			
EKAIING ENGINEERS			06/01/2025 12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
ERATING ENGINEERS				\$60.23 \$61.53				

Effective Date

Base Wage

Health

Pension

Classification

Supplemental

Unemployment

Total Rate

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						•	mempioyment	
		ING PLANT/HEATERS	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
PERATING ENGI	NEERS L	OCAL 4	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
			06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
			12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
			06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
			12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
**		"Apprentice- OPERATING ENGINEERS"						
GLAZIER (GL. SYSTEMS)	ASS PL	ANK/AIR BARRIER/INTERIOR	07/01/2024		\$9.95	\$23.95	\$0.00	\$86.45
LAZIERS LOCAL	35 (ZONI	E 1)	01/01/2025	\$53.75	\$9.95	\$23.95	\$0.00	\$87.65
	Appre	entice - GLAZIER - Local 35 Zone 1						
		ive Date - 07/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.28	\$9.95	\$0.00	\$0.00	\$36.23	
	2	55	\$28.90	\$9.95	\$6.66	\$0.00	\$45.51	
	3	60	\$31.53	\$9.95	\$7.26	\$0.00	\$48.74	
	4	65	\$34.16	\$9.95	\$7.87	\$0.00	\$51.98	
	5	70	\$36.79	\$9.95	\$20.32	\$0.00	\$67.06	
	6	75	\$39.41	\$9.95	\$20.93	\$0.00	\$70.29	
	7	80	\$42.04	\$9.95	\$21.53	\$0.00	\$73.52	
	8	90	\$47.30	\$9.95	\$22.74	\$0.00	\$79.99	
	Effect	ive Date - 01/01/2025				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83	
	2	55	\$29.56	\$9.95	\$6.66	\$0.00	\$46.17	
	3	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.46	
	4	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.76	
	5	70	\$37.63	\$9.95	\$20.32	\$0.00	\$67.90	
	6	75	\$40.31	\$9.95	\$20.93	\$0.00	\$71.19	
	7	80	\$43.00	\$9.95	\$21.53	\$0.00	\$74.48	
	8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07	
	Notes							
		Steps are 750 hrs.					i	
		entice to Journeyworker Ratio:1:1						
OISTING EN		R/CRANES/GRADALLS	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
. EIGHING ENGI	. 122N) L	OCALL T	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
			06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
			12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
			06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
						** ** * * * * * * * *	* • • • •	

Effective Date

Base Wage

Health

Pension

Classification

Supplemental

Unemployment

Total Rate

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12/01/2026

\$62.98

\$15.30

\$16.40

\$0.00

\$94.68

Apprentice - OPERATING ENGINEERS - Local 4

	Effecti	ve Date -	06/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55		\$30.82	\$15.30	\$0.00	\$0.00	\$46.12	
	2	60		\$33.62	\$15.30	\$16.40	\$0.00	\$65.32	
	3	65		\$36.42	\$15.30	\$16.40	\$0.00	\$68.12	
	4	70		\$39.22	\$15.30	\$16.40	\$0.00	\$70.92	
	5	75		\$42.02	\$15.30	\$16.40	\$0.00	\$73.72	
	6	80		\$44.82	\$15.30	\$16.40	\$0.00	\$76.52	
	7	85		\$47.63	\$15.30	\$16.40	\$0.00	\$79.33	
	8	90		\$50.43	\$15.30	\$16.40	\$0.00	\$82.13	
		ve Date -	12/01/2024				Supplemental		
	Step	percent		Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	55		\$31.61	\$0.00	\$0.00	\$0.00	\$31.61	
	2	60		\$34.49	\$15.30	\$16.40	\$0.00	\$66.19	
	3	65		\$37.36	\$15.30	\$16.40	\$0.00	\$69.06	
	4	70		\$40.24	\$15.30	\$16.40	\$0.00	\$71.94	
	5	75		\$43.11	\$15.30	\$16.40	\$0.00	\$74.81	
	6	80		\$45.98	\$15.30	\$16.40	\$0.00	\$77.68	
	7	85		\$48.86	\$15.30	\$16.40	\$0.00	\$80.56	
	8	90		\$51.73	\$15.30	\$16.40	\$0.00	\$83.43	
	Notes:								
		ntice to Jo	urneyworker Ratio:1:6						
HVAC (DUCTV SHEETMETAL WOR		OCAL 17 - A		02/01/2024	4 \$57.22	\$14.59	\$27.50	\$2.98	\$102.29
				08/01/2024			\$27.50	\$2.98	\$104.04
				02/01/2025			\$27.50	\$2.98	\$105.79
				08/01/2025	5 \$62.57	\$14.59	\$27.50	\$2.98	\$107.64
For apprentice	rates see '	'Apprentice- S	SHEET METAL WORKER"	02/01/2020	5 \$64.52	\$14.59	\$27.50	\$2.98	\$109.59
HVAC (ELECT				03/01/2024	4 \$61.86	\$13.00	\$22.21	\$0.00	\$97.07
ELECTRICIANS LO	OCAL 103			09/01/2024			\$22.26	\$0.00	\$99.04
				03/01/202:			\$22.30	\$0.00	\$100.28
				09/01/202:			\$22.36	\$0.00	\$102.25
				03/01/2020	5 \$68.09	\$13.00	\$22.39	\$0.00	\$103.48
				09/01/2020			\$22.45	\$0.00	\$105.45
				03/01/2027			\$22.49	\$0.00	\$106.68
				09/01/202			\$22.54	\$0.00	\$108.65
				03/01/2028			\$22.58	\$0.00	\$109.89
For apprentice	rates see '	'Apprentice- I	ELECTRICIAN"						

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	02/01/2024 08/01/2024 02/01/2025 08/01/2025 02/01/2026 03/01/2024 03/01/2024 03/01/2025	\$57.22 \$58.97 \$60.72 \$62.57 \$64.52 \$65.28 \$67.08 \$68.88	\$14.59 \$14.59 \$14.59 \$14.59 \$14.59 \$12.70 \$12.70	\$27.50 \$27.50 \$27.50 \$27.50 \$27.50 \$27.50 \$21.80	\$2.98 \$2.98 \$2.98 \$2.98 \$2.98 \$2.98 \$2.98	\$102.29 \$104.04 \$105.79 \$107.64 \$109.59
For apprentice rates see "Apprentice- SHEET METAL WORKER" HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	02/01/2025 08/01/2025 02/01/2026 03/01/2024 09/01/2024 03/01/2025	\$60.72 \$62.57 \$64.52 \$65.28 \$67.08	\$14.59 \$14.59 \$14.59 \$12.70 \$12.70	\$27.50 \$27.50 \$27.50 \$21.80	\$2.98 \$2.98 \$2.98 \$0.00	\$105.79 \$107.64 \$109.59
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	08/01/2025 02/01/2026 03/01/2024 09/01/2024 03/01/2025	\$62.57 \$64.52 \$65.28 \$67.08	\$14.59 \$14.59 \$12.70 \$12.70	\$27.50 \$27.50 \$21.80	\$2.98 \$2.98 \$0.00	\$107.64 \$109.59
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	02/01/2026 03/01/2024 09/01/2024 03/01/2025	\$64.52 \$65.28 \$67.08	\$14.59 \$12.70 \$12.70	\$27.50 \$21.80	\$2.98	\$109.59
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	03/01/2024 09/01/2024 03/01/2025	\$65.28 \$67.08	\$12.70 \$12.70	\$21.80	\$0.00	
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	09/01/2024 03/01/2025	\$67.08	\$12.70			\$99.78
PIPEFITTERS LOCAL 537 For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	09/01/2024 03/01/2025	\$67.08	\$12.70			\$99.78
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" HVAC MECHANIC	03/01/2025			\$21.80		
HVAC MECHANIC		\$68.88	\$12.70		\$0.00	\$101.58
HVAC MECHANIC	03/01/2024			\$21.80	\$0.00	\$103.38
	03/01/2024					
PIPEFITTERS LOCAL 537	03/01/2021	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
FIFEFIITERS LOCAL 33/	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 LABORERS - ZONE 1	12/01/2023	\$45.08	\$9.65	\$18.07	\$0.00	\$72.80
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	06/01/2024	\$46.23	\$9.65	\$18.40	\$0.00	\$74.28
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
INSULATOR (PIPES & TANKS)	09/01/2023	\$53.50	\$14.75	\$19.61	\$0.00	\$87.86
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	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

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Total Rate

Pension

Step	tive Date - 09/01/2023 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
	tive Date - 09/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	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	<u> </u>					
	Steps are 1 year					İ
Appr	entice to Journeyworker Ratio	o:1:4				

Ste:	Pective Date - 03/16/2024 p percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat	e
1	60	\$32.38	\$8.35	\$26.70	\$0.00	\$67.4	3
2	70	\$37.78	\$8.35	\$26.70	\$0.00	\$72.8	3
3	75	\$40.48	\$8.35	\$26.70	\$0.00	\$75.5	3
4	80	\$43.18	\$8.35	\$26.70	\$0.00	\$78.2	3
5	85	\$45.87	\$8.35	\$26.70	\$0.00	\$80.9	2
6	90	\$48.57	\$8.35	\$26.70	\$0.00	\$83.6	2
No		- — — — — — — .					
Ap	prentice to Journeyworker R	atio:1:4					
HAMMER & ERS - ZONE 1	PAVING BREAKER OPERA	TOR 12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
apprentice rates	see "Apprentice- LABORER"						
RER ERS - ZONE 1		12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05

