



Purchasing Department

City of GREENFIELD, MASSACHUSETTS

City Hall, 14 Court Square, Greenfield, Mass, 01301 Phones: 413-772-1569

IFB Made Available: February 7, 2024 10:00 AM

Site Visit: February 14, 2024

Bids Due: February 22, 2024

Invitation for Bid

IFB# 24-17 City of Greenfield City Office Improvements

The City of Greenfield is soliciting bids to make exterior improvements to the City Office Building at 20 Sanderson Street in Greenfield, Ma.

SECTION 1

1.1 SCOPE OF WORK

EAST SIDE

- Repair all cracks and spalling of concrete wall
- Scrape and paint concrete wall
- Replace any T1-11 panels that are rotted and paint
- Seal all seams and paint all T1-11 panels
- Remove old window A/C supports and install those supplied by City
- Paint wooden window inserts supporting window A/C units
- Replace one cracked window
- Replace red door and install trim
- Check seals around all doors and replace as necessary
- Re-Mortar and Reinstall A/C Housing at Correct angle for drainage

NORTH SIDE (front)

- Remove any vegetation growing up side of building and around gas meter
- Patch any cracks or spalling of concrete wall
- Scrape and paint concrete wall
- Replace rotted wood above windows
- Paint T1-11 panels and underneath overhang

WEST SIDE

- Remove all vegetation growing up wall
- Repair cracks and spalling in concrete wall and paint
- Remove T1-11 panels and construct 2 ft high knee wall
- Install new T1-11 panels and paint
- Remove old window A/C supports and install those supplied by City
- Paint wooden window inserts supporting window A/C units

- Rubber Roof Repair around roof drains

SOUTH SIDE

- Remove all vegetation growing up wall
- Repair cracks and spalling in concrete wall and paint
- Replace any T1-11 paneling and paint
- Repoint chimney brick
- Remove old window A/C supports and install those supplied by City
- Paint wooden window inserts supporting window A/C units

1.2 BIDDERS TO INVESTIGATE

Bidders are required to submit their Bids upon the following express conditions which shall apply to and be deemed a part of every Bid received, specifically: Bidders must satisfy themselves by personal examinations of the site of the work and by such other means as they may wish, as to the actual conditions there existing, the character and requirements of the Work, the difficulties attendant upon its execution, and the accuracy of all estimated quantities stated in the Bid.

1.3 BID SUBMISSION

Bids marked “**IFB 24-17 City of Greenfield City Office Improvements**” must be submitted to the Department of Public Works, Attn: Glenn Robinson, 189 Wells Street, Greenfield, Massachusetts 01301 by **2:00 PM on Thursday February 22, 2024**. All bids must be upon the blank form included in this Bid document, state the proposed total cost of the work, both in words and in figures, and be signed by the bidder with his business address and place of residence. Bid submissions must also include:

- A Certificate of Tax Compliance signed by the individual submitting the quote (Attachment A)
- OSHA Training Certification (Attachment B)

- A Certificate of Non-Collusion signed by the individual submitting the quote (Attachment C)
- Certificate of Insurance
- References (Section 3)

1.4 EXECUTION OF AGREEMENT

The bidder whose quote is accepted will be notified by letter and agrees to duly execute the AGREEMENT, after notification, for a period ending as specified on bid proposal forms.

1.5 TIME FOR COMPLETION

Materials for this Contract shall be ordered within ten (10) working days from date agreement and site work begin within fifteen (15) days from material delivery. A final completion date shall be determined once the material delivery schedule is understood. It will be the contractor's responsibility to have the site ready to install the equipment once it arrives, except as the work may be interrupted by weather or other adverse conditions as mutually agreed to by the City and the Contractor.

1.6 COMPARISON OF QUOTES

Bids will be compared and awarded to the responsible contractor offering the lowest-priced quotation.

In the event there is a discrepancy in the bid between the unit prices written in words and figures, the prices written in words shall govern. Contract to be awarded on lowest TOTAL cost of project.

The City agrees to examine and consider each bid submitted in consideration of the bidder's agreements, as hereinabove set forth and as set forth in the IFB.

1.7 DISPUTES

In the event of any dispute as to any of the terms and conditions of this Contract, it shall be determined in accord with the laws of the Commonwealth of Massachusetts and the Courts of the Commonwealth of Massachusetts shall have exclusive jurisdiction of the same.

1.8 PREVAILING WAGE RATES

This is a prevailing wage project as required under M.G.L. c.149. The prevailing wage schedule is Attachment E.

1.9 CANCELLATION

The City reserves the right to revoke this contracted AGREEMENT in writing with two weeks' notice, if the Contractor is clearly not performing services required in the Contract in a timely or workmanlike manner.

This IFB may be rescinded by the City if lowest acceptable bid exceeds the amount budgeted for this project.

1.10 PRE-BID SITE VISIT

A pre-bid site visit is scheduled for Wednesday February 14, 2024 at 10:00 AM. Interested Bidders should meet at 20 Sanderson Street, Greenfield, MA 01301.

Any questions regarding the bid need to be submitted in writing to Glenn Robinson,

Glenn.Robinson@Greenfield-MA.gov by 10:00 AM Thursday February 16, 2024.

Answers will be provided in the form of an addendum on the City's website: https://greenfield-ma.gov/departments/procurement/current_bid_opportunities.php by Tuesday February 20, 2024 at 10:00 AM.

1.11 RIGHT TO REJECT BIDS

It shall be the City's right to reject any bid that does not appear to meet the overall intent of these specifications. On the other hand, Contractors are encouraged to indicate where their proposal exceeds these minimum specifications.

In addition to meeting the minimum specifications, the successful Contractors shall be responsible for having complied with all applicable federal and state standards, regulations and laws governing these types of systems. This includes compliance with all applicable safety and environmental standards.

1.12 INSURANCE CERTIFICATES

The Contractor will not be permitted to start any construction work until they has submitted certificates covering all insurance called for, and has obtained approval in writing of such certificates from the City. Before starting, and until completion of the guarantee period, the Contractor shall procure, deposit, and maintain with the City, insurance satisfactory to the City as follows:

A. Workmen's Compensation and Employer's Liability Insurance as required by the Workmen's Compensation Laws of the Commonwealth of Massachusetts.

B. Comprehensive Commercial Liability Insurance covering Bodily Injury and Property Damage (Broad Form) as follows:

Limits of Liability* \$1,000,000 each occurrence \$2,000,000 aggregate

* or \$1,000,000 single limit combined Bodily Injury and Property Damage.

The Comprehensive Commercial Liability Policy shall provide insurance for the Contractor for Bodily Injury and Property Damage to third persons arising out of:

1. Work performed by the Contractor with their own employees, called "premises operations."
2. Work performed by their subcontractors, called "sublet work" or Independent Contractors (this is referred to as Contractor's Protective Liability).
3. The Contractor's liability assumed under this contract, called "Hold Harmless" clauses or indemnity agreement. (This is referred to as Contractual Liability Insurance).

4. Products liability coverage covering the completed building or installation or products furnished. (This is called Products Liability Insurance for the manufacturer and Complete Operations Liability Insurance for the Contractor).

5. If any work is to be performed below the surface of the ground, the coverage shall be extended to include protection against property damage caused by explosion (including blasting), collapse of structures and damage to underground pipes and utilities. (This is known as "XCU" coverage).

C. Comprehensive Automobile Liability Insurance covering Bodily Injury and Property Damage, as follows:

Limits of Liability

Bodily Injury \$ 500,000 each person

\$1,000,000 each accident

Property Damage \$1,000,000 each accident

* or \$500,000 single limit combined Bodily Injury and Property Damage.

This insurance is to apply with respect to all owned or hired vehicles of the Contractor and non-ownership protection for all employees of the Contractor engaged in the performance of this contract.

D. All policies shall be so written that the City will be notified of cancellation or restrictive amendment at least 30 days prior to the effective date of such cancellation or amendment. Certificates from the insurance carrier stating the limits of liability and expiration date shall be filed in triplicate with the City before operations are begun. Such certificates not only shall name the types of policy provided, but also shall refer specifically to this Contract* and article and the above paragraphs in accordance with which insurance is being furnished and shall state that such insurance is as required by such paragraphs of this Contract and shall be sufficiently comprehensive as to permit the owner to determine that the required insurance coverage has been provided without the necessity of examining the individual insurance policies.

If the initial insurance expires prior to completion of the Work, renewal certificates shall be furnished by the date of expiration.

* If blanket coverage is furnished, this particular Contract need not be referred to.

E. The Contractor shall require each of their sub-contractors to procure and maintain until the completion of that sub-contractor's work, insurance of the types and to the limits specified in paragraphs A to C, inclusive, above. It shall be the responsibility of the Contractor to insure that all their sub-contractors comply with all of the insurance requirements contained herein relating to such sub-contractors.

No insurances required or furnished hereunder shall, in any way, relieve the contractor of, or diminish any of their responsibilities, obligations and liabilities under the Contract.

1.13 EQUAL EMPLOYMENT OPPORTUNITY ANTI-DISCRIMINATION AND AFFIRMATIVE ACTION

The successful bidder must comply with Chapter 151B as amended, of the Massachusetts General Laws and with the provisions of Executive Order No. 74, as amended by Executive Order No. 116 dated May 1, 1975 pertaining to Equal Opportunity Anti- Discrimination and Affirmative Action.

1.14 NOTICE TO PROCEED

A written Notice to Proceed shall be issued to the Contractor after receipt of proof of required insurance. No work shall be performed by the Contractor until they have received the Notice to Proceed.

1.15 OBLIGATIONS AND LIABILITY OF CONTRACTOR

The Contractor shall do all work and perform and furnish all the labor, services, materials, equipment, plant, machinery, apparatus, appliances, tools, supplies and all other things (except as otherwise expressly provided herein) necessary and as herein specified for the proper performance and completion of the Work in the manner and within the time hereinafter specified, in strict accordance with the Drawings, Specifications and other Contract Documents, in conformity with the directions and to the satisfaction of the City, and at prices herein agreed upon therefore.

The Contractor shall coordinate their operations with those of any other contractors who may be employed on other work of the City, shall avoid interference therewith, and shall cooperate in the arrangements for storage of materials and equipment.

The Contractor shall conduct their work so as to interfere as little as possible with private business and public travel. Wherever and whenever necessary or required, they shall maintain fences, furnish watchmen, maintain lights, and take such other precautions as may be necessary to protect life and property.

