

TOWN OF ASHFIELD

INVITATION FOR BIDS

**Tennis and Pickleball Courts
Reconstruction Project**

April 24, 2024

Invitation For Bids
Tennis and Pickleball Courts
Reconstruction Project
89 Buckland Road
Ashfield, Massachusetts

The Town of Ashfield is seeking bids for the reconstruction of an existing tennis court at 89 Buckland Road. This project will include constructing two full tennis courts that will include lines for pickleball courts and re-installing fencing.

The bid package will be available beginning April 24, 2024 at the Town of Ashfield Town Hall, located at 412 Main Street in Ashfield, MA or by emailing townadmin@ashfield.org. An optional site visit will be held on May 6, 2024 at 11:30 AM. Questions will be accepted in writing through 12:00 PM on May 13, 2024.

Sealed bids shall be marked “Bid for Park Tennis/Pickleball Courts” and will be received at Town Administrator’s Office until 12:00 PM on Tuesday, May 28, 2024 at which time they will be publicly opened and read. The Ashfield Select Board will be the awarding authority after consulting with the Park Commission.

A five percent (5%) bid bond or deposit shall accompany each bid. Contractors are required to comply with state prevailing wage rates.

The Town of Ashfield reserves the right to reject any or all responses in whole or in part, to waive minor informalities, and to accept a response and award a contract in the best interest of the Town.

Paul McLatchy III
Town Administrator/Chief Procurement Officer

Existing Conditions/Plans

The tennis courts were built in the 1950s and resurfaced in 1990, making the surface over thirty years old. The courts have been a popular feature in Belding Park for many years, but unfortunately time and wear has reduced their usability to almost zero. The courts are in disrepair, requiring a complete restoration and update before they can be used by the residents. There are significant and extensive cracks and irregularities in the surface that could pose a hazard to those using the courts.

Revitalization will include reclamation of the existing court surface and basecourse materials by milling or otherwise grinding the existing bituminous materials for use as a base. After milling, the top six-inches (6") of material shall be removed and the subgrade intensively surface compacted with a large vibratory drum roller to establish a firm, stable surface for reconstruction of the tennis courts. Subsequently, the removed millings shall be spread, fine-graded and compacted to form the final subgrade for the new tennis court surfacing. Once a new base is laid the entire area will be resurfaced and sealed. One major change is to add in regulation lines for pickle ball.

There is existing perimeter fencing that will need to be removed during construction and then reassembled after construction has finished.

Current condition of the courts can be seen in the photos below and on the next page.





Scope of Work

The work to be done and paid for shall not be limited to the extent described in the request of bids but shall include all incidental work necessary or customarily required for the completion of the work, including but not limited to, survey layout, control of grades and management of the project. A minimum of 2 weeks prior to the start of the work, Contractor shall coordinate with the Town and review site conditions, confirm limits of work, and review the Contractor's plan for performance of the work. Contractor shall be solely responsible for field survey/layout as required to ensure the as-built conditions are in accordance with the requirements specified herein.

The work of the contract shall include legal off-site management and disposal of all excess materials generated during performance of the work, including but not limited to excavated soils not designated for re-use on site. The cost for off-site management and disposal of such materials shall be included in the Contractor's bid price. No separate or additional payment shall be made for management and disposal of excess materials generated during performance of the work of the contract shall be made.

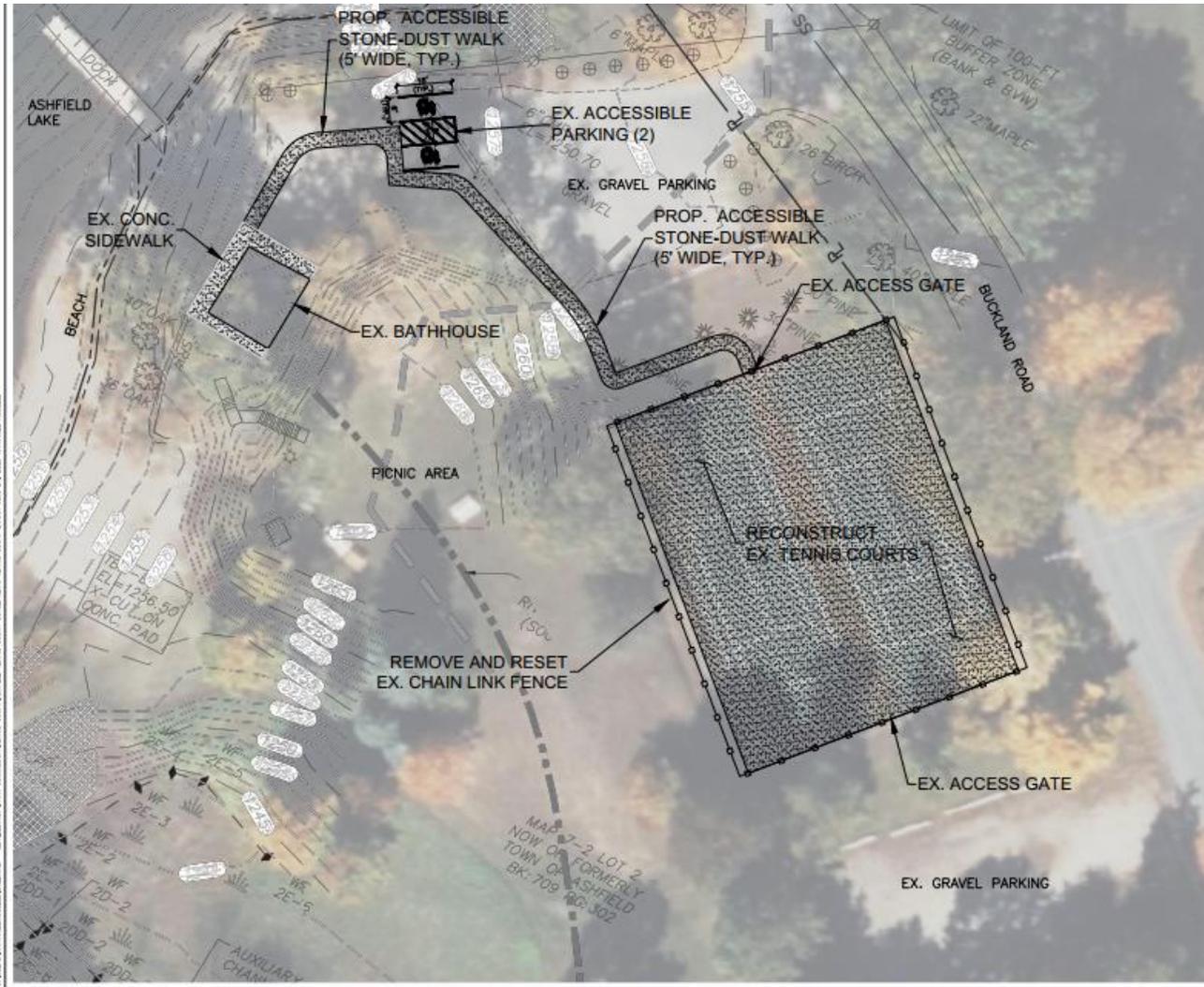
Unless otherwise directed by the Town, all materials and workmanship shall be in accordance with the Massachusetts Department of Transportation Standard Specifications for Highways and Bridges, current Edition at the time of the Bid (Standard Specifications), which are incorporated by reference.