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Total Rate

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Page Page	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Management Man	For apprentice rates see "Apprentice- LABORER"						
ABORER: MASON TENDER (HEAVY & HIGHWAY) ABORERS - ZONE I (HEAVY & HIGHWAY) 12/01/2024	LABORER: MASON TENDER LABORERS - ZONE I	06/01/2024	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$75.25 12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$75.25 12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$78.25 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2028 \$53.25 \$9.65 \$18.40 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 12/01/2028 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 13/008EN ZONE \$1 \$1.00 \$1.	For apprentice rates see "Apprentice- LABORER"						
12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$75.25 16/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2026 \$55.25 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$55.25 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$55.25 \$9.65 \$18.40 \$0.00 \$81.30 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) ABORER: MULTI-TRADE TENDER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.05 ABORERS - ZONE 1 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" ABSER BEAM OPERATOR 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.30 ABORERS - ZONE 1 For apprentice-RABORER" \$9.65 \$18.40 \$0.00 \$75.25 ABORERS - ZONE 1	LABORER: MASON TENDER (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
12/01/2026 \$50.20 \$9.65 \$18.40 \$0.00 \$78.25 60/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) ABORER: MULTI-TRADE TENDER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.05 ABORER: TREE REMOVER 12/01/2023 \$44.58 \$9.65 \$18.07 \$0.00 \$72.05 ABORERS: ZONE I 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" 12/01/2023 \$44.58 \$9.65 \$18.40 \$0.00 \$72.30 ABORERS: ZONE I 44.50 \$45.73 \$9.65 \$18.40 \$0.00 \$73.78 ABORERS: ZONE I (HEAVY & HIGHWAY) 12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$73.78 ABORERS: ZONE I (HEAVY & HIGHWAY) 12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$75.25 12/01/2025 \$48.70 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$51.75 \$9.65 \$	LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
No. No.		06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30		12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
Por apprentice rates see "Apprentice- LABORER (Heavy and Highway) 12/01/2023 \$44.33 \$9.65 \$18.07 \$0.00 \$72.05		06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
ABORER: MULTI-TRADE TENDER ABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" ASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$72.05 ABORERS - ZONE 1 (HEAVY & HIGHWAY) 12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$75.25 06/01/2025 \$48.70 \$9.65 \$18.40 \$0.00 \$75.25 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$75.25 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$79.80 12/01/2026 \$79.80 12/01/2026 \$79.80 12/01/2026 \$79.80 12/01/2026 \$79.		12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
### For apprentice rates see "Apprentice-LABORER" ### ABORERS: TREE REMOVER	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ABORER: TREE REMOVER ABORERS - ZONE 1 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" ASER BEAM OPERATOR ABORERS - ZONE 1 For apprentice rates see "Apprentice-LABORER" ASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE 1 (HEAVY & HI	LABORER: MULTI-TRADE TENDER LABORERS - ZONE 1	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
### ABORERS - ZONE 1 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" ### ASER BEAM OPERATOR ### ABORERS - ZONE 1 For apprentice rates see "Apprentice-LABORER" ASER BEAM OPERATOR (HEAVY & HIGHWAY)	For apprentice rates see "Apprentice- LABORER"						
Clearance incidental to construction	LABORER: TREE REMOVER LABORERS - ZONE 1	12/01/2023	\$44.33	\$9.65	\$18.07	\$0.00	\$72.05
### ABORERS - ZONE 1 For apprentice rates see "Apprentice- LABORER" #### ABORERS - ZONE 1 (HEAVY & HIGHWAY) ### ABORERS - Z			bs when related	to public work	s construction	or site	
ASER BEAM OPERATOR (HEAVY & HIGHWAY) ABORERS - ZONE I (HEAVY & HIGHWAY) 12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$73.78 12/01/2025 \$48.70 \$9.65 \$18.40 \$0.00 \$75.25 06/01/2025 \$48.70 \$9.65 \$18.40 \$0.00 \$76.75 12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$78.25 12/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$78.25 06/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$79.80 12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS 02/01/2024 \$47.89 \$11.49 \$21.37 \$0.00 \$80.75 880.75 \$80.00 \$82.43 02/01/2024 \$49.32 \$11.49 \$21.62 \$0.00 \$83.47 08/01/2025 \$50.36 \$11.49 \$21.62 \$0.00 \$83.47 08/01/2026 \$53.16 \$11.49 \$21.62 \$0.00 \$85.19 02/01/2026 \$53.16 \$11.49 \$21.62 \$0.00 \$88.27 08/01/2026 \$53.16 \$11.49 \$21.62 \$0.00 \$88.27	LASER BEAM OPERATOR LABORERS - ZONE I	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
ABORERS - ZONE I (HEAVY & HIGHWAY) 12/01/2024 \$47.20 \$9.65 \$18.40 \$0.00 \$75.25 \$06/01/2025 \$48.70 \$9.65 \$18.40 \$0.00 \$76.75 \$12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$78.25 \$06/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$79.80 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$11/01/2026 \$10.00 \$10.0	For apprentice rates see "Apprentice- LABORER"						
12/01/2024	LASER BEAM OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
12/01/2025 \$50.20 \$9.65 \$18.40 \$0.00 \$78.25 \$0.00/01/2026 \$51.75 \$9.65 \$18.40 \$0.00 \$79.80 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30 \$12/01/2026 \$10.00 \$1	ABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
MARBLE & TILE FINISHERS **RICKLAYERS LOCAL 3 - MARBLE & TILE* **O8/01/2025* **O8/01/2025* **O8/01/2025* **O8/01/2026* **		06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
12/01/2026 \$53.25 \$9.65 \$18.40 \$0.00 \$81.30		12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
For apprentice rates see "Apprentice- LABORER (Heavy and Highway) MARBLE & TILE FINISHERS \$102/01/2024 \$47.89 \$11.49 \$21.37 \$0.00 \$80.75 \$ \$11.49 \$21.62 \$0.00 \$82.43 \$ \$11.49 \$21.62 \$0.00 \$83.47 \$ \$11.49 \$21.62 \$0.00 \$83.47 \$ \$11.49 \$21.62 \$0.00 \$83.47 \$ \$11.49 \$21.62 \$0.00 \$85.19 \$ \$11.49 \$21.62 \$0.00 \$85.19 \$ \$11.49 \$21.62 \$0.00 \$85.19 \$ \$11.49 \$21.62 \$0.00 \$86.27 \$ \$11.49 \$21.62 \$0.00 \$88.03		06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
MARBLE & TILE FINISHERS 02/01/2024 \$47.89 \$11.49 \$21.37 \$0.00 \$80.75 08/01/2024 \$49.32 \$11.49 \$21.62 \$0.00 \$82.43 02/01/2025 \$50.36 \$11.49 \$21.62 \$0.00 \$83.47 08/01/2025 \$52.08 \$11.49 \$21.62 \$0.00 \$85.19 02/01/2026 \$53.16 \$11.49 \$21.62 \$0.00 \$86.27 08/01/2026 \$54.92 \$11.49 \$21.62 \$0.00 \$88.03		12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
08/01/2024 \$49.32 \$11.49 \$21.62 \$0.00 \$82.43 02/01/2025 \$50.36 \$11.49 \$21.62 \$0.00 \$83.47 08/01/2025 \$52.08 \$11.49 \$21.62 \$0.00 \$85.19 02/01/2026 \$53.16 \$11.49 \$21.62 \$0.00 \$86.27 08/01/2026 \$54.92 \$11.49 \$21.62 \$0.00 \$88.03	For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
08/01/2024 \$49.32 \$11.49 \$21.62 \$0.00 \$82.43 02/01/2025 \$50.36 \$11.49 \$21.62 \$0.00 \$83.47 08/01/2025 \$52.08 \$11.49 \$21.62 \$0.00 \$85.19 02/01/2026 \$53.16 \$11.49 \$21.62 \$0.00 \$86.27 08/01/2026 \$54.92 \$11.49 \$21.62 \$0.00 \$88.03	MARBLE & TILE FINISHERS	02/01/2024	\$47.89	\$11.49	\$21.37	\$0.00	\$80.75
08/01/2025 \$52.08 \$11.49 \$21.62 \$0.00 \$85.19 02/01/2026 \$53.16 \$11.49 \$21.62 \$0.00 \$86.27 08/01/2026 \$54.92 \$11.49 \$21.62 \$0.00 \$88.03	KICKLAIEKS LUCAL 3 - MAKBLE & 11LE	08/01/2024	\$49.32	\$11.49	\$21.62	\$0.00	\$82.43
02/01/2026 \$53.16 \$11.49 \$21.62 \$0.00 \$86.27 08/01/2026 \$54.92 \$11.49 \$21.62 \$0.00 \$88.03		02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
08/01/2026 \$54.92 \$11.49 \$21.62 \$0.00 \$88.03		08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
		02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
02/01/2027 \$56.04 \$11.49 \$21.62 \$0.00 \$89.15		08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
		02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

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 Wage Request Number:
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\$23.56