The Contractor shall indemnify and save harmless the City and its officers, agents, servants, and employees, from and against any and all claims, demands, suits, proceedings, liabilities, judgments, awards, losses, damages, cost and expenses, including attorneys' fees, on account of bodily injury, sickness, disease or death sustained by any person or persons or injury or damage to or destruction of any property, directly or indirectly arising out of, relating to or in connection with the Work, whether or not due or claimed to be due in whole or in part to the active, passive or concurrent negligence or fault of the Contractor, their officers, agents, servants or employees, any of their subcontractors, the City or any of its respective officers, agents, servants or employees and/or any other person or persons, and whether or not such claims, demands, suits or proceedings are just, unjust, groundless, false or fraudulent; and the Contractor shall and does hereby assume and agrees to pay for the defense of all such claims, demands, suit and proceedings.

The Contractor shall have complete responsibility for the Work and the protection thereof, and for preventing injuries to persons and damage to the Work and property and utilities on or about the Work, until final completion and final acceptance thereof. They shall, in no way, be relieved of their responsibility by any right of the City to give permission or directions relating to any part of the Work, by any such permission or directions given, or by failure of the City to give such permission or directions. The Contractor shall bear all costs, expenses, losses and damages on account of the quantity or character of the Work or the nature of the land (including but not limited to subsurface conditions) in or under or on which the Work is done being different from the indicated or shown in the Contract Documents or from what was estimated or expected, or on account of the weather, elements, or other causes.

The Contractor shall conduct their operations so as not to damage existing structures or work installed either by them or by other contractors. Any such damage resulting from their operations shall immediately be reported to the City, and the Contractor shall repair and make good as new the damaged portions at their own expense with the consent of the damaged party. In the event that consent is not given, the Contractor shall continue liable for the damage caused.

The Contractor shall be as fully responsible to the City for the acts and omissions of their subcontractors, their officers, agents, servants and employees as they is for their own acts and omissions and those of their own officers, agents, servants and employees.

Should the Contractor sustain any loss, damage or delay through any act or omission of any other contractor or any subcontractor of any such other contractor, the Contractor shall have no claim against the City therefore, other than for any extension of time, but shall have recourse solely to such other contractor or subcontractor.

If any other contractor or any subcontractor of any such other contractor shall suffer or claim to have suffered loss, damage or delay by reason of the acts or omissions of the contractor or of any of their subcontractors, the Contractor agrees to assume the defense against any such claim and to reimburse such other contractor or subcontractor for such loss or damage. The Contractor agrees to and does hereby indemnify and save harmless the City from and against any and all claims by such other contractors or subcontractors alleging such loss, damage or delay and from and against any and all claims, demands, suits, proceedings, liabilities, judgments, awards, losses, damages, cost and expenses, including attorneys' fees, arising out of, relating to or resulting for such claims.

The Contractor shall promptly pay all federal, state and local taxes which may be assessed against them in connection with the Work or their operations under the Contract, including, but not limited to, taxes attributable to the purchase of material and equipment, to the performance of services, and the employment of persons in the prosecution of the Work.

1.16 SUPERVISION OF WORK

The Contractor shall be solely responsible for supervision of the Work, shall give the Work the constant attention necessary to ensure the expeditious and orderly progress thereof, and shall cooperate with the City in every possible way.

Whenever the Contractor or their agent or superintendent is not present on any part of the Work where it may be necessary to give directions or instructions with respect to such work, such directions or instruction may be given by the City to, and shall be received and obeyed by, the foreman or any other person in charge of the particular work involved.

1.17 INTOXICATING LIQUORS.

The Contractor shall not sell and shall neither permit nor suffer the introduction or use of intoxicating liquors upon or about the Work.

1.18 SMOKING

Workers shall refrain from smoking while performing work at the project, except for designated areas authorized by the Owner. The Contractor shall remove from the project workers who consistently violate this provision.

1.19 ACCESS TO WORK

The City and its officers, agents, servants and employees may at any and all times and for any and all purposes, enter upon the Work and the site thereof and the premises used by the Contractor, and the Contractor shall at all times provide safe and proper facilities therefore.

1.20 CLEANING UP

The Contractor, at all times, shall keep the site of the Work free from rubbish and debris caused by their operations under the contract. When the Work has been completed, the Contractor shall remove from the site of the Work all of their plant, machinery, tools, construction equipment, temporary work and surplus materials so as to leave the Work and the site clean and ready for use.

Contractor to maintain control of dust and debris near the work area inside the building. Temporary wall structures and exhaust blowers shall be used for control.

SECTION 2

PREVAILING WAGE SCHEDULE

See Attachment E

SECTION 3

IFB 24-17 City of Greenfield City Office Improvements

QUOTE SHEET

Bidder's Name

To the City of Greenfield, Massachusetts, (hereinafter called the "Owner"):

The undersigned _____, as bidder, declares that the only persons or parties interested in this bid as principals are those named herein; that the bidder has carefully examined the proposed form of Proposal and the Contract Documents (and amendments thereto); and he bids and agrees, if this bid is accepted, that the bidder will furnish all equipment, materials and labor necessary for the completion of the work as specified in the Proposal, in the manner and time therein prescribed and according to the requirements of the Owner as herein set forth.

The bidder will take in full payment, therefore, the following price, to wit:

IFB # 24-17 CITY OF GREENFIELD CITY OFFICE IMPROVEMENTS, PROJECT

Provide all labor and materials to repair the Greenfield City Offices as described in Section 1, Scope of Work for the lump sum price of: _____ dollars and _____ cents.

Total in Figures: (\$_____)

Please List all Addendum: _____

The undersigned agrees that for extra work, if any, performed in accordance with the terms and provisions of the annexed form of AGREEMENT, he will accept compensation as stipulated therein in full payment for such extra work.

If this quote is accepted by the City, the undersigned agrees to complete the entire work provided to be done under the Contract within the time stipulated as otherwise expressly provided in the AGREEMENT.

(Company Name)

(SEAL)

By: _____

(Signature and title of authorized representative)

(Business Address)

Date

(City, State, Zip)

The bidder is a corporation incorporated in the State (or Commonwealth) of _____
_____(Bidder must add and delete, as necessary, to make this sentence read correctly).

(Note: If the bidder is a corporation, affix corporate seal and give below the names of its president, treasurer, and general manager, if any; if a partnership, give full names and residential addresses of all partners, and if an individual, give residential address if different from business address.)

President: _____

Treasurer: _____

General Manager: _____

REFERENCES

Contractor to provide three references of projects with similar size, scope, and cost.

Reference 1:

Customer: _____

City/Town: _____

Project Description: _____

Approximate cost: \$ _____

Company contact: _____ Contact phone # _____

Reference 2:

Customer: _____

City/Town: _____

Project Description: _____

Approximate cost: \$ _____

Company contact: _____ Contact phone # _____

Reference 3:

Customer: _____

City/Town: _____

Project Description: _____

Approximate cost: \$_____

Company contact: _____ Contact phone #: _____

IFB 24-17 City of Greenfield City Office Improvements

OWNER-CONTRACTOR AGREEMENT

This Agreement made the _____ day of _____, 2024, by and between the City of Greenfield, hereinafter called the "Owner" and _____ hereinafter called the "Contractor".

Witnesseth, that the Owner and the Contractor, for the consideration herein under named, agree as follows:

Article 1. Scope of Work: The Contractor shall perform all Work required by the Contract Documents for IFB # 24-17 City of Greenfield City Office Improvements.

Article 2. Time of Completion: The Contractor shall commence work under this Contract on the date specified in the written "Notice to Proceed" and shall bring the Work to Substantial Completion within an agreed upon date between Owner and Contractor. Liquidated Damages in the amount of \$500/per day shall be applicable for each and every day required to complete the project beyond the substantial completion date.

Article 3. Contract Sum: The Owner shall pay the Contractor, in current funds, for the performance of the Work, subject to additions and deductions by Change Order, of the Contract Sum of \$ _____ Dollars and _____ cents. (\$ _____).

Article 4. The Contract Documents: The following, together with this Agreement, form the Contract and all are as fully a part of the contract as if attached to this Agreement or repeated herein: The Bidding Documents, Contract Forms, Specifications as enumerated in the Table of Contents, the drawings, if applicable, and all Modifications issued after execution of the Contract.

Article 5. REAP Certification: Pursuant to M.G.L. c.62(c), sec.49(a), the individual signing this Contract on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Article 6. Validation: This Contract will not be valid until signed by an authorized representative for the City of Greenfield.

¹
Contractor

Awarding Authority

Name of Contractor

For the City of Greenfield

Address

Signature

By: _____
Signature and Seal

Title

Witness: _____

Approved as to Appropriation:

Owner Authorized Representative

¹
If a Corporation, attach a notarized copy of Corporate Vote authorizing signatory to sign contract.

For AGREEMENT

State of _____)

SS:

County of _____)

On this _____ day of _____, 20__

Before me personally appeared _____

To me known, who being by me duly sworn, did depose and say as follows:

That they reside at _____

and is the _____

of _____

the corporation described in and which executed the foregoing instrument; that he/she knows the corporate seal of said corporation; that the seal affixed to the foregoing instrument is such

corporate seal and it was so affixed by order of the Board of Directors of said corporation; and that by the like order he/she signed thereto his/her name and official designation.

Signature of Notary Public

(Seal)

Printed/Typed Name of Notary Public

My commission expires: _____

ATTACHMENT A

TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. Ch. 62C, Sec. 49A, I certify under the penalties of perjury that I, to the best of my knowledge and belief, am in compliance with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Signature of individual submitting bid or proposal

Name of Business

ATTACHMENT B

OSHA TRAINING CERTIFICATION

Pursuant to M.G.L. Ch. 30, Sec. 39S(A), I certify under the penalties of perjury to the following:

1. That I am able to furnish labor that can work in harmony with all other elements of labor employed or to be employed at the work;
2. That all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and
3. That all employees to be employed in the work subject to this contract have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

(Signature of authorized representative of Bid

(Name of authorized representative of Bidder)

(Name of business)

ATTACHMENT C

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Date

Signature of individual submitting bid or proposal

Printed or typed name of person signing

Company or Corporation Name

ATTACHMENT D

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SECTION 4 MASONRY REPOINTING

PART 1 - GENERAL

1.1 DESCRIPTION

A. The following specification provides detailed requirements and instructions for replacement and repointing of historic brick on Greenfield City Hall.