The scope of work to be completed within this proposal is described below. Recommended deviations from this scope by the contractor may be considered, however, unless written authorization is provided by a designated representative of the Town of Ashfield, the below scope shall represent the prevailing construction requirements.

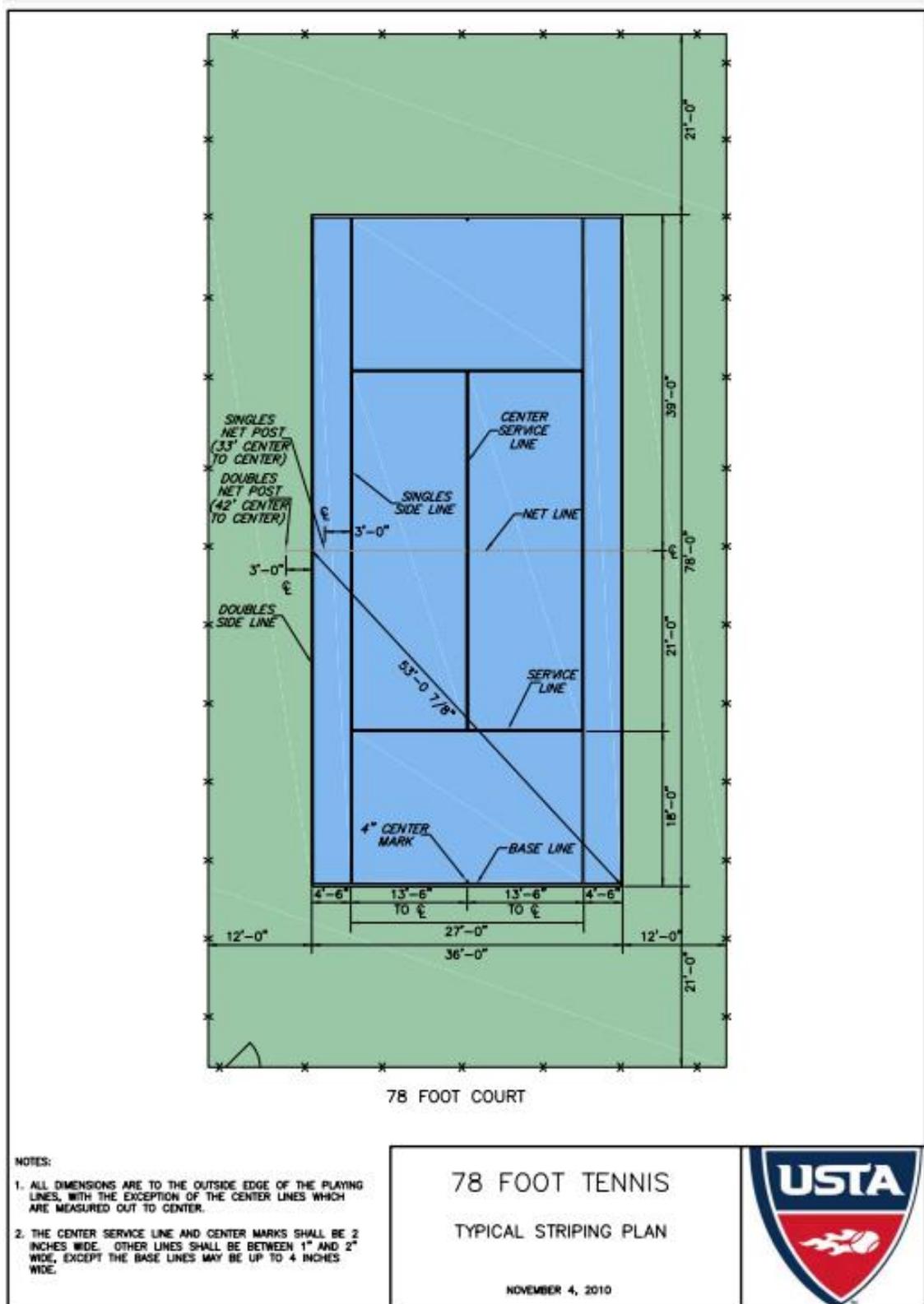
1. Contractor shall protect existing vegetation, trees and park improvements not otherwise specified for removal and shall, at the Town's direction, repair, restore or replace and items damaged by the Contractor's operations at no additional cost to the Town.
2. Contractor shall be solely responsible for protection of the work, including restoration or replacement of any work damaged due to exposure to weather (e.g., rain, freezing conditions). Any soil materials or pavements damaged due to weather shall be removed and replaced at no additional cost to the Town.
3. Establish survey control and perform layout as required for performance of the work.
4. Furnish, install and maintain temporary erosion and sediment controls.
5. Existing chain link fencing and net posts will be removed- fencing is to be securely stored so that it may be reinstalled. There is approximately four-hundred eighty (480) linear feet of existing chain link fencing.
6. Strip existing topsoil/subsoil to a depth of 6-inches a minimum of 4-feet beyond the limit of the finished playing surface area and stockpile for re-use
7. The existing bituminous concrete playing surface will be milled or otherwise pulverized/ground up to form a uniform product with a maximum particle size of approximately $\frac{3}{4}$ -inch for reuse as a base material for the new courts.
8. Temporarily remove (excavate) the top 6-inches of pavement millings and existing base/subbase course materials. Rough-grade and intensively surface compact (proof compact) the exposed subgrade to form a firm and stable base for tennis court construction. Proof compaction shall be performed with a minimum of four passes of a minimum 10,000 pound static weight vibratory roller or other compaction equipment acceptable to the Town. Limits of proof compaction shall extend a minimum of 24-inches beyond the maximum extent of proposed new playing surface. Any weak or unstable areas of the subgrade encountered during proof compaction shall be over-excavated and replaced with compacted Processed Gravel (M1.03.1).