\$23.56

\$23.56

\$23.56

\$23.56

\$23.56

\$11.49

\$11.49

\$11.49

\$11.49

\$11.49

\$11.49

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$0.00

\$99.57

\$100.87

\$103.02

\$104.37

\$106.57

\$107.97

Step	ive Date - 02/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.95	\$11.49	\$21.62	\$0.00	\$57.06
2	60	\$28.73	\$11.49	\$21.62	\$0.00	\$61.84
3	70	\$33.52	\$11.49	\$21.62	\$0.00	\$66.63
4	80	\$38.31	\$11.49	\$21.62	\$0.00	\$71.42
5	90	\$43.10	\$11.49	\$21.62	\$0.00	\$76.21
Effect	ive Date - 08/01/2024				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$24.66	\$11.49	\$21.62	\$0.00	\$57.77
2	60	\$29.59	\$11.49	\$21.62	\$0.00	\$62.70
3	70	\$34.52	\$11.49	\$21.62	\$0.00	\$67.63
4	80	\$39.46	\$11.49	\$21.62	\$0.00	\$72.57
5	90	\$44.39	\$11.49	\$21.62	\$0.00	\$77.50
Notes	- — — — — — - :					
						i
Appre	entice to Journeyworker I	Ratio:1:3				

08/01/2024

02/01/2025

08/01/2025

02/01/2026

08/01/2026

02/01/2027

\$64.52

\$65.82

\$67.97

\$69.32

\$71.52

\$72.92

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Total Rate

Effective Date Base Wage Health

Pension

		tice - <i>M</i> . e Date -	ARBLE-TILE-TERRAZZO M 02/01/2024	MECHANIC - Local 3 Ma	rble & Tile				
		percent	02/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	1	50		\$31.21	\$11.49	\$23.56	\$0.00	\$66.26	
2	2	60		\$37.45	\$11.49	\$23.56	\$0.00	\$72.50	
3	3	70		\$43.69	\$11.49	\$23.56	\$0.00	\$78.74	
2	4	80		\$49.94	\$11.49	\$23.56	\$0.00	\$84.99	
5	5	90		\$56.18	\$11.49	\$23.56	\$0.00	\$91.23	
E	Effectiv	e Date -	08/01/2024				Supplemental		
S	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	1	50		\$32.26	\$11.49	\$23.56	\$0.00	\$67.31	
2	2	60		\$38.71	\$11.49	\$23.56	\$0.00	\$73.76	
3	3	70		\$45.16	\$11.49	\$23.56	\$0.00	\$80.21	
2	4	80		\$51.62	\$11.49	\$23.56	\$0.00	\$86.67	
5	5	90		\$58.07	\$11.49	\$23.56	\$0.00	\$93.12	
	Notes:								
į								ļ	
A	Appren	tice to Joi	urneyworker Ratio:1:5						
MECH. SWEEPE			ON CONST. SITES)	06/01/2024	\$55.4	1 \$15.30	\$16.40	\$0.00	\$87.11
TEKATING ENGINE.	EKS LOC	AL 4		12/01/2024	\$56.8	5 \$15.30	\$16.40	\$0.00	\$88.55
				06/01/2025	\$58.1	3 \$15.30	\$16.40	\$0.00	\$89.83
				12/01/2025	\$59.5	7 \$15.30	\$16.40	\$0.00	\$91.27
				06/01/2026	\$60.8	5 \$15.30	\$16.40	\$0.00	\$92.55
			ADED ATTILIC ENGINEERGII	12/01/2026	\$62.2	9 \$15.30	\$16.40	\$0.00	\$93.99
			PERATING ENGINEERS"						
IECHANICS MA PERATING ENGINE				06/01/2024		1 \$15.30		\$0.00	\$87.11
				12/01/2024				\$0.00	\$88.55
				06/01/2025			\$16.40	\$0.00	\$89.83
				12/01/2025	\$59.5	7 \$15.30	\$16.40	\$0.00	\$91.27
				06/01/2026	\$60.8	5 \$15.30	\$16.40	\$0.00	\$92.55
For apprentice rate	es see "A	pprentice- C	PPERATING ENGINEERS"	12/01/2026	5 \$62.2	9 \$15.30	\$16.40	\$0.00	\$93.99
IILLWRIGHT (Z				01/01/2024	1 \$48.0	3 \$10.08	\$21.72	\$0.00	\$79.83
ILLWRIGHTS LOCA	L 1121 -	Zone 1		01/06/2025			\$21.72	\$0.00	\$82.33
				01/05/2026			\$21.72	\$0.00	\$84.83

Step

1

2

3

4

Step

percent

55

65

75

85

percent

Effective Date -

\$10.08

\$10.08

\$10.08

\$10.08

Apprentice Base Wage Health

\$26.42

\$31.22

\$36.02

\$40.83

Apprentice Base Wage Health

Pension

\$5.64

\$6.66

\$19.16

\$20.18

Pension

Supplemental **Total Rate** Pension Unemployment Supplemental Unemployment Total Rate \$0.00\$42.14 \$0.00\$47.96 \$0.00\$65.26 \$0.00 \$71.09 Supplemental Unemployment Total Rate

Apprentice - M	ILLWRIGHT - Local 1121 Zone 1
Effective Date -	01/01/2024

01/06/2025

	ыср	percent	Apprentice base wage					
	1	55	\$27.79	\$10.08	\$5.64	\$0.00	\$43.51	
	2	65	\$32.84	\$10.08	\$6.66	\$0.00	\$49.58	
	3	75	\$37.90	\$10.08	\$19.16	\$0.00	\$67.14	
	4	85	\$42.95	\$10.08	\$20.18	\$0.00	\$73.21	
		Step 1&2 Appr. indentured after but do receive annuity. (Step 1 Steps are 2,000 hours	\$5.72, Step 2 \$6.66)					
	Appre	entice to Journeyworker Ratio:1	:4					
MORTAR MIX ABORERS - ZON			12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
		"Apprentice- LABORER"						
OILER (OTHE OPERATING ENG		N TRUCK CRANES,GRADALL OCAL 4	S) 06/01/2024	\$24.71	\$15.30	\$16.40	\$0.00	\$56.41
I EKATIIVO EIVO.	IIVEEKS L	OCAL 7	12/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
			06/01/2025	\$25.97	\$15.30	\$16.40	\$0.00	\$57.67
			12/01/2025	\$26.63	\$15.30	\$16.40	\$0.00	\$58.33
			06/01/2026	\$27.22	\$15.30	\$16.40	\$0.00	\$58.92
For apprentice	e rates see	"Apprentice- OPERATING ENGINEERS'	12/01/2026	\$27.89	\$15.30	\$16.40	\$0.00	\$59.59
OILER (TRUC	CK CRA	NES, GRADALLS)	06/01/2024	\$30.28	\$15.30	\$16.40	\$0.00	\$61.98
PERATING ENG	INEERS L	OCAL 4	12/01/2024	\$31.08	\$15.30	\$16.40	\$0.00	\$62.78
			06/01/2025	\$31.80	\$15.30	\$16.40	\$0.00	\$63.50
			12/01/2025	\$32.60	\$15.30	\$16.40	\$0.00	\$64.30
			06/01/2026	\$33.32	\$15.30	\$16.40	\$0.00	\$65.02
			12/01/2026	\$34.12	\$15.30	\$16.40	\$0.00	\$65.82
		"Apprentice- OPERATING ENGINEERS'						
OTHER POWI OPERATING ENG		VEN EQUIPMENT - CLASS II OCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
2110			12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
			06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
			12/01/2025			\$16.40	\$0.00	\$91.27
			06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice	e rates see	"Apprentice- OPERATING ENGINEERS'	12/01/2020	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
AINTER (BR			07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
AINTERS LOCAL	. 33 - ZUNI	E 1	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1

Step	ive Date - 07/01/2024 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	\$51.5
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
	ive Date - 01/01/2025	A C D W	TT 1d	ъ.	Supplemental	T . I D .
Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30
Notes						
	Steps are 750 hrs.					i
Appro	entice to Journeyworker Ratio	:1:1				
	SANDBLAST, NEW) *	07/01/2024	\$53.95	\$9.95	\$23.95	\$0.00
	arfaces to be painted are new cone used. PAINTERS LOCAL 35 - ZONE	01/01/2025	\$55.15	\$9.95	\$23.95	\$0.00

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Apprentice -	PAINTER Local 35 Zone 1 - Spray/Sandblast - New
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Step	ive Date - 07/01/2024 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$26.98	\$9.95	\$0.00	\$0.00	\$36.93	
2	55	\$29.67	\$9.95	\$6.66	\$0.00	\$46.28	
3	60	\$32.37	\$9.95	\$7.26	\$0.00	\$49.58	
4	65	\$35.07	\$9.95	\$7.87	\$0.00	\$52.89	
5	70	\$37.77	\$9.95	\$20.32	\$0.00	\$68.04	
6	75	\$40.46	\$9.95	\$20.93	\$0.00	\$71.34	
7	80	\$43.16	\$9.95	\$21.53	\$0.00	\$74.64	
8	90	\$48.56	\$9.95	\$22.74	\$0.00	\$81.25	
Effect	ive Date - 01/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$27.58	\$9.95	\$0.00	\$0.00	\$37.53	
2	55	\$30.33	\$9.95	\$6.66	\$0.00	\$46.94	
3	60	\$33.09	\$9.95	\$7.26	\$0.00	\$50.30	
4	65	\$35.85	\$9.95	\$7.87	\$0.00	\$53.67	
5	70	\$38.61	\$9.95	\$20.32	\$0.00	\$68.88	
6	75	\$41.36	\$9.95	\$20.93	\$0.00	\$72.24	
7	80	\$44.12	\$9.95	\$21.53	\$0.00	\$75.60	
8	90	\$49.64	\$9.95	\$22.74	\$0.00	\$82.33	
Notes	-						
	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:1					'	
PRAY OR	SANDBLAST, REPAINT)	07/01/2024	\$52.01	\$9.95	\$23.95	\$0.00	\$85.9
AL 33 - ZON.	E I	01/01/2025	\$53.21	\$9.95	\$23.95	\$0.00	\$87.1