1.2 SECTION REQUIREMENTS

A. Submittals:

1. Manufacturer's data sheets for Portland Cement, and Hydrated Lime.
2. Sample of prepared mortar for color comparison with existing mortar.
3. Mild Cleaning Solution.
4. Evidence of experience and satisfactory completion of similar brick wall repointing projects.

1.3 PRODUCT DELIVERY, HANDLING, AND STORAGE.

- A. Supply Portland Cement and Hydrated Lime in unopened bags.
- B. Store materials off of the ground.
- C. Cover materials to protect from the elements.

1.4 JOB CONDITIONS

A. Protection of Work

1. Secure waterproof cover over the top of wall at the end of each day and when work is not in progress.

B. Protection of Public

1. Provide and maintain barriers, covered staging, or other protection to protect the public from falling materials.

C. Protection of Masonry Walls.

1. Protect walls below the work area from damage and mortar stains.

D. Temperature Requirements – Cold Weather Work.

1. Ambient temperatures between 32 deg. to 40 deg.

a. Heat sand or mixing water to provide mortar temperatures between 40 deg. and 90 deg.

b. Alternately, prepare mortar in heated area to maintain mortar temperature above 40 deg.

2. Ambient temperatures between 25 deg. And 32 deg.

a. Heat sand and mixing water to provide mortar temperatures between 40 deg. and 90 deg.

b. Alternately, prepare mortar in heated area to maintain mortar temperature above 40 deg.

3. Ambient temperatures between 20 deg. and 25 deg.

a. Heat sand and mixing water to provide mortar temperatures between 40 deg. and 90 deg.

b. Alternately, prepare mortar in heated area to maintain mortar temperature above 40 deg.

c. Use temporary heat and polyethylene enclosure to keep air temperature on work area above freezing.

4. At all times, maintain mortar on mortar boards above freezing temperature.

E. Protection Requirements for Finished Work.

a. Protect masonry work from rain, snow, or freezing temperatures for 48 hours after repointing is complete.

PART 2 - PRODUCTS

2.1 Mortar Materials.

A. Portland cement shall conform to ASTM C150, Standard Specification for Portland Cement, Type I.

B. Hydrated lime shall conform to ASTM C207, Standard Specification for Hydrated Lime for Masonry Purposes, Type S.

C. Sand shall conform to ASTM C144.

D. Mortar used in repointing joints shall be Type O Mortar conforming to ASTM C 270 consisting of:

1. 1 part Portland Cement
2. 2 parts hydrated lime
3. 9 parts clean sand

E. Mortar Preparation, Pre-hydrated mortar:

1. Mix dry ingredients.
2. Add clean water to produce a damp consistency that will retain its shape when formed into a ball.
3. Let mortar set for 1 to 1 ½ hours.
4. After pre-hydrating, add water to a workable consistency.

F. ADDITIVES.

1. No chemical additives, such as anti-freeze, shall be permitted.

2.2 BRICKS.

A. Bricks used to replace broken, cracked, or otherwise damaged bricks shall match existing bricks in color and dimensions.

PART 3 - EXECUTION

PART 4 - GENERAL REPOINTING

A. Using a Pointer's Grinder, grind mortar out of all of the horizontal joints to a uniform depth of 3/4 in. Using a Toothing Chisel, chisel mortar out of all of the vertical joints to a uniform depth of 3/4 in. Use caution to prevent damage to the existing bricks. Replace any bricks damaged during the joint cleaning process.

B. Remove dust and debris from joints by blowing with compressed air or rinsing with water.

C. Pre-soak wall in preparation for repointing joints.

D. Press pre-hydrated mortar into joints in 1/4 in. layers using a tucking trowel, Compact each layer as it is placed by applying firm pressure with the pointing tool. Wait until the surface is thumbprint hard before applying subsequent layers.

E. Tool joints to match the existing joints when thumbprint hard to provide a uniform overall appearance.

4.2 BRICK REPLACEMENT.

A. Remove damaged bricks.

Carefully cut and chisel away remaining pieces of brick and mortar.

B. Remove dust and debris from joints by blowing with compressed air or rinsing with water.

C. Do not allow debris to fall into wall cavities.

D. Dampen area of wall and allow time for all surface moisture to be absorbed prior to laying brick.

E. Butter replacement brick and surrounding surfaces with mortar.

F. Press brick into position.

G. When thumbprint hard, tool joints to match existing wall joints.

H. Clean the wall and remove excess mortar.

4.3 CLEANING BRICKWORK.

A. Clean masonry as work progresses.

1. Remove mortar fins and smears before tooling joints.

2. Brush excess mortar after tooling and remove large mortar tags using wooden paddles or nonmetallic tools.

B. Final Cleaning: After mortar is thoroughly cured, clean exposed masonry.

1. Wet wall surfaces with water and keep wet during the cleaning process.

2. Clean masonry with water and brush.

3. Addition of an approved mild masonry cleaning product to the wash water is permitted

4. Thoroughly rinse the area with clear water.

5. Use a wire brush to remove clumps of mortar where necessary.

END SECTION 4

ATTACHMENT E
Prevailing Wage Report



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: City of Greenfield
Contract Number: IFB 24-17 **City/Town:** GREENFIELD
Description of Work: The City of Greenfield is soliciting bids to make exterior improvements to the City Office Building at 20 Sanderson Street in Greenfield, Ma.
Job Location: 20 Sanderson Street Greenfield MA 01301

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$38.95 | \$15.07 | \$18.67 | \$0.00 | \$72.69 |
| | 06/01/2024 | \$39.95 | \$15.07 | \$18.67 | \$0.00 | \$73.69 |
| | 12/01/2024 | \$39.95 | \$15.07 | \$20.17 | \$0.00 | \$75.19 |
| | 01/01/2025 | \$39.95 | \$15.57 | \$20.17 | \$0.00 | \$75.69 |
| | 06/01/2025 | \$40.95 | \$15.57 | \$20.17 | \$0.00 | \$76.69 |
| | 12/01/2025 | \$40.95 | \$15.57 | \$21.78 | \$0.00 | \$78.30 |
| | 01/01/2026 | \$40.95 | \$16.17 | \$21.78 | \$0.00 | \$78.90 |
| | 06/01/2026 | \$41.95 | \$16.17 | \$21.78 | \$0.00 | \$79.90 |
| | 12/01/2026 | \$41.95 | \$16.17 | \$23.52 | \$0.00 | \$81.64 |
| | 01/01/2027 | \$41.95 | \$16.77 | \$23.52 | \$0.00 | \$82.24 |
| (3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.02 | \$15.07 | \$18.67 | \$0.00 | \$72.76 |
| | 06/01/2024 | \$40.02 | \$15.07 | \$18.67 | \$0.00 | \$73.76 |
| | 12/01/2024 | \$40.02 | \$15.07 | \$20.17 | \$0.00 | \$75.26 |
| | 01/01/2025 | \$40.02 | \$15.57 | \$20.17 | \$0.00 | \$75.76 |
| | 06/01/2025 | \$41.02 | \$15.57 | \$20.17 | \$0.00 | \$76.76 |
| | 12/01/2025 | \$41.02 | \$15.57 | \$21.78 | \$0.00 | \$78.37 |
| | 01/01/2026 | \$41.02 | \$16.17 | \$21.78 | \$0.00 | \$78.97 |
| | 06/01/2026 | \$42.02 | \$16.17 | \$21.78 | \$0.00 | \$79.97 |
| | 12/01/2026 | \$42.02 | \$16.17 | \$23.52 | \$0.00 | \$81.71 |
| | 01/01/2027 | \$42.02 | \$16.77 | \$23.52 | \$0.00 | \$82.31 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.14 | \$15.07 | \$18.67 | \$0.00 | \$72.88 |
| | 06/01/2024 | \$40.14 | \$15.07 | \$18.67 | \$0.00 | \$73.88 |
| | 12/01/2024 | \$40.14 | \$15.07 | \$20.17 | \$0.00 | \$75.38 |
| | 01/01/2025 | \$40.14 | \$15.57 | \$20.17 | \$0.00 | \$75.88 |
| | 06/01/2025 | \$41.14 | \$15.57 | \$20.17 | \$0.00 | \$76.88 |
| | 12/01/2025 | \$41.14 | \$15.57 | \$21.78 | \$0.00 | \$78.49 |
| | 01/01/2026 | \$41.14 | \$16.17 | \$21.78 | \$0.00 | \$79.09 |
| | 06/01/2026 | \$42.14 | \$16.17 | \$21.78 | \$0.00 | \$80.09 |
| | 12/01/2026 | \$42.14 | \$16.17 | \$23.52 | \$0.00 | \$81.83 |
| | 01/01/2027 | \$42.14 | \$16.77 | \$23.52 | \$0.00 | \$82.43 |
| ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/01/2020 | \$103.05 | \$9.40 | \$23.12 | \$0.00 | \$135.57 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$34.38 | \$9.65 | \$16.84 | \$0.00 | \$60.87 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$34.38 | \$9.65 | \$14.78 | \$0.00 | \$58.81 |
| | 06/01/2024 | \$35.58 | \$9.65 | \$14.78 | \$0.00 | \$60.01 |
| | 12/01/2024 | \$36.78 | \$9.65 | \$14.78 | \$0.00 | \$61.21 |
| | 06/01/2025 | \$38.03 | \$9.65 | \$14.78 | \$0.00 | \$62.46 |
| | 12/01/2025 | \$39.27 | \$9.65 | \$14.78 | \$0.00 | \$63.70 |
| | 06/01/2026 | \$40.57 | \$9.65 | \$14.78 | \$0.00 | \$65.00 |
| | 12/01/2026 | \$41.86 | \$9.65 | \$14.78 | \$0.00 | \$66.29 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|-----------------------|------------------|---------------|----------------|----------------------------------|-------------------|
| ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i> | 12/01/2023 | \$36.72 | \$14.50 | \$10.55 | \$0.00 | \$61.77 |
| | 06/01/2024 | \$37.62 | \$14.50 | \$10.55 | \$0.00 | \$62.67 |
| | 12/01/2024 | \$38.52 | \$14.50 | \$10.55 | \$0.00 | \$63.57 |
| | 06/01/2025 | \$39.42 | \$14.50 | \$10.55 | \$0.00 | \$64.47 |
| | 12/01/2025 | \$40.32 | \$14.50 | \$10.55 | \$0.00 | \$65.37 |
| ASPHALT RAKER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$14.78 | \$0.00 | \$58.31 |
| | 06/01/2024 | \$35.08 | \$9.65 | \$14.78 | \$0.00 | \$59.51 |
| | 12/01/2024 | \$36.28 | \$9.65 | \$14.78 | \$0.00 | \$60.71 |
| | 06/01/2025 | \$37.53 | \$9.65 | \$14.78 | \$0.00 | \$61.96 |
| | 12/01/2025 | \$38.77 | \$9.65 | \$14.78 | \$0.00 | \$63.20 |
| | 06/01/2026 | \$40.07 | \$9.65 | \$14.78 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$41.36 | \$9.65 | \$14.78 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$39.03 | \$13.38 | \$15.15 | \$0.00 | \$67.56 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$34.38 | \$9.65 | \$16.84 | \$0.00 | \$60.87 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$34.38 | \$9.65 | \$14.78 | \$0.00 | \$58.81 |
| | 06/01/2024 | \$35.58 | \$9.65 | \$14.78 | \$0.00 | \$60.01 |
| | 12/01/2024 | \$36.78 | \$9.65 | \$14.78 | \$0.00 | \$61.21 |
| | 06/01/2025 | \$38.03 | \$9.65 | \$14.78 | \$0.00 | \$62.46 |
| | 12/01/2025 | \$39.27 | \$9.65 | \$14.78 | \$0.00 | \$63.70 |
| | 06/01/2026 | \$40.57 | \$9.65 | \$14.78 | \$0.00 | \$65.00 |
| | 12/01/2026 | \$41.86 | \$9.65 | \$14.78 | \$0.00 | \$66.29 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| BOILER MAKER <i>BOILERMAKERS LOCAL 29</i> | 01/01/2024 | \$48.12 | \$7.07 | \$20.60 | \$0.00 | \$75.79 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 08/01/2023 | \$50.81 | \$11.49 | \$20.37 | \$0.00 | \$82.67 |
| <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i> | 02/01/2024 | \$52.06 | \$11.49 | \$20.37 | \$0.00 | \$83.92 |
| | 08/01/2024 | \$53.31 | \$11.49 | \$20.37 | \$0.00 | \$85.17 |
| | 02/01/2025 | \$54.61 | \$11.49 | \$20.37 | \$0.00 | \$86.47 |
| | 08/01/2025 | \$56.76 | \$11.49 | \$20.37 | \$0.00 | \$88.62 |
| | 02/01/2026 | \$58.11 | \$11.49 | \$20.37 | \$0.00 | \$89.97 |
| | 08/01/2026 | \$60.31 | \$11.49 | \$20.37 | \$0.00 | \$92.17 |
| | 02/01/2027 | \$61.71 | \$11.49 | \$20.37 | \$0.00 | \$93.57 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