9. Place, compact and fine-grade previously removed pavement millings across the prepared subgrade. Compact millings to form a firm, unyielding surface using a minimum 10,000 pound static weight vibratory roller or other compaction equipment acceptable to the Town.
10. Furnish, place, compact and fine-grade Dense Graded Crushed Stone for Subbase (M2.01.7) to establish a 6-inch compacted-thickness final subgrade for the playing surface. Prepared basecourse shall be fine graded to drain on a single plane (drain from center to end line) with a minimum slope of 0.83 % and maximum slope of 1.0.
11. Fine grading and paving of two (2) tennis courts, including paving of the space between the courts, with two (2) inches of three-quarter inch ($\frac{3}{4}$ ") binder and one (1) inch of dense-mix, three-eighths inch ($\frac{3}{8}$ ") surface course hot plant mix bituminous concrete. Thicknesses refer to final, compacted layer thickness. Bituminous concrete shall be placed and compacted in accordance with the applicable provisions of the Standard Specifications. Surface course shall be placed with special care, in a continuous operation, to prevent cold joints. Finished playing surface shall be graded to drain on a single plane (drain from center to end line) with a minimum slope of 0.83 % and maximum slope of 1.0%.
12. Furnish and install two (2) new sets of Edwards, or equivalent, square net posts with cast-in-place concrete foundations extending to a minimum depth of four (4) feet below finished grade, two (2) Edwards 40LS tennis nets (or equivalent), and center straps with anchors set in concrete. Each court will have a center pin anchor. Install net posts and center pin anchors in accordance with manufacturer's recommendations. Concrete post footings shall be a minimum of 24-inches in diameter at the top and 36-inches in diameter at the base. Center pin foundations shall be a minimum of 12-inches at the top and 16-inches at the bottom and extend a minimum 18-inches below finished grade. The top surface of the concrete footings/foundations shall be pitched to drain away from the posts and set 2-inches below the bottom of the playing surface binder course. Each concrete footing shall include a $\frac{1}{2}$ -inch vertical "weep hole" at the bottom of the post/post sleeve to allow for drainage and prevent accumulation of water that may enter the post/post sleeve. Concrete used in footings shall be minimum 4,500-psi 28-day strength.
13. The entire playing surface area, including perimeter sideline and baseline areas, is to receive one (1) coat of Premier Sports Resurfacer, or equivalent, to fill surface voids and act as a prime coat for the color system.
14. The total playing surface area, including perimeter sideline and baseline areas, is to receive three (3) coats of Premier Sports Coatings, or equivalent, in the color green. The coats are to be textured to contain the proper amount of sand to provide a tough wearing, slip-resistant base. The top coat will contain a proper amount of pigment to give a long-lasting and attractive surface.
15. The courts will receive two (2) sets of hand-painted regulation, white, textured tennis lines.
16. One court will receive two (2) sets of temporary, taped, regulation pickleball lines- permanent lines may be added later, but are not be part of this contract.
17. Spread stockpiled topsoil, fine-grade, seed and mulch to establish turf grass. Perimeter area around the playing surface shall be graded to drain away from the playing surface for a minimum of 4-feet beyond the pavement edge. Prepare, seed and mulch all other areas disturbed by contractor's operations not otherwise designated for other surfacing. Contractor shall be responsible for maintenance of turf, including watering, fertilizing and other maintenance until acceptance by the Town.
18. Re-install previously removed chain link fencing.