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Pension

Apprentice -	PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint
Effective Date	- 07/01/2024

1-1		1	, ,					
	ive Date -	07/01/2024	Apprentice Base Wage	Uaalth	Pension	Supplemental Unemployment	Total Rate	
Step	percent							
1	50		\$26.01	\$9.95	\$0.00	\$0.00	\$35.96	
2	55		\$28.61	\$9.95	\$6.66	\$0.00	\$45.22	
3	60		\$31.21	\$9.95	\$7.26	\$0.00	\$48.42	
4	65		\$33.81	\$9.95	\$7.87	\$0.00	\$51.63	
5	70		\$36.41	\$9.95	\$20.32	\$0.00	\$66.68	
6	75		\$39.01	\$9.95	\$20.93	\$0.00	\$69.89	
7	80		\$41.61	\$9.95	\$21.53	\$0.00	\$73.09	
8	90		\$46.81	\$9.95	\$22.74	\$0.00	\$79.50	
Effecti	ive Date -	01/01/2025				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	:
1	50		\$26.61	\$9.95	\$0.00	\$0.00	\$36.56	
2	55		\$29.27	\$9.95	\$6.66	\$0.00	\$45.88	
3	60		\$31.93	\$9.95	\$7.26	\$0.00	\$49.14	
4	65		\$34.59	\$9.95	\$7.87	\$0.00	\$52.41	
5	70		\$37.25	\$9.95	\$20.32	\$0.00	\$67.52	
6	75		\$39.91	\$9.95	\$20.93	\$0.00	\$70.79	
7	80		\$42.57	\$9.95	\$21.53	\$0.00	\$74.05	
8	90		\$47.89	\$9.95	\$22.74	\$0.00	\$80.58	
Notes:								
İ	Steps are	750 hrs.						
<u> </u>	ntice to Joi	urneyworker Ratio:1:1						
Appre								
ER / TAPER (BI	RUSH, NEV	W) * painted are new construction	07/01/2024	\$52.55	\$9.95	\$23.95	\$0.00	\$86.45

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Pension

Total Rate

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$26.28	\$9.95	\$0.00	\$0.00	\$36.23	
2	55	\$28.90	\$9.95	\$6.66	\$0.00	\$45.51	
3	60	\$31.53	\$9.95	\$7.26	\$0.00	\$48.74	
4	65	\$34.16	\$9.95	\$7.87	\$0.00	\$51.98	
5	70	\$36.79	\$9.95	\$20.32	\$0.00	\$67.06	
6	75	\$39.41	\$9.95	\$20.93	\$0.00	\$70.29	
7	80	\$42.04	\$9.95	\$21.53	\$0.00	\$73.52	
8	90	\$47.30	\$9.95	\$22.74	\$0.00	\$79.99	
Effect	ive Date - 01/01/2025				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83	
2	55	\$29.56	\$9.95	\$6.66	\$0.00	\$46.17	
3	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.46	
4	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.76	
5	70	\$37.63	\$9.95	\$20.32	\$0.00	\$67.90	
6	75	\$40.31	\$9.95	\$20.93	\$0.00	\$71.19	
7	80	\$43.00	\$9.95	\$21.53	\$0.00	\$74.48	
8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07	
Notes							
i	Steps are 750 hrs.					i	
Appro	entice to Journeyworker Ratio:1:1						
APER (B	RUSH, REPAINT)	07/01/2024	\$50.61	\$9.95	\$23.95	\$0.00	\$8
1L 33 - ZON	E I	01/01/2025	\$51.81	\$9.95	\$23.95	\$0.00	\$8

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Appre	entice - PA	INTER Local 35 Zone 1 -	BRUSH REPAINT				
Effect Step	ive Date - percent	07/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$25.31	\$9.95	\$0.00	\$0.00	\$35.26
2	55		\$27.84	\$9.95	\$6.66	\$0.00	\$44.45
3	60		\$30.37	\$9.95	\$7.26	\$0.00	\$47.58
4	65		\$32.90	\$9.95	\$7.87	\$0.00	\$50.72

1	50	\$25.31	\$9.95	\$0.00	\$0.00	\$35.26
2	55	\$27.84	\$9.95	\$6.66	\$0.00	\$44.45
3	60	\$30.37	\$9.95	\$7.26	\$0.00	\$47.58
4	65	\$32.90	\$9.95	\$7.87	\$0.00	\$50.72
5	70	\$35.43	\$9.95	\$20.32	\$0.00	\$65.70
6	75	\$37.96	\$9.95	\$20.93	\$0.00	\$68.84
7	80	\$40.49	\$9.95	\$21.53	\$0.00	\$71.97
8	90	\$45.55	\$9.95	\$22.74	\$0.00	\$78.24

Effecti	ive Date - 01/01/2025				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$25.91	\$9.95	\$0.00	\$0.00	\$35.86
2	55	\$28.50	\$9.95	\$6.66	\$0.00	\$45.11
3	60	\$31.09	\$9.95	\$7.26	\$0.00	\$48.30
4	65	\$33.68	\$9.95	\$7.87	\$0.00	\$51.50
5	70	\$36.27	\$9.95	\$20.32	\$0.00	\$66.54
6	75	\$38.86	\$9.95	\$20.93	\$0.00	\$69.74
7	80	\$41.45	\$9.95	\$21.53	\$0.00	\$72.93
8	90	\$46.63	\$9.95	\$22.74	\$0.00	\$79.32

Notes:	I
1	7501
	Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1						
PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2024	\$45.48	\$9.65	\$18.40	\$0.00	\$73.53
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$46.95	\$9.65	\$18.40	\$0.00	\$75.00
	06/01/2025	\$48.45	\$9.65	\$18.40	\$0.00	\$76.50
	12/01/2025	\$49.95	\$9.65	\$18.40	\$0.00	\$78.00
	06/01/2026	\$51.50	\$9.65	\$18.40	\$0.00	\$79.55
	12/01/2026	\$53.00	\$9.65	\$18.40	\$0.00	\$81.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	06/01/2024	\$40.88	\$14.41	\$18.67	\$0.00	\$73.96
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$40.88	\$14.91	\$18.67	\$0.00	\$74.46
	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	06/01/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$76.96
	08/01/2025	\$41.88	\$15.41	\$20.17	\$0.00	\$77.46
	12/01/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$79.07
	06/01/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$80.07
	08/01/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$80.57

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12/01/2026

\$42.88

\$23.52

\$15.91

\$0.00

\$82.31

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59	
DECK)							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59	_
PILE DRIVER LOCAL 56 (ZONE 1)	00/01/2020	Ψ.,,,,,,	Ψ	* -	*	Ψ01.09	

	ffective Date - 08/01/2020 tep 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	
Ne	otes:						
į		/1/17; 45/45/55/55/70/70/80/80 4 \$41.46/ 5&6 \$62.80/ 7&8 \$69.25					
A	pprentice to Journeyworke	r Ratio:1:5					
	ΓΕΑΜFITTER	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
TITTERS LOCAL S	537	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

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Total Rate

Apprentice - PIPEFITTER - Local 537

Pension

	E-CC4	2 D -4- 02/01/2024						
	Step	ive Date - 03/01/2024 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			\$0.00		
	3			\$12.70	\$21.80		\$63.88	
		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	
	Effecti	ive Date - 09/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	
					001.00		фоо 1 <i>С</i>	
	5	80	\$53.66 	\$12.70 — — —	\$21.80 — — —	\$0.00	\$88.16 — — — —	
	Notes:	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1			\$0.00	\$88.16 	
	Notes:	** 1:3; 3:15; 1:10 thereafter	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1			\$0.00	\$88.16	
	Notes:	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1	7;9:20;10:23(Max)	\$0.00	\$88.16	\$72.30
BORERS - ZONE	Notes: Appre	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:**	7;9:20;10:23(\$72.30
For apprentice PELAYER (H	Appre	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER"	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:**	7;9:20;10:23(3 \$44.58	Max)			\$72.30 \$73.78
For apprentice PELAYER (H	Appre	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER"	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:**	7;9:20;10:23(3 \$44.58 4 \$45.73	Max)	\$18.07	\$0.00	
	Appre	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER"	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202	7;9:20;10:23(3 \$44.58 4 \$45.73 4 \$47.20	Max)	\$18.07	\$0.00	\$73.78
For apprentice PELAYER (H	Appre	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER"	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202: 12/01/202:	7;9:20;10:23(3 \$44.58 4 \$45.73 4 \$47.20 5 \$48.70	Max)	\$18.07 \$18.40 \$18.40	\$0.00	\$73.78 \$75.25
For apprentice PELAYER (H	Appre	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER"	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202- 12/01/202- 06/01/202-	7;9:20;10:23(3 \$44.58 4 \$45.73 4 \$47.20 5 \$48.70 5 \$50.20	Max)	\$18.07 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75
For apprentice PELAYER (H	Appre	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER"	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202: 12/01/202: 12/01/202: 12/01/202:	7;9:20;10:23(3 \$44.58 4 \$45.73 4 \$47.20 5 \$48.70 5 \$50.20 6 \$51.75	Max) 3 \$9.65 3 \$9.65 0 \$9.65 0 \$9.65 5 \$9.65	\$18.07 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25
For apprentice PELAYER (H	Appre E 1 rates see " HEAVY & E 1 (HEAV	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER"	7 / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202: 06/01/202: 12/01/202: 06/01/202: 12/01/202: 12/01/202:	7;9:20;10:23(3 \$44.58 4 \$45.73 4 \$47.20 5 \$48.70 5 \$50.20 6 \$51.75	Max) 3 \$9.65 3 \$9.65 0 \$9.65 0 \$9.65 5 \$9.65	\$18.07 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80
For apprentice PELAYER (H BORERS - ZONE For apprentice UMBERS &	Appre Appre Tates see " HEAVY GET (HEAV) Tates see " GASFI"	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER" & HIGHWAY) Y & HIGHWAY) 'Apprentice- LABORER (Heavy and	7 / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202: 06/01/202: 12/01/202: 06/01/202: 12/01/202: 12/01/202:	7;9:20;10:23(3 \$44.58 4 \$45.73 4 \$47.20 5 \$48.70 5 \$50.20 6 \$51.75 6 \$53.25	(Max) 3 \$9.65 3 \$9.65 0 \$9.65 0 \$9.65 5 \$9.65 5 \$9.65	\$18.07 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80
FOR apprentice PELAYER (H	Appre Appre Tates see " HEAVY GET (HEAV) Tates see " GASFI"	** 1:3; 3:15; 1:10 thereafter Refrig/AC Mechanic **1:1 ntice to Journeyworker Rat 'Apprentice- LABORER" & HIGHWAY) Y & HIGHWAY) 'Apprentice- LABORER (Heavy and	r / Steps are 1 yr. ;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:1 io:** 12/01/202: 12/01/202: 12/01/202: 12/01/202: 12/01/202: 12/01/202: 12/01/202:	7;9:20;10:23(3 \$44.58 4 \$45.73 4 \$47.20 5 \$48.70 5 \$50.20 6 \$51.75 6 \$53.25 4 \$67.74	Max) 8 \$9.65 9 \$9.65 9 \$9.65 9 \$9.65 9 \$9.65 1 \$14.32	\$18.07 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40 \$18.40	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$73.78 \$75.25 \$76.75 \$78.25 \$79.80 \$81.30