Effective Date - 08/01/2023

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

Effective Date - 02/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING | 12/01/2023 | \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
|---|------------|---------|---------|---------|--------|---------|

ENGINEERS LOCAL 98

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|--|-----------|--------|---------|---------------------------|------------|
| CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$44.33 | \$9.65 | \$18.22 | \$0.00 | \$72.20 |
| | 06/01/2024 | \$45.81 | \$9.65 | \$18.22 | \$0.00 | \$73.68 |
| | 12/01/2024 | \$47.28 | \$9.65 | \$18.22 | \$0.00 | \$75.15 |
| | 06/01/2025 | \$48.78 | \$9.65 | \$18.22 | \$0.00 | \$76.65 |
| | 12/01/2025 | \$50.28 | \$9.65 | \$18.22 | \$0.00 | \$78.15 |
| | 06/01/2026 | \$51.83 | \$9.65 | \$18.22 | \$0.00 | \$79.70 |
| | 12/01/2026 | \$53.33 | \$9.65 | \$18.22 | \$0.00 | \$81.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
| | For apprentice rates see "Apprentice- LABORER" | | | | | |
| CARPENTER <i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i> | 03/01/2023 | \$39.76 | \$7.71 | \$18.15 | \$0.00 | \$65.62 |

Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin

Effective Date - 03/01/2023

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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$26.46/ 3&4 \$31.82/ 5&6 \$50.38/ 7&8 \$55.77

Apprentice to Journeyworker Ratio:1:5

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2023

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

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
 Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| CEMENT MASONRY/PLASTERING <i>BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)</i> | 01/01/2024 | \$44.68 | \$12.90 | \$18.66 | \$1.25 | \$77.49 |
|---|------------|---------|---------|---------|--------|---------|

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 01/01/2024

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

Notes:

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

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| CHAIN SAW OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$39.03 | \$13.38 | \$15.15 | \$0.00 | \$67.56 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| CRANE OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$43.06 | \$13.78 | \$15.15 | \$0.00 | \$71.99 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 3</i> | 01/01/2024 | \$56.06 | \$9.95 | \$23.95 | \$0.00 | \$89.96 |
| | 07/01/2024 | \$57.26 | \$9.95 | \$23.95 | \$0.00 | \$91.16 |
| | 01/01/2025 | \$58.46 | \$9.95 | \$23.95 | \$0.00 | \$92.36 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2024

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

Effective Date - 07/01/2024

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|----------|
| DEMO: ADZEMAN <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$44.98 | \$9.40 | \$17.82 | \$0.00 | \$72.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$45.48 | \$9.65 | \$18.07 | \$0.00 | \$73.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: BURNERS <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$45.73 | \$9.40 | \$17.82 | \$0.00 | \$72.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$45.48 | \$9.65 | \$18.07 | \$0.00 | \$73.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$45.73 | \$9.40 | \$17.82 | \$0.00 | \$72.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DEMO: WRECKING LABORER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$44.98 | \$9.40 | \$17.82 | \$0.00 | \$72.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> | 08/01/2020 | \$68.70 | \$9.40 | \$23.12 | \$0.00 | \$101.22 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3) | 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 3) | 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 3) | 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 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7 | 12/31/2023 | \$49.01 | \$12.75 | \$14.61 | \$0.00 | \$76.37 |
| | 06/30/2024 | \$50.01 | \$13.00 | \$14.86 | \$0.00 | \$77.87 |
| | 12/29/2024 | \$51.06 | \$13.25 | \$15.06 | \$0.00 | \$79.37 |
| | 06/29/2025 | \$52.16 | \$13.50 | \$15.21 | \$0.00 | \$80.87 |
| | 12/28/2025 | \$53.26 | \$13.75 | \$15.36 | \$0.00 | \$82.37 |
| | 06/28/2026 | \$54.41 | \$14.00 | \$15.46 | \$0.00 | \$83.87 |
| | 01/03/2027 | \$55.56 | \$14.25 | \$15.56 | \$0.00 | \$85.37 |

Apprentice - ELECTRICIAN - Local 7

Effective Date - 12/31/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$19.60 | \$7.65 | \$0.59 | \$0.00 | \$27.84 |
| 2 | 45 | \$22.05 | \$7.65 | \$0.66 | \$0.00 | \$30.36 |
| 3 | 50 | \$24.51 | \$12.75 | \$7.34 | \$0.00 | \$44.60 |
| 4 | 55 | \$26.96 | \$12.75 | \$7.41 | \$0.00 | \$47.12 |
| 5 | 65 | \$31.86 | \$12.75 | \$9.52 | \$0.00 | \$54.13 |
| 6 | 70 | \$34.31 | \$12.75 | \$10.90 | \$0.00 | \$57.96 |

Effective Date - 06/30/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$20.00 | \$7.80 | \$0.60 | \$0.00 | \$28.40 |
| 2 | 45 | \$22.50 | \$7.80 | \$0.68 | \$0.00 | \$30.98 |
| 3 | 50 | \$25.01 | \$13.00 | \$7.40 | \$0.00 | \$45.41 |
| 4 | 55 | \$27.51 | \$13.00 | \$7.48 | \$0.00 | \$47.99 |
| 5 | 65 | \$32.51 | \$13.00 | \$9.64 | \$0.00 | \$55.15 |
| 6 | 70 | \$35.01 | \$13.00 | \$11.06 | \$0.00 | \$59.07 |

Notes:

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

Apprentice to Journeyworker Ratio:2:3****

| | | | | | | |
|--|------------|---------|---------|---------|--------|----------|
| ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 41 | 01/01/2024 | \$61.98 | \$16.18 | \$20.96 | \$0.00 | \$99.12 |
| | 01/01/2025 | \$62.83 | \$16.28 | \$21.36 | \$0.00 | \$100.47 |
| | 01/01/2026 | \$63.68 | \$16.38 | \$21.76 | \$0.00 | \$101.82 |
| | 01/01/2027 | \$64.53 | \$16.48 | \$22.16 | \$0.00 | \$103.17 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 41

Effective Date - 01/01/2024

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

Effective Date - 01/01/2025

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$31.42 | \$16.28 | \$0.00 | \$0.00 | \$47.70 |
| 2 | 55 | \$34.56 | \$16.28 | \$21.36 | \$0.00 | \$72.20 |
| 3 | 65 | \$40.84 | \$16.28 | \$21.36 | \$0.00 | \$78.48 |
| 4 | 70 | \$43.98 | \$16.28 | \$21.36 | \$0.00 | \$81.62 |
| 5 | 80 | \$50.26 | \$16.28 | \$21.36 | \$0.00 | \$87.90 |

Notes:

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

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 41</i> | 01/01/2024 | \$43.39 | \$16.18 | \$20.96 | \$0.00 | \$80.53 |
| | 01/01/2025 | \$43.98 | \$16.28 | \$21.36 | \$0.00 | \$81.62 |
| | 01/01/2026 | \$44.58 | \$16.38 | \$21.76 | \$0.00 | \$82.72 |
| | 01/01/2027 | \$45.17 | \$16.48 | \$22.16 | \$0.00 | \$83.81 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$14.78 | \$0.00 | \$58.31 |
| | 06/01/2024 | \$35.08 | \$9.65 | \$14.78 | \$0.00 | \$59.51 |
| | 12/01/2024 | \$36.28 | \$9.65 | \$14.78 | \$0.00 | \$60.71 |
| | 06/01/2025 | \$37.53 | \$9.65 | \$14.78 | \$0.00 | \$61.96 |
| | 12/01/2025 | \$38.77 | \$9.65 | \$14.78 | \$0.00 | \$63.20 |
| | 06/01/2026 | \$40.07 | \$9.65 | \$14.78 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$41.36 | \$9.65 | \$14.78 | \$0.00 | \$65.79 |