Court Site Drawing



USTA Tennis Court Layout and Striping Guidelines



PICKLEBALL COURT CONSTRUCTION

Line Tolerances:

- Net line to outside of NVZ line: 7' +/- 1/8"
- Net line to outside of baseline: 22' +/- 1/4"
- Outside sideline to outside sideline: 20' +/- 1/4"
- Outside sideline to centerline: 10' +/- 1/8"
- Diagonal dimension to out of lines: 48' 4" +/- 3/4"

Recommend Net Posts Extend
12 in. Outside Sideline
Recommend Line Widths = 2 in.

Net Height at Sideline = 36 in.
(34 in. at Center)

Non-Volley Line

Sideline

Left
Service
Area

Right
Service
Area

Baseline

Centerline

20 ft. (Include of Lines)

10 ft.

48 ft. 4 in.

44 ft.
(Include of Lines)

7 ft.

15 ft.

Non-Volley Zone



You play the best sport. Now build the best court.

Info at USAPickleball.org/courts

One of the keys to taking your pickleball game to the next level is having a convenient place to play. Whether you're setting up for serious competition, casual games with friends, or a temporary surface for an event, knowing the basics can help you get the most enjoyment out of your court. These guidelines will get you started on building the court that's perfect for your specific needs.

Anticipated Schedule:

The work must be done during scheduled dates and times agreed to, with completion by June 30, 2025.

1. April 24, 2024 – Bid documents available at the Ashfield Town Hall, on the Town of Ashfield website (www.ashfield.org/2350) or by emailing townadmin@ashfield.org
2. **May 6, 2024 - Optional site visit at 11:30 AM**
3. May 13, 2024 at 12:00PM - Last day to submit written questions to townadmin@ashfield.org
4. May 20, 2024 - Last day for issuance of bid addenda
5. **May 28, 2024 - Sealed bids due at 12:00 PM marked “Bid for Park Tennis/Pickleball Courts”**
6. June 21, 2024 or earlier - Select Board awards contract to selected vendor
7. June 30, 2024 - Contractor submits 50% payment bond and all other contract documents
8. July 1, 2024 – Work begins unless otherwise agreed to in writing by both parties.
9. **June 30, 2025 - Work is completed unless an extension is agreed to in writing by both parties**

Contract Documents

Contract Documents may be obtained from the Town of Ashfield Administrator, beginning April 24, 2024 or by emailing townadmin@ashfield.org, Subject Line: **Bid for Tennis/Pickleball Courts**

Submissions related to this bid shall be sent to townadmin@ashfield.org.

Sealed bids must be filed no later than Tuesday, May 28, 2024 at 12:00 PM

The bidding and Award of this Contract will be under the provisions of M.G.L. c. 30, § 39M, per M.G.L. c. 149. The Owner reserves the right, in its absolute and sole discretion, to waive any informality in or to reject any or all bids if deemed to be in its best interest. The award is subject to sufficient funding allocations.

INSTRUCTION TO BIDDERS AND GENERAL SPECIFICATIONS

Tennis and Pickleball Courts Reconstruction Project 89 Buckland Road Ashfield, Massachusetts

SECTION I. GENERAL SPECIFICATIONS

Article 1. Acceptance or Rejection of Bids

- 1.1 Town of Ashfield, Massachusetts acting through its Select Board (Owner) reserves the right to reject any or all Bids and to accept any bid in whole or in part which it considers to be in the best interest of the Owner.
- 1.2 Any Bid which is not according the prescribed form, not properly signed, or otherwise contrary to instruction or is conditional may be rejected by the Owner.
- 1.3 More than one Bid from the same Bidder whether or not the same or different names appear on the signature page shall not be considered. Reasonable proof for believing any Bidder is interested in more than one Bid shall cause the rejection of Bids made by such Bidder directly or indirectly.
- 1.4 Any or all Bids shall be rejected if there is reason to believe that collusion exists among the Bidders.

Article 2. Mailing or Delivery of Bids

- 2.1 Bids which are mailed or delivered should be addressed as follows:

United States Postal Service (USPS)	Town of Ashfield Attn: Procurement Officer PO Box 560 Ashfield, MA 01330-0560
UPS, Fedex, DHL, etc.	Town of Ashfield Attn: Procurement Officer 412 Main Street Ashfield, MA 01330
In-Person	Ashfield Town Hall 412 Main Street Ashfield, Massachusetts

- 2.2 Regardless of the cause of delay, no Bids which are received by the Owner after the deadline shall be given any consideration. The Bidder is responsible for filing the Bid before the deadline on **Tuesday, May 28, 2024 at 12:00pm.**
- 2.3 Each Bidder shall provide with their sealed bid a security in the form of a bid bond, cash, certified check, treasurer's or cashier's check, or security bond in the amount of 5 percent (5%) of the Bid.

Article 3. Identification of Sealed Envelopes

- 3.1 Bids shall be placed in sealed envelopes that are marked appropriately on the outside with the name and address of the Bidder and the title of the Bid (**Bid for Park Tennis/Pickleball Courts**). No responsibility will be attached to the Owner or Owner's staff for the premature opening of Bids that are not properly identified. After the deadline, Bids become the property of the Owner.

Article 4. Bid Forms

- 4.1 Two (2) copies of the 'Bid Form' and required documents (attached) shall be submitted as a means to avoid errors, misconceptions or ambiguities. One copy of the bid form and required documents shall be submitted in Adobe Acrobat .pdf file format on a USB drive. When possible, documents shall be compiled as one .pdf file or in as few .pdf files as possible.