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\$14.32

\$14.32

\$14.32

\$14.32

\$14.32

\$14.32

\$14.32

\$14.32

\$14.32

\$14.32

Apprentice Base Wage Health

\$23.71

\$27.10

\$37.26

\$44.03

\$50.81

Apprentice Base Wage Health

\$24.34

\$27.82

\$38.25

\$45.20

\$52.16

Pension

\$6.88

\$7.82

\$10.65

\$12.53

\$14.41

Pension

\$6.88

\$7.82

\$10.65

\$12.53

\$14.41

\$0.00

\$80.89

N	0	te	S	:

Effective Date -

percent

35

40

55

65

75

percent

35

40

55

65

75

Effective Date -

Step

1

2

3

4

5

Step 1

2

3

4

** 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 - PLUMBER/GASFITTER - Local 12 03/03/2024

09/01/2024

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	03/01/2024	\$65.28	\$12.70	\$21.80	\$0.00	\$99.78
PIPEFITTERS LOCAL 537	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 LABORERS - ZONE 1	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY &	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
,	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWDERMAN & BLASTER LABORERS - ZONE 1	12/01/2023	\$45.33	\$9.65	\$18.07	\$0.00	\$73.05
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	06/01/2024	\$46.48	\$9.65	\$18.40	\$0.00	\$74.53
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.95	\$9.65	\$18.40	\$0.00	\$76.00
	06/01/2025	\$49.45	\$9.65	\$18.40	\$0.00	\$77.50
	12/01/2025	\$50.95	\$9.65	\$18.40	\$0.00	\$79.00
	06/01/2026	\$52.50	\$9.65	\$18.40	\$0.00	\$80.55
	12/01/2026	\$54.00	\$9.65	\$18.40	\$0.00	\$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
PUMP OPERATOR (CONCRETE)	06/01/2024	\$55.41	¢15.20	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024		\$15.30 \$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$56.85		\$16.40	\$0.00	\$89.83
		\$58.13	\$15.30	\$16.40	\$0.00	
	12/01/2025 06/01/2026	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
		\$60.85	\$15.30			\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2024	\$36.17	\$15.30	\$16.40	\$0.00	\$67.87
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$37.12	\$15.30	\$16.40	\$0.00	\$68.82
	06/01/2025	\$37.97	\$15.30	\$16.40	\$0.00	\$69.67
	12/01/2025	\$38.92	\$15.30	\$16.40	\$0.00	\$70.62
	06/01/2026	\$39.78	\$15.30	\$16.40	\$0.00	\$71.48
	12/01/2026	\$40.73	\$15.30	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER TEAMSTERS 25 (Metro) - Aggregate	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57
RECLAIMERS	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS" RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2022	\$44.50	\$0.65	\$18.07	\$0.00	\$72.20
LABORERS - ZONE I	12/01/2023	\$44.58	\$9.65	\$10.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OI EIGHTNO ENGINEERG EOCHE 7	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33	02/01/2024	\$50.03	\$12.78	\$21.45	\$0.00	\$84.26
ROOT ERS LOCAL 33	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

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Total Rate

Apprentice - ROOFER - Local 33

Pension

Tippi	. D	02/01/2024						
Effect Step	tive Date - percent	02/01/2024	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
$\frac{\operatorname{step}}{1}$	50							
2			\$25.02	\$12.78	\$6.21	\$0.00	\$44.01	
	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	
Effec	tive Date -	08/01/2024				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	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	Step 1 is 2	5-10, the 1:10; Reroofing: 2000 hrs.; Steps 2-5 are 10 h Mechanics' receive \$1.00	00 hrs.					
Appr	entice to Joi	urneyworker Ratio:**						
OOFER SLATE / TII	LE / PRECA	AST CONCRETE	02/01/2024	\$50.28	\$12.78	\$21.45	\$0.00	\$84.51
OOFERS LOCAL 33			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	5 \$55.78	\$12.78	\$21.45	\$0.00	\$90.01
For apprentice rates see		ROOFER"						
HEETMETAL WOR HEETMETAL WORKERS L			02/01/2024	\$57.22	\$14.59	\$27.50	\$2.98	\$102.29
ELIMEIAL WORKERS L	OCAL I / - A		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

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Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Pension

		ve Date - 02/01/2024	Ammontio- D W	Haaltl-	Damai	Supplemental	T-4-1 D 4	
	Step	percent	Apprentice Base Wage		Pension	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	i
	6	52	\$29.75	\$14.59	\$13.34	\$1.73	\$59.41	
	7	60	\$34.33	\$14.59	\$14.75	\$1.91	\$65.58	3
	8	65	\$37.19	\$14.59	\$15.73	\$2.03	\$69.54	ļ
	9	75	\$42.92	\$14.59	\$17.69	\$2.26	\$77.46	Ó
	10	85	\$48.64	\$14.59	\$19.15	\$2.47	\$84.85	;
	Effecti	ve Date - 08/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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	j
	4	47	\$27.72	\$14.59	\$12.11	\$1.63	\$56.05	j
	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	í
	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.						
	Appre	ntice to Journeyworker Ratio:1:4						
		I MOVING EQUIP < 35 TONS	06/01/2024	4 \$41.34	\$14.41	\$18.67	\$0.00	\$74.42
ISTEKS JOINT	COUNC	LINO. IV LONE A	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
			12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
			06/01/2023	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
			08/01/2023	5 \$42.34	\$15.41	\$20.17	\$0.00	\$77.92
			12/01/202:	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
			06/01/2020	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
			08/01/2020	5 \$43.34	\$15.91	\$21.78	\$0.00	\$81.03
			12/01/2020			\$23.52	\$0.00	\$82.7

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	06/01/2024	\$41.63	\$14.41	\$18.67	\$0.00	\$74.71
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.63	\$14.91	\$18.67	\$0.00	\$75.21
	12/01/2024	\$41.63	\$14.91	\$20.17	\$0.00	\$76.71
	06/01/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$77.71
	08/01/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$78.21
	12/01/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$79.82
	06/01/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$80.82
	08/01/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$81.32
	12/01/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$83.06
SPRINKLER FITTER	03/01/2024	\$69.04	\$11.51	\$23.30	\$0.00	\$103.85
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2024	\$70.84	\$11.51	\$23.30	\$0.00	\$105.65
	03/01/2025	\$72.64	\$11.51	\$23.30	\$0.00	\$107.45

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

Effect	ive Date -	03/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$24.16	\$11.51	\$12.90	\$0.00	\$48.57
2	40		\$27.62	\$11.51	\$13.70	\$0.00	\$52.83
3	45		\$31.07	\$11.51	\$14.50	\$0.00	\$57.08
4	50		\$34.52	\$11.51	\$15.30	\$0.00	\$61.33
5	55		\$37.97	\$11.51	\$16.10	\$0.00	\$65.58
6	60		\$41.42	\$11.51	\$16.90	\$0.00	\$69.83
7	65		\$44.88	\$11.51	\$17.70	\$0.00	\$74.09
8	70		\$48.33	\$11.51	\$18.50	\$0.00	\$78.34
9	75		\$51.78	\$11.51	\$19.30	\$0.00	\$82.59
10	80		\$55.23	\$11.51	\$20.10	\$0.00	\$86.84
Effecti	ive Date -	10/01/2024				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	35		\$24.79	\$11.51	\$12.90	\$0.00	\$49.20
2	40		\$28.34	\$11.51	\$13.70	\$0.00	\$53.55
3	45		\$31.88	\$11.51	\$14.50	\$0.00	\$57.89
4	50		\$35.42	\$11.51	\$15.30	\$0.00	\$62.23
5	55		\$38.96	\$11.51	\$16.10	\$0.00	\$66.57
6	60		\$42.50	\$11.51	\$16.90	\$0.00	\$70.91
7	65		\$46.05	\$11.51	\$17.70	\$0.00	\$75.26
8	70		\$49.59	\$11.51	\$18.50	\$0.00	\$79.60
9	75		\$53.13	\$11.51	\$19.30	\$0.00	\$83.94
10	80		\$56.67	\$11.51	\$20.10	\$0.00	\$88.28
Notes:	Apprentice 40/45/50/	e entered prior 9/30/10: /55/60/65/70/75/80/85 850 hours					