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

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

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

For apprentice rates see "Apprentice- ELECTRICIAN"

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

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FIREMAN OPERATING ENGINEERS LOCAL 98 | 12/01/2023 | \$39.03 | \$13.38 | \$15.15 | \$0.00 | \$67.56 |
|---|------------|---------|---------|---------|--------|---------|

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 12/01/2023

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

Notes:

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

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY) | 12/01/2023 | \$25.48 | \$9.65 | \$14.66 | \$0.00 | \$49.79 |
| | 06/01/2024 | \$26.51 | \$9.65 | \$14.66 | \$0.00 | \$50.82 |
| | 12/01/2024 | \$26.51 | \$9.65 | \$14.66 | \$0.00 | \$50.82 |
| | 06/01/2025 | \$27.59 | \$9.65 | \$14.66 | \$0.00 | \$51.90 |
| | 12/01/2025 | \$27.59 | \$9.65 | \$14.66 | \$0.00 | \$51.90 |
| | 06/01/2026 | \$28.71 | \$9.65 | \$14.66 | \$0.00 | \$53.02 |
| | 12/01/2026 | \$28.71 | \$9.65 | \$14.66 | \$0.00 | \$53.02 |

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

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE III | 03/01/2023 | \$40.07 | \$7.31 | \$18.15 | \$0.00 | \$65.53 |
|---|------------|---------|--------|---------|--------|---------|

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 03/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.04 | \$7.31 | \$1.38 | \$0.00 | \$28.73 |
| 2 | 55 | \$22.04 | \$7.31 | \$1.38 | \$0.00 | \$30.73 |
| 3 | 60 | \$24.04 | \$7.31 | \$2.76 | \$0.00 | \$34.11 |
| 4 | 65 | \$26.05 | \$7.31 | \$2.76 | \$0.00 | \$36.12 |
| 5 | 70 | \$28.05 | \$7.31 | \$15.39 | \$0.00 | \$50.75 |
| 6 | 75 | \$30.05 | \$7.31 | \$15.39 | \$0.00 | \$52.75 |
| 7 | 80 | \$32.06 | \$7.31 | \$16.77 | \$0.00 | \$56.14 |
| 8 | 85 | \$34.06 | \$7.31 | \$16.77 | \$0.00 | \$58.14 |

Notes: Steps are 750 hrs.
 % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$26.72.24/ 3&4 \$32.11/ 5&6 \$50.75/ 7&8 \$56.14

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| FORK LIFT <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$39.25 | \$13.78 | \$15.15 | \$0.00 | \$68.18 |
|---|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| GENERATORS/LIGHTING PLANTS <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$35.80 | \$13.78 | \$15.15 | \$0.00 | \$64.73 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i> | 06/01/2020 | \$39.18 | \$10.80 | \$10.45 | \$0.00 | \$60.43 |
|---|------------|---------|---------|---------|--------|---------|

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2020

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

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| GRADER/TRENCHING MACHINE/DERRICK <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 63</i> | 01/01/2024 | \$43.80 | \$10.64 | \$17.54 | \$2.05 | \$74.03 |
| | 07/01/2024 | \$45.05 | \$10.64 | \$17.54 | \$2.05 | \$75.28 |
| | 01/01/2025 | \$46.30 | \$10.64 | \$17.54 | \$2.05 | \$76.53 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 7</i> | 12/31/2023 | \$49.01 | \$12.75 | \$14.61 | \$0.00 | \$76.37 |
| | 06/30/2024 | \$50.01 | \$13.00 | \$14.86 | \$0.00 | \$77.87 |
| | 12/29/2024 | \$51.06 | \$13.25 | \$15.06 | \$0.00 | \$79.37 |
| | 06/29/2025 | \$52.16 | \$13.50 | \$15.21 | \$0.00 | \$80.87 |
| | 12/28/2025 | \$53.26 | \$13.75 | \$15.36 | \$0.00 | \$82.37 |
| | 06/28/2026 | \$54.41 | \$14.00 | \$15.46 | \$0.00 | \$83.87 |
| 01/03/2027 | \$55.56 | \$14.25 | \$15.56 | \$0.00 | \$85.37 | |
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 63</i> | 01/01/2024 | \$43.80 | \$10.64 | \$17.54 | \$2.05 | \$74.03 |
| | 07/01/2024 | \$45.05 | \$10.64 | \$17.54 | \$2.05 | \$75.28 |
| | 01/01/2025 | \$46.30 | \$10.64 | \$17.54 | \$2.05 | \$76.53 |
| For apprentice rates see "Apprentice- SHEET METAL WORKER" | | | | | | |
| HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 104</i> | 09/17/2023 | \$47.96 | \$9.55 | \$17.10 | \$0.00 | \$74.61 |
| | 03/17/2024 | \$49.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 104</i> | 09/17/2023 | \$47.96 | \$9.55 | \$17.10 | \$0.00 | \$74.61 |
| | 03/17/2024 | \$49.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |
| For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER" | | | | | | |
| HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$34.38 | \$9.65 | \$14.78 | \$0.00 | \$58.81 |
| | 06/01/2024 | \$35.58 | \$9.65 | \$14.78 | \$0.00 | \$60.01 |
| | 12/01/2024 | \$36.78 | \$9.65 | \$14.78 | \$0.00 | \$61.21 |
| | 06/01/2025 | \$38.03 | \$9.65 | \$14.78 | \$0.00 | \$62.46 |
| | 12/01/2025 | \$39.27 | \$9.65 | \$14.78 | \$0.00 | \$63.70 |
| | 06/01/2026 | \$40.57 | \$9.65 | \$14.78 | \$0.00 | \$65.00 |
| | 12/01/2026 | \$41.86 | \$9.65 | \$14.78 | \$0.00 | \$66.29 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i> | 09/01/2023 | \$42.80 | \$14.75 | \$19.61 | \$0.00 | \$77.16 |
| | 09/01/2024 | \$45.54 | \$14.75 | \$19.61 | \$0.00 | \$79.90 |
| | 09/01/2025 | \$48.27 | \$14.75 | \$19.61 | \$0.00 | \$82.63 |
| | 09/01/2026 | \$51.01 | \$14.75 | \$19.61 | \$0.00 | \$85.37 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 09/01/2023

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

Effective Date - 09/01/2024

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

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

**IRONWORKER/WELDER
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)**

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 09/16/2023 | \$39.81 | \$8.25 | \$22.70 | \$0.00 | \$70.76 |
| 03/16/2024 | \$40.66 | \$8.25 | \$22.70 | \$0.00 | \$71.61 |

Apprentice - IRONWORKER - Local 7 Springfield

Effective Date - 09/16/2023

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

Effective Date - 03/16/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:4

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 3 (BUILDING & SITE) | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER LABORERS - ZONE 3 (BUILDING & SITE) | 12/01/2023 | \$33.63 | \$9.65 | \$16.84 | \$0.00 | \$60.12 |

Apprentice - LABORER - Zone 3 Building & Site

Effective Date - 12/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$20.18 | \$9.40 | \$16.59 | \$0.00 | \$46.17 |
| 2 | 70 | \$23.54 | \$9.40 | \$16.59 | \$0.00 | \$49.53 |
| 3 | 80 | \$26.90 | \$9.40 | \$16.59 | \$0.00 | \$52.89 |
| 4 | 90 | \$30.27 | \$9.40 | \$16.59 | \$0.00 | \$56.26 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY) | 12/01/2023 | \$33.63 | \$9.65 | \$14.78 | \$0.00 | \$58.06 |
| | 06/01/2024 | \$34.83 | \$9.65 | \$14.78 | \$0.00 | \$59.26 |
| | 12/01/2024 | \$36.03 | \$9.65 | \$14.78 | \$0.00 | \$60.46 |
| | 06/01/2025 | \$37.28 | \$9.65 | \$14.78 | \$0.00 | \$61.71 |
| | 12/01/2025 | \$38.52 | \$9.65 | \$14.78 | \$0.00 | \$62.95 |
| | 06/01/2026 | \$39.82 | \$9.65 | \$14.78 | \$0.00 | \$64.25 |
| | 12/01/2026 | \$41.11 | \$9.65 | \$14.78 | \$0.00 | \$65.54 |

Apprentice - LABORER (Heavy & Highway) - Zone 3

Effective Date - 12/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$20.18 | \$9.65 | \$14.78 | \$0.00 | \$44.61 |
| 2 | 70 | \$23.54 | \$9.65 | \$14.78 | \$0.00 | \$47.97 |
| 3 | 80 | \$26.90 | \$9.65 | \$14.78 | \$0.00 | \$51.33 |
| 4 | 90 | \$30.27 | \$9.65 | \$14.78 | \$0.00 | \$54.70 |