Article 5. Bid Prices

- 5.1 Bid quotations submitted on the Bid Form shall remain firm for a period of three (3) months after the time set for the opening of Bids. A Bid Award will be made by the Owner within 30 days of the Bid Opening. The bid award may be subject to approval from state agencies providing grant funding.
- 5.2 The bid price shall represent full compensation for all labor, materials, and equipment required to complete the Work by June 30, 2025. The bid price or prices shall be written both in numbers and words.
- 5.3 The selected Contractor will be exempt from the payment of state sales tax for all labor, materials, and equipment furnished to the Owner under this Contract. The Bidder's prices should reflect this exclusion. The Contractor shall complete all necessary forms for issuance of an exemption form for this contract work as may be necessary to secure the state tax exclusion.
- 5.4 The Contractor shall be responsible for any material disposal.

Article 6. Signatures on the Bid Forms

- 6.1 If a Bid is submitted by an individual, the full name and post office address of this person shall be designated.
- 6.2 If a Bid is submitted by a firm or partnership, it shall be signed by a person having the legal authority to execute such a document on behalf of the Bidder. The person signing the Bid Form shall then indicate his or her title or position in addition to the full name and address of the firm or partnership.
- 6.3 If a Bid is submitted by a corporation, it shall state the name and title of the official or officials of the corporation by whom the contract can be legally signed, and be accompanied by a copy of the corporate vote granting the authority, certified by the clerk of said corporation.

Article 7. Modification of Bid

- 7.1 No modification of any Bid will be considered by the Owner unless received by the Owner prior to the time established for the opening of bids. No conditional Bids will be accepted.

Article 8. Withdrawal of Bid

- 8.1 Any Bid may be withdrawn on written request dispatched by a Bidder in time for delivery in the normal course of business prior to the hour fixed for the opening of Bids.

Article 9. Subletting of Award

- 9.1 No subletting of the Award, nor assignment of moneys due or to become due, shall be made without written consent of the Owner. In the event of consent by the Owner for subletting of the Award, the Contractor remains fully responsible for all Work completed by the subcontractor and for adherence to the terms and conditions of this contract.

Article 10. Breach of Contract

10.1 Where the Contractor fails to provide the labor, materials, and equipment as specified, the Owner reserves the right to terminate the Contract and enter into other agreements to complete the Contract and the Owner shall nevertheless have the right to recover damages for breach of Contract and/or loss incurred, whether by suit on the Contract, by claim on the bond securing it or as otherwise available to the Owner.

Article 11. Protection of Owner's Property

11.1 The Contractor shall maintain adequate protection of the Owner's property and that of its residents from any harm arising in connection with the services provided and shall pay or cause payment to be made for any such damages incurred.

Article 12. Changes in the Project

12.1 The Owner, without invalidating the essence of the prevailing Contract, may order the inclusion of extra labor, materials, and equipment or the adoption of changes within the context of the Contract, with appropriate adjustments for payments being made. The appropriate adjustments for payments in the contractual agreement shall be in the form of a Change Order.

Article 13. Permits and Licenses

13.1 The Contractor shall secure at Contractor's own expense all permits and licenses, pay all necessary charges, and provide all notices due in connection with the proper completion of the Work. The Town of Ashfield contracts with the Franklin County Cooperative Inspection Program (FCCIP) to administer building permits. Additional permits or approval may be required from other public entities, such as, but not limited to, the Conservation Commission.

Article 14. Liens, Demands and Permit Fees

14.1 The Contractor shall indemnify, defend, and save the Owner harmless from all liens, demands, or permit fees in any way associated with the proper completion of the Work, which shall be furnished free and unencumbered of any charge against it.

Article 15. Description of Work

15.1 Each Bidder shall carefully examine the information available regarding the required Work and all conditions which may affect proper execution of the Work. The purpose of this Contract is to provide the Owner with labor, materials, and equipment to complete the Work as detailed in these Contract Documents in accordance with all applicable federal, state, and local statutes, laws, and regulations. An optional pre-bid conference and site visit will be scheduled. All interested contractors are encouraged to attend and notify the Town Administrator ahead of time in case the site visit must be rescheduled. No claims for additional costs will be allowed because of lack of knowledge of the existing conditions. The Bid shall include all labor, materials, and equipment to complete this Work as specified.

Article 16. Bidder Responsibilities

16.1 Through submission of a bid, the Bidder attests and agrees to the following:

16.1.1 Each Bidder shall attest that the Bidder has carefully examined the Contract Documents and that the Bidder agrees to enter into a written contract with the Owner to provide this Work in accordance with the Contract Documents.

16.1.2 The successful Bidder shall be responsible for the preparation and filing of any reports required by the local regulations, by-laws, and laws of the Commonwealth of Massachusetts and/or federal government.

16.1.3 Each Bidder must meet the following minimum criteria and must provide this information with its Bid.

- i. The Bidder has not been cited by any city, town, state, or any federal agency during the past 2 years for violations related to occupational safety and/or environmental pollution regulations and/or laws. If a Bidder has been cited for any violation, Bidder must disclose in its Bid the nature of the violations which will be used to determine whether the Bidder is responsible.
- ii. Each bidder shall submit references which shall be attached with the Bid.
- iii. Each bidder shall submit Bituminous Asphalt Mix designs and Bituminous Asphalt Mix Checklist for the intended work.

Article 17. Bidding on Contract Documents

17.1 Each Bidder shall Bid on identical Contract Documents and any Bidder proposed variations shall not be allowed without the written consent of the Owner.