Apprentice to Journeyworker Ratio:1:3

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
	06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
TELECOMMUNICATION TECHNICIAN	03/01/2024	\$49.49	\$13.00	\$20.19	\$0.00	\$82.68
ELECTRICIANS LOCAL 103	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

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Pension

Total Rate

Apprentice -	TELECOMMUNICATION TECHNICIAN - Local 103
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-	fective Dat	e - 03/01/2024				Supplemental		
Sto			Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	45		\$22.27	\$13.00	\$0.67	\$0.00	\$35.94	
2	45		\$22.27	\$13.00	\$0.67	\$0.00	\$35.94	
3	50		\$24.75	\$13.00	\$16.16	\$0.00	\$53.91	
4	50		\$24.75	\$13.00	\$16.16	\$0.00	\$53.91	
5	55		\$27.22	\$13.00	\$16.57	\$0.00	\$56.79	
6	60		\$29.69	\$13.00	\$16.97	\$0.00	\$59.66	
7	65		\$32.17	\$13.00	\$17.38	\$0.00	\$62.55	
8	70		\$34.64	\$13.00	\$17.78	\$0.00	\$65.42	
9	75		\$37.12	\$13.00	\$18.18	\$0.00	\$68.30	
10	80		\$39.59	\$13.00	\$18.58	\$0.00	\$71.17	
	fective Dat		Appropriate Page Wage	Haalth	Pension	Supplemental Unemployment	Total Rate	
$\frac{Ste}{1}$		nı	Apprentice Base Wage					
1	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36.65	
2	45		\$22.96	\$13.00	\$0.69	\$0.00	\$36.65	
3	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67	
4	50		\$25.51	\$13.00	\$16.16	\$0.00	\$54.67	
5	55		\$28.06	\$13.00	\$16.57	\$0.00	\$57.63	
6	60		\$30.61	\$13.00	\$16.97	\$0.00	\$60.58	
7	65		\$33.16	\$13.00	\$17.38	\$0.00	\$63.54	
8	70		\$35.71	\$13.00	\$17.78	\$0.00	\$66.49	
9	75		\$38.27	\$13.00	\$18.18	\$0.00	\$69.45	
10) 80		\$40.82	\$13.00	\$18.58	\$0.00	\$72.40	
N c	otes:							
A	prentice to	Journeyworker Ratio:1:1						
RRAZZO FINIS EKLAYERS LOCAL .		P. THE	02/01/2024	\$61.3	4 \$11.49	\$23.59	\$0.00	\$96.42
KLATEKS LOCAL .	J - WIARDLE (C TILE	08/01/2024	\$63.4	4 \$11.49	\$23.59	\$0.00	\$98.52
			02/01/2025	\$64.7	4 \$11.49	\$23.59	\$0.00	\$99.82
			08/01/2025	\$66.89	9 \$11.49	\$23.59	\$0.00	\$101.97
			02/01/2020	\$68.2	4 \$11.49	\$23.59	\$0.00	\$103.32
			08/01/2020	5 \$70.4	4 \$11.49	\$23.59	\$0.00	\$105.52
			02/01/2027	7 \$71.8	4 \$11.49	\$23.59	\$0.00	\$106.92

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Total Rate

Pension

	Step	ve Date - 02/01/2024 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	
	Effecti	ve Date - 08/01/2024				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	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:	. — — — — — — —						
	Appre	ntice to Journeyworker Ratio:1:3						
EST BORING DRILLER		06/01/2024	\$49.81	\$9.65	\$18.22	\$0.00	\$77.68	
BORERS - FOUN	NDATION	AND MARINE	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
		'Apprentice- LABORER"						
EST BORING Borers - Foun		ER HELPER AND MARINE	06/01/2024	\$45.60	\$9.65	\$18.22	\$0.00	\$73.47
			12/01/2024	\$47.07	\$9.65	\$18.22	\$0.00	\$74.94
			06/01/2025		\$9.65	\$18.22	\$0.00	\$76.44
			12/01/2025	\$50.07	\$9.65	\$18.22	\$0.00	\$77.94
			06/01/2020	5 \$51.62	\$9.65	\$18.22	\$0.00	\$79.49
Eas	mata - ·	Annuartica LADORERII	12/01/2026	\$53.12	\$9.65	\$18.22	\$0.00	\$80.99
ST BORING		'Apprentice- LABORER"	0.2.10.1.10.00	4 045 40	00.65	¢10.22	<u> </u>	Ф72.2.7
BORERS - FOUN			06/01/2024			\$18.22	\$0.00	\$73.35
			12/01/2024			\$18.22	\$0.00	\$74.82
			06/01/2025			\$18.22	\$0.00	\$76.32
			12/01/2025			\$18.22	\$0.00	\$77.82
			06/01/2026			\$18.22	\$0.00	\$79.37
			12/01/2026	5 \$53.00	\$9.65	\$18.22	\$0.00	\$80.87