Effective Date - 06/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$20.90 | \$9.65 | \$14.78 | \$0.00 | \$45.33 |
| 2 | 70 | \$24.38 | \$9.65 | \$14.78 | \$0.00 | \$48.81 |
| 3 | 80 | \$27.86 | \$9.65 | \$14.78 | \$0.00 | \$52.29 |
| 4 | 90 | \$31.35 | \$9.65 | \$14.78 | \$0.00 | \$55.78 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| LABORER: CARPENTER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.63 | \$9.65 | \$16.84 | \$0.00 | \$60.12 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$34.13 | \$9.40 | \$16.59 | \$0.00 | \$60.12 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.60 | \$9.65 | \$16.97 | \$0.00 | \$60.22 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$34.63 | \$9.65 | \$16.84 | \$0.00 | \$61.12 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$14.78 | \$0.00 | \$58.31 |
| | 06/01/2024 | \$35.08 | \$9.65 | \$14.78 | \$0.00 | \$59.51 |
| | 12/01/2024 | \$36.28 | \$9.65 | \$14.78 | \$0.00 | \$60.71 |
| | 06/01/2025 | \$37.53 | \$9.65 | \$14.78 | \$0.00 | \$61.96 |
| | 12/01/2025 | \$38.77 | \$9.65 | \$14.78 | \$0.00 | \$63.20 |
| | 06/01/2026 | \$40.07 | \$9.65 | \$14.78 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$41.36 | \$9.65 | \$14.78 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.63 | \$9.65 | \$16.84 | \$0.00 | \$60.12 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.63 | \$9.65 | \$16.84 | \$0.00 | \$60.12 |
| This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$14.78 | \$0.00 | \$58.31 |
| | 06/01/2024 | \$35.08 | \$9.65 | \$14.78 | \$0.00 | \$59.51 |
| | 12/01/2024 | \$36.28 | \$9.65 | \$14.78 | \$0.00 | \$60.71 |
| | 06/01/2025 | \$37.53 | \$9.65 | \$14.78 | \$0.00 | \$61.96 |
| | 12/01/2025 | \$38.77 | \$9.65 | \$14.78 | \$0.00 | \$63.20 |
| | 06/01/2026 | \$40.07 | \$9.65 | \$14.78 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$41.36 | \$9.65 | \$14.78 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i> | 08/01/2023 | \$41.37 | \$11.49 | \$19.53 | \$0.00 | \$72.39 |
| | 02/01/2024 | \$42.37 | \$11.49 | \$19.53 | \$0.00 | \$73.39 |
| | 08/01/2024 | \$44.05 | \$11.49 | \$19.53 | \$0.00 | \$75.07 |
| | 02/01/2025 | \$45.90 | \$11.49 | \$19.53 | \$0.00 | \$76.92 |
| | 08/01/2025 | \$46.81 | \$11.49 | \$19.53 | \$0.00 | \$77.83 |
| | 02/01/2026 | \$47.89 | \$11.49 | \$19.53 | \$0.00 | \$78.91 |
| | 08/01/2026 | \$49.65 | \$11.49 | \$19.53 | \$0.00 | \$80.67 |
| | 02/01/2027 | \$50.77 | \$11.49 | \$19.53 | \$0.00 | \$81.79 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE-TILE FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2023

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

Notes:

Apprentice to Journeyworker Ratio:1:5

**MARBLE MASON/TILE LAYER(SP/PT)SeeBrick
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE**

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

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 01/02/2023

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

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

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| MORTAR MIXER LABORERS - ZONE 3 (BUILDING & SITE) | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 3</i> | 01/01/2024 | \$56.06 | \$9.95 | \$23.95 | \$0.00 | \$89.96 |
| | 07/01/2024 | \$57.26 | \$9.95 | \$23.95 | \$0.00 | \$91.16 |
| | 01/01/2025 | \$58.46 | \$9.95 | \$23.95 | \$0.00 | \$92.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2024

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

Effective Date - 07/01/2024

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

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 01/01/2024 | \$38.83 | \$9.65 | \$19.90 | \$0.00 | \$68.38 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 3</i> | 07/01/2024 | \$40.03 | \$9.65 | \$19.90 | \$0.00 | \$69.58 |
| | 01/01/2025 | \$41.23 | \$9.65 | \$19.90 | \$0.00 | \$70.78 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.42 | \$9.95 | \$0.00 | \$0.00 | \$29.37 |
| 2 | 55 | \$21.36 | \$9.95 | \$4.43 | \$0.00 | \$35.74 |
| 3 | 60 | \$23.30 | \$9.95 | \$4.83 | \$0.00 | \$38.08 |
| 4 | 65 | \$25.24 | \$9.95 | \$5.23 | \$0.00 | \$40.42 |
| 5 | 70 | \$27.18 | \$9.95 | \$17.49 | \$0.00 | \$54.62 |
| 6 | 75 | \$29.12 | \$9.95 | \$17.89 | \$0.00 | \$56.96 |
| 7 | 80 | \$31.06 | \$9.95 | \$18.29 | \$0.00 | \$59.30 |
| 8 | 90 | \$34.95 | \$9.95 | \$19.10 | \$0.00 | \$64.00 |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$20.02 | \$9.95 | \$0.00 | \$0.00 | \$29.97 |
| 2 | 55 | \$22.02 | \$9.95 | \$4.43 | \$0.00 | \$36.40 |
| 3 | 60 | \$24.02 | \$9.95 | \$4.83 | \$0.00 | \$38.80 |
| 4 | 65 | \$26.02 | \$9.95 | \$5.23 | \$0.00 | \$41.20 |
| 5 | 70 | \$28.02 | \$9.95 | \$17.49 | \$0.00 | \$55.46 |
| 6 | 75 | \$30.02 | \$9.95 | \$17.89 | \$0.00 | \$57.86 |
| 7 | 80 | \$32.02 | \$9.95 | \$18.29 | \$0.00 | \$60.26 |
| 8 | 90 | \$36.03 | \$9.95 | \$19.10 | \$0.00 | \$65.08 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 01/01/2024 | \$36.15 | \$9.95 | \$19.90 | \$0.00 | \$66.00 |
| <i>PAINTERS LOCAL 35 - ZONE 3</i> | 07/01/2024 | \$37.35 | \$9.95 | \$19.90 | \$0.00 | \$67.20 |
| | 01/01/2025 | \$38.55 | \$9.95 | \$19.90 | \$0.00 | \$68.40 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint

Effective Date - 01/01/2024

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

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$18.68 | \$9.95 | \$0.00 | \$0.00 | \$28.63 |
| 2 | 55 | \$20.54 | \$9.95 | \$4.43 | \$0.00 | \$34.92 |
| 3 | 60 | \$22.41 | \$9.95 | \$4.83 | \$0.00 | \$37.19 |
| 4 | 65 | \$24.28 | \$9.95 | \$5.23 | \$0.00 | \$39.46 |
| 5 | 70 | \$26.15 | \$9.95 | \$17.49 | \$0.00 | \$53.59 |
| 6 | 75 | \$28.01 | \$9.95 | \$17.89 | \$0.00 | \$55.85 |
| 7 | 80 | \$29.88 | \$9.95 | \$18.29 | \$0.00 | \$58.12 |
| 8 | 90 | \$33.62 | \$9.95 | \$19.10 | \$0.00 | \$62.67 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Effective Date - 01/01/2024

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

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.32 | \$9.95 | \$0.00 | \$0.00 | \$29.27 |
| 2 | 55 | \$21.25 | \$9.95 | \$4.43 | \$0.00 | \$35.63 |
| 3 | 60 | \$23.18 | \$9.95 | \$4.83 | \$0.00 | \$37.96 |
| 4 | 65 | \$25.11 | \$9.95 | \$5.23 | \$0.00 | \$40.29 |
| 5 | 70 | \$27.04 | \$9.95 | \$17.49 | \$0.00 | \$54.48 |
| 6 | 75 | \$28.97 | \$9.95 | \$17.89 | \$0.00 | \$56.81 |
| 7 | 80 | \$30.90 | \$9.95 | \$18.29 | \$0.00 | \$59.14 |
| 8 | 90 | \$34.77 | \$9.95 | \$19.10 | \$0.00 | \$63.82 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|-------------------|----------------|---------------|----------------|---------------|----------------|
| PAINTER / TAPER (BRUSH, REPAINT) | 01/01/2024 | \$34.75 | \$9.95 | \$19.90 | \$0.00 | \$64.60 |
| PAINTERS LOCAL 35 - ZONE 3 | 07/01/2024 | \$35.95 | \$9.95 | \$19.90 | \$0.00 | \$65.80 |
| | 01/01/2025 | \$37.15 | \$9.95 | \$19.90 | \$0.00 | \$67.00 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT

Effective Date - 01/01/2024

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

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$17.98 | \$9.95 | \$0.00 | \$0.00 | \$27.93 |
| 2 | 55 | \$19.77 | \$9.95 | \$4.43 | \$0.00 | \$34.15 |
| 3 | 60 | \$21.57 | \$9.95 | \$4.83 | \$0.00 | \$36.35 |
| 4 | 65 | \$23.37 | \$9.95 | \$5.23 | \$0.00 | \$38.55 |
| 5 | 70 | \$25.17 | \$9.95 | \$17.49 | \$0.00 | \$52.61 |
| 6 | 75 | \$26.96 | \$9.95 | \$17.89 | \$0.00 | \$54.80 |
| 7 | 80 | \$28.76 | \$9.95 | \$18.29 | \$0.00 | \$57.00 |
| 8 | 90 | \$32.36 | \$9.95 | \$19.10 | \$0.00 | \$61.41 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY) | 12/01/2023 | \$33.63 | \$9.65 | \$14.78 | \$0.00 | \$58.06 |
| <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 06/01/2024 | \$34.83 | \$9.65 | \$14.78 | \$0.00 | \$59.26 |
| | 12/01/2024 | \$36.03 | \$9.65 | \$14.78 | \$0.00 | \$60.46 |
| | 06/01/2025 | \$37.28 | \$9.65 | \$14.78 | \$0.00 | \$61.71 |
| | 12/01/2025 | \$38.52 | \$9.65 | \$14.78 | \$0.00 | \$62.95 |
| | 06/01/2026 | \$39.82 | \$9.65 | \$14.78 | \$0.00 | \$64.25 |
| | 12/01/2026 | \$41.11 | \$9.65 | \$14.78 | \$0.00 | \$65.54 |

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

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

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 3) For apprentice rates see "Apprentice- PILE DRIVER" | 08/01/2020 | \$43.53 | \$9.40 | \$23.12 | \$0.00 | \$76.05 |
| PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 3) | 08/01/2020 | \$43.53 | \$9.40 | \$23.12 | \$0.00 | \$76.05 |

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2020

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

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)

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

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PIPELAYER LABORERS - ZONE 3 (BUILDING & SITE) For apprentice rates see "Apprentice- LABORER" | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
| PIPELAYER (HEAVY & HIGHWAY) LABORERS - ZONE 3 (HEAVY & HIGHWAY) | 12/01/2023 | \$33.88 | \$9.65 | \$14.78 | \$0.00 | \$58.31 |
| | 06/01/2024 | \$35.08 | \$9.65 | \$14.78 | \$0.00 | \$59.51 |
| | 12/01/2024 | \$36.28 | \$9.65 | \$14.78 | \$0.00 | \$60.71 |
| | 06/01/2025 | \$37.53 | \$9.65 | \$14.78 | \$0.00 | \$61.96 |
| | 12/01/2025 | \$38.77 | \$9.65 | \$14.78 | \$0.00 | \$63.20 |
| | 06/01/2026 | \$40.07 | \$9.65 | \$14.78 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$41.36 | \$9.65 | \$14.78 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| PLUMBER & PIPEFITTER PLUMBERS & PIPEFITTERS LOCAL 104 | 09/17/2023 | \$47.96 | \$9.55 | \$17.10 | \$0.00 | \$74.61 |
| | 03/17/2024 | \$49.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 104