Article 18. Bid

- 18.1 Each Bidder shall include all charges for labor, materials, and equipment.
- 18.2 The Owner reserves the right, in its absolute and sole discretion, to waive any informality in or to reject any or all Bids if deemed to be in its best interest.
- 18.3 All questions by prospective bidders as to the interpretation of the Contract Documents must be submitted in writing to:

United States Postal Service (USPS)	Procurement Officer Town of Ashfield PO Box 560 Ashfield, MA 01330-0560
UPS, Fedex, DHL, etc.	Procurement Officer Town of Ashfield 412 Main Street Ashfield, MA 01330
In-Person	Ashfield Town Hall 412 Main Street Ashfield, Massachusetts Monday-Thursday, 8:00 AM - 4:00 PM
Email	townadmin@ashfield.org

by Monday, May 13, 2024. The Owner reserves the right to issue addenda via email as it deems appropriate and expedient. All Bidders shall ensure that such contact information is on file and remains current with the Owner throughout the Bid process.

Article 19. Bid Evaluation Criteria

- 19.1 Does the Bidder meet the minimum criteria?
- 19.2 Is the Bid proposal responsive to the specification requirements?
- 19.3 Is the Bidder a responsible Bidder?
- 19.4 Does the Bidder provide references and have a minimum of 5 years of experience with playing surfaces for tennis and pickleball courts of similar size?
- 19.5 Does the bidder propose an installation and completion schedule that is compatible with the required schedule?

- 19.6 The length and coverage of a warranty for the project; i.e., playing surface.
- 19.7 Description of their site preparation, court material, paving and quality assurance process.
- 19.8 Does the Bidder provide the lowest price for the contract bid on?

Article 20. Bid as Town Property

- 20.1 Bids and information prepared by each Bidder shall become the property of the Owner.

Article 21. Compliance with other Laws and Regulations

- 21.1 The Contractor must comply with all federal, state, and local laws and regulations including **Prevailing Wages** pertaining to the Work.

Article 22. Insurance and Bonds

- 22.1 The Contractor shall carry Workers' Compensation and Liability Insurance for work under this proposal and shall render an in-effect insurance certificate through a Massachusetts licensed insurer to the Owner within 10 days of the award letter. Insurance limits shall be in accordance with the below requirements.
- 22.2 Minimum Limits of Liability:
 - 22.2.1 Comprehensive General and Public Liability Insurance in an amount not less than \$1,000,000 per occurrence and in an amount not less than \$3,000,000 aggregate.
 - 22.2.2 Bodily Injury Insurance covering the operation of all motor vehicles owned by the Contractor, in the amounts of \$1,000,000 for any one person, \$3,000,000 for any one accident.
 - 22.2.3 Property Damage Insurance covering the operation of all motor vehicles owned by the Contractor, in the amounts of \$1,000,000 for any one accident, \$3,000,000 aggregate.
 - 22.2.4 Motor Vehicle Insurance to cover bodily injury and property damage resulting from the use of motor vehicles not owned by the Contractor, while such vehicles are being operated in conjunction with the prosecution of the Work under this contract, in the amount required under 22.2.2 and 22.2.3 above.
 - 22.2.5 Worker's Compensation and Employer's Liability as required by the General Laws of the Commonwealth of Massachusetts.
- 22.3 All policies shall be so written that the certificate holder, namely the "Town of Ashfield, 412 Main Street, Ashfield, MA 01330" is insured at no cost to the Town for the full amounts stated above.
- 22.4 The Contractor shall name the Owner as an additional insured.

Article 23. Certificate of Non-Collusion

- 23.1 Each Bidder shall submit a certificate of non-collusion which is attached with the Bid Form.

Article 24. Certificate of Taxes

- 24.1 Each Bidder shall submit a certificate of taxes which is attached with the Bid Form.

Article 25. Statement of Eligibility

- 25.1 Each Bidder shall submit a statement of eligibility which is be attached with the Bid Form.

Article 26. Hold Harmless Clause

26.1 The Contractor shall indemnify, hold harmless and defend the Owner, its agents, employees, officers, engineers, and volunteers from and against any and all liabilities, claims, penalties, fines, forfeitures, suits, administrative proceeding, and all incidental costs and expenses (including costs of defense, settlement, and reasonable attorney's fees) which may be alleged against the Owner, or which the Owner may incur, become responsible for, or pay out as a result of death or bodily injury to any person, destruction or damage to property, contamination of or adverse effects on the environment, or any violation or alleged violation of governmental laws, regulations or orders caused by or resulting from the negligent acts or omission by the Contractor or of any employee or agent of the Contractor or from the failure or inadequacy of the equipment.

Article 27. Award of Contract

27.1 The Contract will be awarded to the lowest responsible eligible Bidder, subject to appropriation, reference verification, and schedule compatibility. Such award may be made by the Town of Ashfield. Such a Bidder shall possess the skill, ability and integrity necessary for the faithful performance of the Work. The term "lowest responsible and eligible Bidder" shall mean the Bidder whose bid is the lowest of those Bidders possessing the skill, ability and integrity to the faithful performance of the Work as outlined in Article 19.

27.2 The Owner reserves the right to reject any and all Bids at its sole discretion for any reason whatsoever, to waive any and all informalities if it is in Owner's best interest to do so, and the right to disregard all nonconforming, nonresponsive, or conditional Bids.

Article 28. Contractor's Guarantee

28.1 The Contractor guarantees that the Work to be performed under the Contract and all labor, materials, and equipment to be furnished, used, or installed in the performance of the Work shall be free from defects and flaws, and shall be performed and furnished in strict accordance with the Contract Documents. The minimum guarantee shall be for a period of one (1) year from and after the date of completion and acceptance of the Work.

28.1.1 The chain-link fencing to be reinstalled shall not be required to be free from defects and flaws that were present before being removed. Substantial defects and flaws shall be identified to the Owner prior to removal for documentation purposes.