1201/2024 55.6.8 51.3.0 516.40 50.00 588.55 60401/2025 585.13 515.30 516.40 50.00 589.25 60401/2026 560.85 515.30 516.40 50.00 592.25 60401/2026 560.85 515.30 516.40 50.00 592.25 60401/2026 560.85 515.30 516.40 50.00 592.25 60401/2026 560.85 515.30 516.40 50.00 592.25 76 suppomise ratio see "Appendise OPERATING ENCINEERS" 78 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 541.92 514.91 518.67 50.00 575.00 78 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 541.92 514.91 518.67 50.00 575.50 78 ALKERS FOR CONCINERAL PLANT 60401/2024 541.92 514.91 518.67 50.00 575.50 78 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 541.92 514.91 518.67 50.00 575.50 78 ALKERS FOR CONCINERAL PLANT 60401/2024 541.92 514.91 518.67 50.00 575.50 78 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 541.92 514.91 520.17 50.00 575.50 78 ALKERS FOR CONCINERAL PLANT 60401/2024 541.92 514.91 520.17 50.00 575.50 79 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 541.92 514.91 520.17 50.00 575.50 79 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 541.92 514.91 520.17 50.00 575.50 79 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 543.92 515.91 520.17 50.00 575.50 79 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 543.92 515.91 520.17 50.00 583.33 70 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 557.71 59.65 519.00 50.00 583.33 70 ALKERS FOR RARTH MOVING FOUIPMENT 60401/2024 557.71 59.65 519.00 50.00 583.33 70 ALKERS FOUIPMENT 70 AL	Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1201/2024 556.85 \$15.30 \$16.40 \$0.00 \$88.855	TRACTORS/PORTABLE STEAM GENERATORS	06/01/2024	\$55.41	\$15.30	\$16.40	\$0.00	\$87.11
1201/2025 \$59.57 \$15.30 \$16.40 \$0.00 \$92.25 For appromise rates see "Appromise. OPPEATING FINGENEES" 1201/2026 \$60.85 \$15.30 \$16.40 \$0.00 \$92.55 For appromise rates see "Appromise. OPPEATING FINGENEES" 1201/2026 \$60.25 \$15.30 \$16.40 \$0.00 \$93.59 First appromise rates see "Appromise. OPPEATING FINGENEES" 1201/2024 \$41.92 \$14.91 \$18.67 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$0.001/2024 \$41.92 \$14.91 \$18.67 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$0.001/2025 \$41.92 \$14.91 \$18.67 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$0.001/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$14.91 \$20.17 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$14.91 \$20.17 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$14.91 \$20.17 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$14.91 \$20.17 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$14.91 \$20.17 \$0.00 \$775.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$14.91 \$20.17 \$0.00 \$785.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$15.41 \$20.17 \$0.00 \$83.35 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$15.91 \$21.78 \$0.00 \$83.35 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$15.91 \$21.78 \$0.00 \$83.83 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$15.91 \$21.78 \$0.00 \$83.83 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$41.92 \$10.92 \$10.92 \$10.00 \$10.00 \$83.83 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 First Add FERS JOINT COLNCIE NO. 10 10/08 A \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00 \$10.00	OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.85	\$15.30	\$16.40	\$0.00	\$88.55
Part Part		06/01/2025	\$58.13	\$15.30	\$16.40	\$0.00	\$89.83
Part approatice rates see "Approatice-OPERATING ENGINEERS" TRAILERS FOR EARTH MOVING EQUIPMENT 0601/2024 \$41.92 \$14.91 \$18.67 \$0.00 \$75.00 EARLISES FOR EARTH MOVING EQUIPMENT 0601/2024 \$41.92 \$14.91 \$20.17 \$0.00 \$75.00 EARLISES FOR EARTH MOVING EQUIPMENT 0601/2024 \$41.92 \$14.91 \$20.17 \$0.00 \$75.00 1201/2024 \$41.92 \$14.91 \$20.17 \$0.00 \$77.00 0801/2025 \$42.92 \$15.41 \$20.17 \$0.00 \$78.00 0801/2025 \$42.92 \$15.41 \$20.17 \$0.00 \$78.00 0801/2026 \$43.92 \$15.41 \$21.78 \$0.00 \$80.11 0801/2026 \$43.92 \$15.41 \$21.78 \$0.00 \$80.11 0801/2026 \$43.92 \$15.41 \$21.78 \$0.00 \$81.11 0801/2026 \$43.92 \$15.91 \$23.78 \$0.00 \$81.11 0801/2026 \$43.92 \$15.91 \$23.75 \$0.00 \$83.35 0801/2026 \$43.92 \$15.91 \$23.52 \$0.00 \$83.35 0801/2026 \$43.92 \$15.91 \$23.52 \$0.00 \$83.35 0801/2026 \$43.92 \$15.91 \$23.52 \$0.00 \$83.35 0801/2026 \$43.92 \$15.91 \$23.52 \$0.00 \$83.35 0801/2026 \$43.92 \$15.91 \$23.52 \$0.00 \$83.35 0801/2026 \$65.33 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.88 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.88 \$9.65 \$19.00 \$0.00 \$90.83 0801/2026 \$66.88 \$9.65 \$19.00 \$0.00 \$90.83 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$90.83 0801/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$89.33 0801/2026 \$66.28 \$9.65		12/01/2025	\$59.57	\$15.30	\$16.40	\$0.00	\$91.27
Perapposition sins see "Approsition Corrections" 1870		06/01/2026	\$60.85	\$15.30	\$16.40	\$0.00	\$92.55
IRALERS FOR EARTH MOVING EQUIPMENT 0601/2024 S41.92 S14.41 S18.67 S0.00 S75.00 1201/2024 S41.92 S14.91 S20.17 S0.00 S75.50 1201/2024 S41.92 S14.91 S20.17 S0.00 S75.50 1201/2025 S42.92 S15.41 S20.17 S0.00 S78.80 0601/2025 S42.92 S15.41 S20.17 S0.00 S78.80 0601/2026 S42.92 S15.41 S21.78 S0.00 S80.11 0601/2026 S43.92 S15.41 S21.78 S0.00 S80.11 0601/2026 S43.92 S15.91 S21.78 S0.00 S81.11 1201/2026 S43.92 S15.91 S21.78 S0.00 S81.61 1201/2026 S43.92 S15.91 S22.52 S0.00 S83.35 1201/2026 S43.92 S15.91 S22.52 S0.00 S83.35 1201/2026 S43.92 S15.91 S23.52 S0.00 S83.35 1201/2026 S43.92 S15.91 S23.52 S0.00 S83.35 1201/2026 S63.73 S0.65 S19.00 S0.00 S86.36 1201/2026 S63.73 S0.65 S19.00 S0.00 S86.36 1201/2026 S63.73 S0.65 S19.00 S0.00 S89.33 1201/2025 S62.18 S9.65 S19.00 S0.00 S92.38 For apprentise rates see "Apprentise-LABORER" S0.01/2024 S59.71 S9.65 S19.00 S0.00 S93.88 1201/2026 S63.73 S9.65 S19.00 S0.00 S93.88 1201/2026 S63.73 S9.65 S19.00 S0.00 S93.88 1201/2026 S64.18 S9.65 S19.00 S0.00 S93.88 1201/202		12/01/2026	\$62.29	\$15.30	\$16.40	\$0.00	\$93.99
1201/2024 \$41.92 \$14.91 \$18.67 \$0.00 \$77.00 1201/2024 \$41.92 \$14.91 \$20.17 \$0.00 \$77.00 1201/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$78.00 1201/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$78.00 1201/2025 \$42.92 \$14.91 \$20.17 \$0.00 \$78.00 1201/2025 \$42.92 \$15.91 \$20.17 \$0.00 \$78.00 1201/2025 \$42.92 \$15.91 \$20.17 \$0.00 \$80.11 1201/2025 \$42.92 \$15.91 \$20.17 \$0.00 \$80.11 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.11 1201/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.11 1201/2026 \$43.92 \$15.91 \$22.35 \$0.00 \$83.35 1201/2024 \$57.71 \$9.65 \$19.00 \$0.00 \$86.36 1201/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$87.83 1201/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 1201/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 1201/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$92.38 1201/2026 \$63.73 \$9.65 \$19.00 \$0.00 \$92.38 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 1201/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$93.88 1201/2026 \$66.28 \$9.65 \$19.00 \$0.00 \$88.36 1201/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$88.36 1201/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$88.36 1201/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$88.36 1201/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$88.36 1201/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$88.36 1201/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$89.38 1201/2026 \$67.73 \$9.65 \$19.00							
\$801/2024		06/01/2024	\$41.92	\$14.41	\$18.67	\$0.00	\$75.00
		08/01/2024	\$41.92	\$14.91	\$18.67	\$0.00	\$75.50
NSO 1702 S42.92		12/01/2024	\$41.92	\$14.91	\$20.17	\$0.00	\$77.00
1201/2025 \$42.92 \$15.41 \$21.78 \$0.00 \$80.11 06/01/2026 \$43.92 \$15.41 \$21.78 \$0.00 \$81.11 08/01/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.61 12/01/2026 \$43.92 \$15.91 \$21.78 \$0.00 \$81.61 12/01/2026 \$43.92 \$15.91 \$23.52 \$0.00 \$83.55 TUNNEL WORK - COMPRESSED AIR \$6/01/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$86.66 12/01/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2026 \$63.73 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$99.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$66.23 \$9.65 \$19.00 \$0.00 \$883.66 12/01/2024 \$89.71 \$9.65 \$19.00 \$0.00 \$883.66 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$883.66 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$66.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$84.36 12/01/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$67.73 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$67.25 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$67.85 \$9.65 \$19.		06/01/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$78.00
		08/01/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$78.50
NS 10 10 10 10 10 10 10 1		12/01/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$80.11
TUNNEL WORK - COMPRESSED AIR 12/01/2024 \$57.71 \$9.65 \$19.00 \$0.00 \$86.36 12/01/2024 \$57.71 \$9.65 \$19.00 \$0.00 \$87.83 12/01/2025 \$66.68 \$9.65 \$19.00 \$0.00 \$87.83 12/01/2025 \$66.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$66.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$66.68 \$9.65 \$19.00 \$0.00 \$90.83 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$92.83 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.		06/01/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$81.11
TUNNEL WORK - COMPRESSED AIR 12/01/2024		08/01/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$81.61
12/01/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$87.83 12/01/2025 \$60.68 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2026 \$63.73 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2026 \$63.73 \$9.65 \$19.00 \$0.00 \$90.83 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 For apprentice rates see "Apprentice-LABORER" TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) \$06/01/2024 \$59.71 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$92.83 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$92.83 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$79.90 12/01/2026 \$55.25 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.47 \$9.65 \$19.00 \$0.00 \$84.95 12/01/2026 \$55.47 \$9.65 \$19.00 \$0.00 \$84.95 12/01/2026 \$55.47 \$9.65 \$19.00 \$0.00 \$84.95 12/01/2026 \$55.47 \$9.65 \$19.00 \$0.00 \$84.95 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.95 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.95 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.95 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.95 12/01/2026 \$55.80 \$9.65 \$19.0		12/01/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$83.35
12/01/2024 \$59.18 \$9.65 \$19.00 \$0.00 \$87.83 12/01/2025 \$66.08 \$9.65 \$19.00 \$0.00 \$89.33 12/01/2025 \$62.18 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$92.38 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.23 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2024 \$51.18 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$93.83 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.83 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.83 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$93.88 12/01/2025 \$53.25 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2025 \$55.25 \$9.65 \$19.00 \$0.00 \$79.90 10/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$54.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$55.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.85 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.85 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.85 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2025 \$54.25 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.85 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.85 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.85 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$55.85 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$	TUNNEL WORK - COMPRESSED AIR	06/01/2024	\$57.71	\$9.65	\$19.00	\$0.00	\$86.36
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		06/01/2025	\$60.68	\$9.65	\$19.00	\$0.00	\$89.33
TUNNEL WORK - FREE AIR 12/01/2024 S59.71 S9.65 S19.00 S0.00 S93.88		12/01/2025	\$62.18	\$9.65	\$19.00	\$0.00	\$90.83
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) 12/01/2024 559.71 59.65 519.00 50.00 588.36 12/01/2024 561.18 59.65 519.00 50.00 589.83 12/01/2024 561.18 59.65 519.00 50.00 591.33 12/01/2025 562.68 59.65 519.00 50.00 592.83 12/01/2026 565.73 59.65 519.00 50.00 592.83 12/01/2026 565.73 59.65 519.00 50.00 594.38 12/01/2026 567.23 59.65 519.00 50.00 595.88 12/01/2026 567.23 59.65 519.00 50.00 595.88 12/01/2026 567.23 59.65 519.00 50.00 578.43 12/01/2024 551.25 59.65 519.00 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 50.00 579.90 57		06/01/2026	\$63.73	\$9.65	\$19.00	\$0.00	\$92.38
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) 12/01/2024 \$59.71 \$9.65 \$19.00 \$0.00 \$88.36 12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.83 12/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$92.83 12/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$92.83 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 For apprentice rates see "Apprentice- LABORER" TUNNEL WORK - FREE AIR 06/01/2024 \$49.78 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 12/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$84.90 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.40 12/01/2026		12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
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12/01/2024 \$61.18 \$9.65 \$19.00 \$0.00 \$89.83 06/01/2025 \$62.68 \$9.65 \$19.00 \$0.00 \$91.33 12/01/2025 \$64.18 \$9.65 \$19.00 \$0.00 \$92.83 06/01/2026 \$65.73 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$94.38 12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88 For apprentice rates see "Apprentice-LABORER" TUNNEL WORK - FREE AIR 06/01/2024 \$49.78 \$9.65 \$19.00 \$0.00 \$78.43 LABORERS (FREE AIR TUNNEL) 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 06/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 For apprentice rates see "Apprentice-LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE) 06/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$85.95 For apprentice rates see "Apprentice-LABORER" \$9.65 \$19.00 \$0.00 \$85.95 TUNNEL WORK - FREE AIR (HAZ. WASTE) 06/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$84	TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	06/01/2024	\$59.71	\$9.65	\$19.00	\$0.00	\$88.36
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12/01/2026 \$67.23 \$9.65 \$19.00 \$0.00 \$95.88		12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
For apprentice rates see "Apprentice-LABORER" TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL) 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$79.90 06/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2025 \$54.25 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 For apprentice rates see "Apprentice-LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$80.43 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$88.45 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$88.45		06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
TUNNEL WORK - FREE AIR LABORERS (FREE AIR TUNNEL) 12/01/2024 \$49.78 \$9.65 \$19.00 \$0.00 \$78.43 12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 06/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2025 \$54.25 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$88.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 For apprentice rates see "Apprentice-LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE) 12/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$80.43 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$88.490 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$88.490 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$88.490 06/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$88.490		12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
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12/01/2024 \$51.25 \$9.65 \$19.00 \$0.00 \$79.90 06/01/2025 \$52.75 \$9.65 \$19.00 \$0.00 \$81.40 12/01/2025 \$54.25 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$884.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 For apprentice rates see "Apprentice- LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL) 12/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$80.43 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95	TUNNEL WORK - FREE AIR	06/01/2024	\$49.78	\$9.65	\$19.00	\$0.00	\$78.43
12/01/2025 \$54.25 \$9.65 \$19.00 \$0.00 \$82.90 06/01/2026 \$55.80 \$9.65 \$19.00 \$0.00 \$84.45 12/01/2026 \$57.30 \$9.65 \$19.00 \$0.00 \$85.95 For apprentice rates see "Apprentice- LABORER" TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL) 06/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$80.43 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$84.90	LADORERS (FREE AIR TUNNEL)	12/01/2024	\$51.25	\$9.65	\$19.00	\$0.00	\$79.90
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TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL) 06/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$880.43 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$886.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95		12/01/2025	\$54.25	\$9.65	\$19.00	\$0.00	\$82.90
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL) 06/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$80.43 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95		06/01/2026	\$55.80	\$9.65	\$19.00	\$0.00	\$84.45
TUNNEL WORK - FREE AIR (HAZ. WASTE) LABORERS (FREE AIR TUNNEL) 06/01/2024 \$51.78 \$9.65 \$19.00 \$0.00 \$80.43 12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95		12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95							
12/01/2024 \$53.25 \$9.65 \$19.00 \$0.00 \$81.90 06/01/2025 \$54.75 \$9.65 \$19.00 \$0.00 \$83.40 12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95	· · · · · · · · · · · · · · · · · · ·	06/01/2024	\$51.78	\$9.65			\$80.43
12/01/2025 \$56.25 \$9.65 \$19.00 \$0.00 \$84.90 06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95		12/01/2024	\$53.25	\$9.65		\$0.00	\$81.90
06/01/2026 \$57.80 \$9.65 \$19.00 \$0.00 \$86.45 12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95		06/01/2025	\$54.75	\$9.65	\$19.00	\$0.00	\$83.40
12/01/2026 \$59.30 \$9.65 \$19.00 \$0.00 \$87.95		12/01/2025	\$56.25	\$9.65	\$19.00	\$0.00	\$84.90
		06/01/2026	\$57.80	\$9.65	\$19.00	\$0.00	\$86.45
For apprentice rates see "Apprentice- LABORER"		12/01/2026	\$59.30	\$9.65	\$19.00	\$0.00	\$87.95