Effective Date - 09/17/2023

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

Effective Date - 03/17/2024

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

Notes: **1:1,2:5,3:9,4:12

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) | 09/17/2023 | \$47.96 | \$9.55 | \$17.10 | \$0.00 | \$74.61 |
| PLUMBERS & PIPEFITTERS LOCAL 104 | 03/17/2024 | \$49.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) | 12/01/2023 | \$33.88 | \$9.65 | \$14.78 | \$0.00 | \$58.31 |
| LABORERS - ZONE 3 (HEAVY & HIGHWAY) | 06/01/2024 | \$35.08 | \$9.65 | \$14.78 | \$0.00 | \$59.51 |
| | 12/01/2024 | \$36.28 | \$9.65 | \$14.78 | \$0.00 | \$60.71 |
| | 06/01/2025 | \$37.53 | \$9.65 | \$14.78 | \$0.00 | \$61.96 |
| | 12/01/2025 | \$38.77 | \$9.65 | \$14.78 | \$0.00 | \$63.20 |
| | 06/01/2026 | \$40.07 | \$9.65 | \$14.78 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$41.36 | \$9.65 | \$14.78 | \$0.00 | \$65.79 |

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

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER | 12/01/2023 | \$35.13 | \$9.40 | \$16.59 | \$0.00 | \$61.12 |
| LABORERS - ZONE 3 (BUILDING & SITE) | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$34.63 | \$9.65 | \$14.78 | \$0.00 | \$59.06 |
| | 06/01/2024 | \$35.83 | \$9.65 | \$14.78 | \$0.00 | \$60.26 |
| | 12/01/2024 | \$37.03 | \$9.65 | \$14.78 | \$0.00 | \$61.46 |
| | 06/01/2025 | \$38.28 | \$9.65 | \$14.78 | \$0.00 | \$62.71 |
| | 12/01/2025 | \$39.52 | \$9.65 | \$14.78 | \$0.00 | \$63.95 |
| | 06/01/2026 | \$40.82 | \$9.65 | \$14.78 | \$0.00 | \$65.25 |
| | 12/01/2026 | \$42.11 | \$9.65 | \$14.78 | \$0.00 | \$66.54 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway) | | | | | | |
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$39.56 | \$13.78 | \$15.15 | \$0.00 | \$68.49 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$39.03 | \$13.38 | \$15.15 | \$0.00 | \$67.56 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS 404 - Construction Service (Northampton)</i> | 05/01/2020 | \$22.44 | \$11.07 | \$6.50 | \$0.00 | \$40.01 |
| RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$16.84 | \$0.00 | \$60.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ROLLER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$38.42 | \$13.78 | \$15.15 | \$0.00 | \$67.35 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| ROOFER (Coal tar pitch) <i>ROOFERS LOCAL 248</i> | 07/16/2023 | \$38.91 | \$10.35 | \$18.00 | \$0.00 | \$67.26 |
| For apprentice rates see "Apprentice- ROOFER" | | | | | | |
| ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 248</i> | 07/16/2023 | \$38.41 | \$10.35 | \$18.00 | \$0.00 | \$66.76 |

Apprentice - ROOFER - Local 248

Effective Date - 07/16/2023

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

Notes:

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

Apprentice to Journeyworker Ratio:1:3

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

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

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 01/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$19.71 | \$4.79 | \$4.76 | \$0.92 | \$30.18 |
| 2 | 50 | \$21.90 | \$5.32 | \$5.29 | \$1.03 | \$33.54 |
| 3 | 55 | \$24.09 | \$5.85 | \$5.82 | \$1.13 | \$36.89 |
| 4 | 60 | \$26.28 | \$6.38 | \$6.35 | \$1.23 | \$40.24 |
| 5 | 65 | \$28.47 | \$6.92 | \$6.88 | \$1.33 | \$43.60 |
| 6 | 70 | \$30.66 | \$7.45 | \$7.41 | \$1.44 | \$46.96 |
| 7 | 75 | \$32.85 | \$7.98 | \$7.94 | \$1.54 | \$50.31 |
| 8 | 80 | \$35.04 | \$8.51 | \$15.42 | \$1.64 | \$60.61 |
| 9 | 85 | \$37.23 | \$9.04 | \$15.95 | \$1.74 | \$63.96 |
| 10 | 90 | \$39.42 | \$9.58 | \$16.48 | \$1.85 | \$67.33 |

Effective Date - 07/01/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 45 | \$20.27 | \$4.79 | \$4.76 | \$0.92 | \$30.74 |
| 2 | 50 | \$22.53 | \$5.32 | \$5.29 | \$1.03 | \$34.17 |
| 3 | 55 | \$24.78 | \$5.85 | \$5.82 | \$1.13 | \$37.58 |
| 4 | 60 | \$27.03 | \$6.38 | \$6.35 | \$1.23 | \$40.99 |
| 5 | 65 | \$29.28 | \$6.92 | \$6.88 | \$1.33 | \$44.41 |
| 6 | 70 | \$31.54 | \$7.45 | \$7.41 | \$1.44 | \$47.84 |
| 7 | 75 | \$33.79 | \$7.98 | \$7.94 | \$1.54 | \$51.25 |
| 8 | 80 | \$36.04 | \$8.51 | \$15.42 | \$1.64 | \$61.61 |
| 9 | 85 | \$38.29 | \$9.04 | \$15.95 | \$1.74 | \$65.02 |
| 10 | 90 | \$40.55 | \$9.58 | \$16.48 | \$1.85 | \$68.46 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.24 | \$15.07 | \$18.67 | \$0.00 | \$72.98 |
| | 06/01/2024 | \$40.24 | \$15.07 | \$18.67 | \$0.00 | \$73.98 |
| | 12/01/2024 | \$40.24 | \$15.07 | \$20.17 | \$0.00 | \$75.48 |
| | 01/01/2025 | \$40.24 | \$15.57 | \$20.17 | \$0.00 | \$75.98 |
| | 06/01/2025 | \$41.24 | \$15.57 | \$20.17 | \$0.00 | \$76.98 |
| | 12/01/2025 | \$41.24 | \$15.57 | \$21.78 | \$0.00 | \$78.59 |
| | 01/01/2026 | \$41.24 | \$16.17 | \$21.78 | \$0.00 | \$79.19 |
| | 06/01/2026 | \$42.24 | \$16.17 | \$21.78 | \$0.00 | \$80.19 |
| | 12/01/2026 | \$42.24 | \$16.17 | \$23.52 | \$0.00 | \$81.93 |
| | 01/01/2027 | \$42.24 | \$16.77 | \$23.52 | \$0.00 | \$82.53 |
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.53 | \$15.07 | \$18.67 | \$0.00 | \$73.27 |
| | 06/01/2024 | \$40.53 | \$15.07 | \$18.67 | \$0.00 | \$74.27 |
| | 12/01/2024 | \$40.53 | \$15.07 | \$20.17 | \$0.00 | \$75.77 |
| | 01/01/2025 | \$40.53 | \$15.57 | \$20.17 | \$0.00 | \$76.27 |
| | 06/01/2025 | \$41.53 | \$15.57 | \$20.17 | \$0.00 | \$77.27 |
| | 12/01/2025 | \$41.53 | \$15.57 | \$21.78 | \$0.00 | \$78.88 |
| | 01/01/2026 | \$41.53 | \$16.17 | \$21.78 | \$0.00 | \$79.48 |
| | 06/01/2026 | \$42.53 | \$16.17 | \$21.78 | \$0.00 | \$80.48 |
| | 12/01/2026 | \$42.53 | \$16.17 | \$23.52 | \$0.00 | \$82.22 |
| | 01/01/2027 | \$42.53 | \$16.77 | \$23.52 | \$0.00 | \$82.82 |
| SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 669</i> | 04/01/2023 | \$47.43 | \$11.45 | \$16.61 | \$0.00 | \$75.49 |

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2023

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

Notes:

Apprentice to Journeyworker Ratio:1:1

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

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 12/31/2023

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

Effective Date - 06/30/2024

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 40 | \$20.00 | \$7.20 | \$0.60 | \$0.00 | \$27.80 |
| 2 | 45 | \$22.50 | \$7.20 | \$0.68 | \$0.00 | \$30.38 |
| 3 | 50 | \$25.01 | \$13.00 | \$7.40 | \$0.00 | \$45.41 |
| 4 | 55 | \$27.51 | \$13.00 | \$7.48 | \$0.00 | \$47.99 |
| 5 | 65 | \$32.51 | \$13.00 | \$9.64 | \$0.00 | \$55.15 |
| 6 | 70 | \$35.01 | \$13.00 | \$11.06 | \$0.00 | \$59.07 |

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

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

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$30.67 | \$11.49 | \$22.34 | \$0.00 | \$64.50 |
| 2 | 60 | \$36.80 | \$11.49 | \$22.34 | \$0.00 | \$70.63 |
| 3 | 70 | \$42.94 | \$11.49 | \$22.34 | \$0.00 | \$76.77 |
| 4 | 80 | \$49.07 | \$11.49 | \$22.34 | \$0.00 | \$82.90 |
| 5 | 90 | \$55.21 | \$11.49 | \$22.34 | \$0.00 | \$89.04 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|----------|
| TERRAZZO MECHANIC | 08/01/2023 | \$62.42 | \$11.49 | \$22.31 | \$0.00 | \$96.22 |
| <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i> | 02/01/2024 | \$63.67 | \$11.49 | \$22.31 | \$0.00 | \$97.47 |
| | 08/01/2024 | \$65.77 | \$11.49 | \$22.31 | \$0.00 | \$99.57 |
| | 02/01/2025 | \$67.07 | \$11.49 | \$22.31 | \$0.00 | \$100.87 |
| | 08/01/2025 | \$69.22 | \$11.49 | \$22.31 | \$0.00 | \$103.02 |
| | 02/01/2026 | \$70.57 | \$11.49 | \$22.31 | \$0.00 | \$104.37 |
| | 08/01/2026 | \$72.77 | \$11.49 | \$22.31 | \$0.00 | \$106.57 |
| | 02/01/2027 | \$74.17 | \$11.49 | \$22.31 | \$0.00 | \$107.97 |