28.2 If at any time within the period of guarantee any part of the Work requires repairing, correction or replacement, the Owner may notify the Contractor in writing to make the required repairs, correction or replacements. If the Contractor fails to commence making such repairs, corrections or replacements to the satisfaction of the Owner within 20 days from the date of receipt of such notice, or having commenced fails to prosecute such Work with diligence, the Owner may employ other persons to make said repairs, correction or replacements, and charge the costs, including compensation for additional professional services, legal or otherwise to the Contractor and/or its surety bond company.

28.2.1 The chain-link fencing to be reinstalled shall be covered by 28.2 only if the repair, correction, or replacement is necessary due to the negligence of the Contractor. Regular wear and tear on this fencing shall not be the responsibility of the Contractor.

Article 29. Liquidated Damages

29.1 Owner and Contractor recognize that time is of the essence of these Contract Documents due to the need comply with state grant requirements and that Owner may suffer financial loss if the Work is not completed within the Contract Period. In addition, specific items or portions of the Work detailed within the Bid may require accelerated sequencing and other stipulated completion dates. They also recognize the delays, expense and difficulties involved in proving, in a legal proceeding, the actual loss suffered by Owner if the Work is not completed on time. Accordingly, instead of requiring any such proof, Owner

and Contractor agree that as liquidated damages for delay (but not as a penalty) Contractor shall pay Owner \$200.00 per day for each calendar day of delay until the Work is complete as stipulated in the Contract Documents.

Article 30. Safety and Health Regulations

- 30.1 This Work is subject to all of the Safety and Health Regulations of the U.S. Department of Labor set forth in Title 29 Code of Federal Regulations, Part 1926 and to all subsequent amendments and to the Massachusetts Department of Labor and Industries, Division of Industrial Safety “Rules and Regulations for the Prevention of Accidents in Construction Operations” (Chapter 454 Code of Massachusetts Regulations 10.0 et. seq.) and M.G.L. c. 30, § 39S. Contractors shall be familiar with the requirements of these regulations and statutes.
- 30.2 The Contractor shall comply with the Department of Labor Safety and Health Regulations for Construction promulgated under the Occupational Safety and Health Act of 1970 (PL-91-596) and under Section 107 of the Contract Work Hours and Safety Standards Act (PL-91-54). The Bidder shall have a competent person or persons, as required under the Occupational Safety and Health Act, on the project site to inspect the Work and to supervise the conformance of the Work with the regulations of the Act.
- 30.3 The Contractor (1) shall be able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in the Work; (2) shall ensure 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 (OSHA) 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) shall ensure that all employees to be employed in the Work subject to this Bid have successfully completed a course in construction safety and health approved by OSHA that is at least 10 hours in duration. All employees to be employed in the Work subject to this Bid shall be legally able to work in the United States. At least one person of Contractor authority must be on site and able to speak English.

SECTION II. SUMMARY OF WORK

Article 1. Bid Alternatives

None

Article 2. Bidder Obligation

- 3.1 The Bidder shall declare that the Bidder carefully examined the Contract Documents and that the Bidder proposes and agrees to enter into a written contract with the Owner to provide the labor, materials, and equipment in accordance with these Contract Documents.
- 3.2 The Owner shall have the right to terminate the services of the Contractor at any time during the period of the contract for any reason with 30 days’ notice. The Owner shall be responsible for any bills owed to the successful bidder only until the date of termination and only for satisfactory delivery of labor, materials, and equipment and shall not be responsible for any additional fee or charges.

Article 4. Obligations of the Owner

- 4.1 The Owner will provide adequate access to the court area during the hours of 7:00 AM and 4:00 PM, Monday through Friday, except legal holidays. The Owner is flexible to different work hours as long as they are coordinated with the Chair of the Park Commission.

Article 5. Obligations of the Contractor

- 5.1 The Contractor shall schedule its work in such a way as to not leave the Work for any period of time greater than 2 days, excluding weekends, holidays, and/or inclement weather once it has begun the Work until all of the Work is complete.
- 5.2 The Contractor shall communicate schedule and work plans with the Town Administrator and Park Commission Chair and pull applicable permits from the Franklin County Cooperative Inspection Program (FCCIP). Permit fees will be waived or reimbursed by the Owner.

Article 6. Prevailing Wage Rates

- 6.1 Wages paid on the Work must conform with the minimum rate of wages as established by the Commissioner of Labor and Workforce Development, Division of Occupational Safety under the provisions of M.G.L. c. 149, §§ 26-27. Prevailing Wage Rates are attached as part of these Contract Documents.
 - 6.1.1 In accordance with M.G.L. c. 149, § 27B, a true and accurate record must be kept of all persons employed on the Work for which the enclosed rates have been provided.
 - 6.1.2 M.G.L. c. 149, § 27B includes the following requirements:
 - 6.1.2.1 Employers shall submit weekly payroll records to the awarding authority for all employees who have worked on this project. Such records should be submitted with each invoice presented for payment.
 - 6.1.2.2 Responsibility for investigating and enforcing the prevailing wage law is with the office of the Massachusetts Attorney General.

Article 7. Contract Bonds

- 7.1 The successful bidder shall be required within 7 calendar days, after the Notice of Award and the contract is mailed, to furnish a 50% Payment Bond. The bond shall be submitted in a form approved by the Owner and issued by a responsible surety company satisfactory to the Owner and qualified to do business under the laws of the Commonwealth of Massachusetts. Such Bond shall be deemed a part of the Contract, and shall be in the full amount as stated above. This Bond shall remain in effect at least until one year after the date when final payment becomes due.

Article 8. Hours of Work

- 8.1 Work under this Contract shall be performed only during the hours of 7:00 AM and 4:00 PM, Monday through Friday, legal holidays excluded, allowing for clear ingress and egress of any and all vehicles requiring access to the Park, unless otherwise authorized in writing by the Park Commission Chair and reported to the Town Administrator.