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL	06/01/2024	\$41.34	\$14.41	\$18.67	\$0.00	\$74.42
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	08/01/2024	\$41.34	\$14.91	\$18.67	\$0.00	\$74.92
	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77
WAGON DRILL OPERATOR LABORERS - ZONE I	12/01/2023	\$44.58	\$9.65	\$18.07	\$0.00	\$72.30
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	06/01/2024	\$45.73	\$9.65	\$18.40	\$0.00	\$73.78
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WASTE WATER PUMP OPERATOR	06/01/2024	\$56.03	\$15.30	\$16.40	\$0.00	\$87.73
OPERATING ENGINEERS LOCAL 4	12/01/2024	\$57.48	\$15.30	\$16.40	\$0.00	\$89.18
	06/01/2025	\$58.78	\$15.30	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.23	\$15.30	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.53	\$15.30	\$16.40	\$0.00	\$93.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2026	\$62.98	\$15.30	\$16.40	\$0.00	\$94.68
WATER METER INSTALLER	03/03/2024	\$67.74	\$14.32	\$19.11	\$0.00	\$101.17
PLUMBERS & GASFITTERS LOCAL 12	09/01/2024	\$69.54	\$14.32	\$19.11	\$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/GASI		Ψ/1.54	ψ17.32	Ψ17.11	ψ0.00	ψ104.//
Marine Drilling						
BLASTER MARINE DRILLING	01/01/2018	\$41.82	\$7.63	\$3.60	\$0.00	\$53.05
BOAT CAPTAIN MARINE DRILLING	01/01/2018	\$33.87	\$7.63	\$3.30	\$0.00	\$44.80
BOAT CAPTAIN / Over 1,000 hp MARINE DRILLING	01/01/2018	\$38.06	\$7.63	\$3.60	\$0.00	\$49.29
CORE DRILLER MARINE DRILLING	01/01/2018	\$31.43	\$7.63	\$2.90	\$0.00	\$41.96
CORE DRILLER HELPER MARINE DRILLING	01/01/2018	\$28.47	\$7.63	\$3.00	\$0.00	\$39.10
DRILLER MARINE DRILLING	01/01/2018	\$39.70	\$7.63	\$3.60	\$0.00	\$50.93
ENGINEER MARINE DRILLING	01/01/2018	\$39.69	\$7.63	\$3.50	\$0.00	\$50.82
HELPER MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MACHINIST MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
OILER - MARINE DRILLING MARINE DRILLING	01/01/2018	\$34.24	\$7.63	\$3.00	\$0.00	\$44.87
TUG DECKHAND MARINE DRILLING	01/01/2018	\$27.61	\$7.63	\$3.00	\$0.00	\$38.24
WELDER MARINE DRILLING	01/01/2018	\$38.88	\$7.63	\$3.30	\$0.00	\$49.81
Op Eng Marine (Dredging Work)						
BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$29.26	\$7.63	\$3.30	\$0.00	\$40.19
CERTIFIED WELDER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$31.09	\$7.63	\$3.60	\$0.00	\$42.32
CHIEF WELDER/ CHIEF MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DERRICK / SPIDER / SPILLBARGE OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
DRAG BARGE OPERATOR / WELDER / MATE OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$30.24	\$7.63	\$3.30	\$0.00	\$41.17
ENGINEER / ELECTRICIAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED BOAT OPERATOR OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.02	\$7.63	\$3.60	\$0.00	\$44.25
LICENSED TUG OPERATOR OVER 1000HP OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
MAINTENANCE ENGINEER OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$33.03	\$7.63	\$3.60	\$0.00	\$44.26
OILER - MARINE DIVISION OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
OPERATOR / LEVERMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$38.18	\$7.63	\$3.60	\$0.00	\$49.41
RODMAN / SCOWMAN OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
SHOREMAN / DECKHAND OPERATING ENGINEERS - MARINE DIVISION	10/01/2017	\$24.30	\$7.63	\$3.00	\$0.00	\$34.93
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
For apprentice rates see "Apprentice- LINEMAN"						

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Apprentice -	LINEMAN	(Outside Electrica	l) - East Local 104
Abbrentice -	LIIVEWIAIV	Ouiside Liecirica	i) - Busi Bocui 10.

Effect	ive Date -	08/30/2020				Supplemental		
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	•
1	60		\$29.67	\$9.25	\$3.39	\$0.00	\$42.31	
2	65		\$32.14	\$9.25	\$3.46	\$0.00	\$44.85	5
3	70		\$34.62	\$9.25	\$3.54	\$0.00	\$47.41	
4	75		\$37.09	\$9.25	\$5.11	\$0.00	\$51.45	5
5	80		\$39.56	\$9.25	\$5.19	\$0.00	\$54.00)
6	85		\$42.03	\$9.25	\$5.26	\$0.00	\$56.54	ļ
7	90		\$44.51	\$9.25	\$7.34	\$0.00	\$61.10)
Notes								
Appre	entice to Jou	urneyworker Ratio:1:2						
	PLICER PRKERS - EAST	T LOCAL 104	02/04/2019	9 \$30.73	\$4.70	\$3.17	\$0.00	\$38.60
T 1 (A 1	I/EOI IIDM	ENT OPEN ATON						

TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

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.

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