Apprentice - TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 08/01/2023

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$31.21 | \$11.49 | \$22.31 | \$0.00 | \$65.01 |
| 2 | 60 | \$37.45 | \$11.49 | \$22.31 | \$0.00 | \$71.25 |
| 3 | 70 | \$43.69 | \$11.49 | \$22.31 | \$0.00 | \$77.49 |
| 4 | 80 | \$49.94 | \$11.49 | \$22.31 | \$0.00 | \$83.74 |
| 5 | 90 | \$56.18 | \$11.49 | \$22.31 | \$0.00 | \$89.98 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER | 12/01/2023 | \$48.33 | \$9.65 | \$18.22 | \$0.00 | \$76.20 |
| <i>LABORERS - FOUNDATION AND MARINE</i> | 06/01/2024 | \$49.81 | \$9.65 | \$18.22 | \$0.00 | \$77.68 |
| | 12/01/2024 | \$51.28 | \$9.65 | \$18.22 | \$0.00 | \$79.15 |
| | 06/01/2025 | \$52.78 | \$9.65 | \$18.22 | \$0.00 | \$80.65 |
| | 12/01/2025 | \$54.28 | \$9.65 | \$18.22 | \$0.00 | \$82.15 |
| | 06/01/2026 | \$55.83 | \$9.65 | \$18.22 | \$0.00 | \$83.70 |
| | 12/01/2026 | \$57.33 | \$9.65 | \$18.22 | \$0.00 | \$85.20 |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$44.45 | \$9.65 | \$18.22 | \$0.00 | \$72.32 |
| | 06/01/2024 | \$45.93 | \$9.65 | \$18.22 | \$0.00 | \$73.80 |
| | 12/01/2024 | \$47.40 | \$9.65 | \$18.22 | \$0.00 | \$75.27 |
| | 06/01/2025 | \$48.90 | \$9.65 | \$18.22 | \$0.00 | \$76.77 |
| | 12/01/2025 | \$50.40 | \$9.65 | \$18.22 | \$0.00 | \$78.27 |
| | 06/01/2026 | \$51.95 | \$9.65 | \$18.22 | \$0.00 | \$79.82 |
| | 12/01/2026 | \$53.45 | \$9.65 | \$18.22 | \$0.00 | \$81.32 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i> | 12/01/2023 | \$44.33 | \$9.65 | \$18.22 | \$0.00 | \$72.20 |
| | 06/01/2024 | \$45.81 | \$9.65 | \$18.22 | \$0.00 | \$73.68 |
| | 12/01/2024 | \$47.28 | \$9.65 | \$18.22 | \$0.00 | \$75.15 |
| | 06/01/2025 | \$48.78 | \$9.65 | \$18.22 | \$0.00 | \$76.65 |
| | 12/01/2025 | \$50.28 | \$9.65 | \$18.22 | \$0.00 | \$78.15 |
| | 06/01/2026 | \$51.83 | \$9.65 | \$18.22 | \$0.00 | \$79.70 |
| | 12/01/2026 | \$53.33 | \$9.65 | \$18.22 | \$0.00 | \$81.20 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TRACTORS <i>OPERATING ENGINEERS LOCAL 98</i> | 12/01/2023 | \$38.42 | \$13.78 | \$15.15 | \$0.00 | \$67.35 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.82 | \$15.07 | \$18.67 | \$0.00 | \$73.56 |
| | 06/01/2024 | \$40.82 | \$15.07 | \$18.67 | \$0.00 | \$74.56 |
| | 12/01/2024 | \$40.82 | \$15.07 | \$20.17 | \$0.00 | \$76.06 |
| | 01/01/2025 | \$40.82 | \$15.57 | \$20.17 | \$0.00 | \$76.56 |
| | 06/01/2025 | \$41.82 | \$15.57 | \$20.17 | \$0.00 | \$77.56 |
| | 12/01/2025 | \$41.82 | \$15.57 | \$21.78 | \$0.00 | \$79.17 |
| | 01/01/2026 | \$41.82 | \$16.17 | \$21.78 | \$0.00 | \$79.77 |
| | 06/01/2026 | \$42.82 | \$16.17 | \$21.78 | \$0.00 | \$80.77 |
| | 12/01/2026 | \$42.82 | \$16.17 | \$23.52 | \$0.00 | \$82.51 |
| 01/01/2027 | \$42.82 | \$16.77 | \$23.52 | \$0.00 | \$83.11 | |
| TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2023 | \$56.56 | \$9.65 | \$18.67 | \$0.00 | \$84.88 |
| | 06/01/2024 | \$58.04 | \$9.65 | \$18.67 | \$0.00 | \$86.36 |
| | 12/01/2024 | \$59.51 | \$9.65 | \$18.67 | \$0.00 | \$87.83 |
| | 06/01/2025 | \$61.01 | \$9.65 | \$18.67 | \$0.00 | \$89.33 |
| | 12/01/2025 | \$62.51 | \$9.65 | \$18.67 | \$0.00 | \$90.83 |
| | 06/01/2026 | \$64.06 | \$9.65 | \$18.67 | \$0.00 | \$92.38 |
| | 12/01/2026 | \$65.56 | \$9.65 | \$18.67 | \$0.00 | \$93.88 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i> | 12/01/2023 | \$58.56 | \$9.65 | \$18.67 | \$0.00 | \$86.88 |
| | 06/01/2024 | \$60.04 | \$9.65 | \$18.67 | \$0.00 | \$88.36 |
| | 12/01/2024 | \$61.51 | \$9.65 | \$18.67 | \$0.00 | \$89.83 |
| | 06/01/2025 | \$63.01 | \$9.65 | \$18.67 | \$0.00 | \$91.33 |
| | 12/01/2025 | \$64.51 | \$9.65 | \$18.67 | \$0.00 | \$92.83 |
| | 06/01/2026 | \$66.06 | \$9.65 | \$18.67 | \$0.00 | \$94.38 |
| | 12/01/2026 | \$67.56 | \$9.65 | \$18.67 | \$0.00 | \$95.88 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2023 | \$48.63 | \$9.65 | \$18.67 | \$0.00 | \$76.95 |
| | 06/01/2024 | \$50.11 | \$9.65 | \$18.67 | \$0.00 | \$78.43 |
| | 12/01/2024 | \$51.58 | \$9.65 | \$18.67 | \$0.00 | \$79.90 |
| | 06/01/2025 | \$53.08 | \$9.65 | \$18.67 | \$0.00 | \$81.40 |
| | 12/01/2025 | \$54.58 | \$9.65 | \$18.67 | \$0.00 | \$82.90 |
| | 06/01/2026 | \$56.13 | \$9.65 | \$18.67 | \$0.00 | \$84.45 |
| | 12/01/2026 | \$57.63 | \$9.65 | \$18.67 | \$0.00 | \$85.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i> | 12/01/2023 | \$50.63 | \$9.65 | \$18.67 | \$0.00 | \$78.95 |
| | 06/01/2024 | \$52.11 | \$9.65 | \$18.67 | \$0.00 | \$80.43 |
| | 12/01/2024 | \$53.58 | \$9.65 | \$18.67 | \$0.00 | \$81.90 |
| | 06/01/2025 | \$55.08 | \$9.65 | \$18.67 | \$0.00 | \$83.40 |
| | 12/01/2025 | \$56.58 | \$9.65 | \$18.67 | \$0.00 | \$84.90 |
| | 06/01/2026 | \$58.13 | \$9.65 | \$18.67 | \$0.00 | \$86.45 |
| | 12/01/2026 | \$59.63 | \$9.65 | \$18.67 | \$0.00 | \$87.95 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i> | 01/01/2024 | \$39.24 | \$15.07 | \$18.67 | \$0.00 | \$72.98 |
| | 06/01/2024 | \$40.24 | \$15.07 | \$18.67 | \$0.00 | \$73.98 |
| | 12/01/2024 | \$40.24 | \$15.07 | \$20.17 | \$0.00 | \$75.48 |
| | 01/01/2025 | \$40.24 | \$15.57 | \$20.17 | \$0.00 | \$75.98 |
| | 06/01/2025 | \$41.24 | \$15.57 | \$20.17 | \$0.00 | \$76.98 |
| | 12/01/2025 | \$41.24 | \$15.57 | \$21.78 | \$0.00 | \$78.59 |
| | 01/01/2026 | \$41.24 | \$16.17 | \$21.78 | \$0.00 | \$79.19 |
| | 06/01/2026 | \$42.24 | \$16.17 | \$21.78 | \$0.00 | \$80.19 |
| | 12/01/2026 | \$42.24 | \$16.17 | \$23.52 | \$0.00 | \$81.93 |
| | 01/01/2027 | \$42.24 | \$16.77 | \$23.52 | \$0.00 | \$82.53 |
| WAGON DRILL OPERATOR <i>LABORERS - ZONE 3 (BUILDING & SITE)</i> | 12/01/2023 | \$34.38 | \$9.40 | \$16.59 | \$0.00 | \$60.37 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 3 (HEAVY & HIGHWAY)</i> | 12/01/2023 | \$33.88 | \$9.65 | \$14.78 | \$0.00 | \$58.31 |
| | 06/01/2024 | \$35.08 | \$9.65 | \$14.78 | \$0.00 | \$59.51 |
| | 12/01/2024 | \$36.28 | \$9.65 | \$14.78 | \$0.00 | \$60.71 |
| | 06/01/2025 | \$37.53 | \$9.65 | \$14.78 | \$0.00 | \$61.96 |
| | 12/01/2025 | \$38.77 | \$9.65 | \$14.78 | \$0.00 | \$63.20 |
| | 06/01/2026 | \$40.07 | \$9.65 | \$14.78 | \$0.00 | \$64.50 |
| | 12/01/2026 | \$41.36 | \$9.65 | \$14.78 | \$0.00 | \$65.79 |
| For apprentice rates see "Apprentice- LABORER (Heavy and Highway)" | | | | | | |
| WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104</i> | 09/17/2023 | \$47.96 | \$9.55 | \$17.10 | \$0.00 | \$74.61 |
| | 03/17/2024 | \$49.21 | \$9.55 | \$17.10 | \$0.00 | \$75.86 |
| For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER" | | | | | | |

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Additional Apprentices 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.