Article 9. Payment & Invoicing

- 9.1 Upon receiving an invoice from the Contractor after the Work has been completed in accordance with the Contract Documents, the Owner shall make a lump sum payment for the Work.

Article 10. Inspection

- 10.1 The Town will inspect the completed Work; and if the Work is deemed unsatisfactory, the Contractor shall make the needed changes at no cost to the Owner.

SAMPLE
AGREEMENT FOR
Tennis and Pickleball Courts
Reconstruction Project
89 Buckland Road, Ashfield, Massachusetts

AGREEMENT between the Town of Ashfield, a Massachusetts municipal corporation with a usual place of business at Ashfield Town Hall, 412 Main Street, Ashfield Massachusetts, acting through its Select Board (the “Owner”), and _____, a corporation doing business at _____ (the “Contractor”).

WHEREAS:

- A. The Owner issued an Invitation for Bids pursuant to M.G.L. c. 30, § 39M for Tennis and Pickleball Courts Reconstruction Project at 89 Buckland Road in Ashfield, Massachusetts (the “Work”); and
- B. The Contractor submitted a Bid to perform the Work, and the Owner has decided to award the contract to the Contractor;

NOW THEREFORE, in consideration of the following mutual covenants, the parties agree as follows:

- 1. The Contractor shall provide the Owner the Work as delineated in the following:

Tennis and Pickleball Courts Reconstruction Project
89 Buckland Road, Ashfield, Massachusetts

in accordance with the Request For Proposal and the Specifications.

- 2. Payment. The Owner agrees to pay to the Contractor a not-to-exceed sum of \$_____.
- 3. Invoices. The Contractor shall submit a lump sum invoice to the Owner for payment for the Work. The Owner shall make payments within 30 days after its receipt of the invoice for Work completed in accordance with these Contract Documents.
- 4. Contract Documents. The Contract Documents consist of this Agreement, the Invitation For Bids, Instruction to Bidders and General Specifications, Technical Specifications and Summary of Work, the Bid, Prevailing Wage Rates, and all addenda issued prior to execution of this Agreement, and which shall constitute the Contract Documents between the Owner and the Contractor, except for modifications issued after execution of this Agreement. In the event of conflicting provisions, the language of these Contract Documents shall govern, provided that, if the conflict relates to quality of services, the higher quality specified shall be required.
- 5. Contract Period. The Contractor agrees to commence its obligation forthwith upon notification of a Notice to Proceed by the Owner and to complete its obligation under this Contract no later than June 30, 2025 with time being of the essence.

Start date: July 1, 2024

Completion date: June 30, 2025

6. Claims. The Contractor shall be responsible for and pay all claims for damages resulting from failure to furnish such services as provided by the Contract Documents.

7. Laws. These Contract Documents are made subject to all applicable laws of the Commonwealth of Massachusetts; and if any provision of these Contract Documents does not conform to said laws, such provision of the Contract Documents shall be void and the applicable provision of such laws shall be operative. Any suit shall be filed in Franklin County.

8. Performance of the Work. The Contractor shall furnish all labor, materials, and equipment to accomplish the Work in strict conformity with all applicable federal, state, and local laws, each of which is incorporated by reference and shall be responsible for obtaining all necessary approvals/permits as required for the performance of the Work.

9. Warranties. The Contractor guarantees that the services provided are fit for the purpose for which they are being purchased. The Contractor warrants that all Work will be performed in a good and worker-like manner and in strict conformity with the Contract Documents. The Contractor shall make good, without cost to the Owner, any defects or faults arising within (a minimum of) 1 year after the date of the Owner 's acceptance of the Work resulting from imperfect or defective services furnished by the Contractor.

10. Indemnification of the Owner. The Owner's liability shall be limited to the amounts due the Contractor for services actually rendered. The Contractor shall indemnify, defend, and hold harmless the Owner its officers, boards, agents, and employees from any liability, loss charge, or expense resulting from any employees or third-party contractor or supplier's claim for payment for wages, labor, materials, equipment, goods or services rendered to the Contractor or from any claim for injury to person or property, which may be made as a result of any act, omission or default on the part of the Contractor or any of its agents or employees, and will pay promptly on demand all costs and expenses of the investigation thereof, including attorney's fees and expenses. If any such claim is made, the Owner may retain out of any payments, then or thereafter due to the Contractor, a sufficient amount to protect the Owner against such claims, costs, and expenses.

11. Contractor's Standard of Care. The Contractor shall perform its services and obligations hereunder in conformity with the standard of professional skill and care applicable to established providers of such services. The Contractor warrants and represents that it is familiar with the services relative to this Work.

12. Contractor's Personnel. The Contractor shall utilize only its employees and shall not utilize any third-party contractors without prior written approval of the Owner. All Contractor's employees must be legally authorized to work in the United States. Contractor will ensure a supervisor is onsite at all times and able to speak English.

13. Insurance. The Owner requires that the Contractor provide a Certificate of Insurance, indicating evidence of General Liability, Automobile Liability with minimum limits of \$1,000,000, all as set forth in Article 22 of the Bid Specifications, and Worker's Compensation in accordance with the General Laws. The Owner requires the Certificate of Insurance to include naming the Owner as an additional insured.

14. Independent Contractor. The Contractor is an independent contractor and is not an agent or employee of the Owner and is not authorized to act on behalf of the Owner. The Owner will not withhold federal, state or payroll taxes of any kind on behalf of the Contractor or the employees of the Contractor. The Contractor is not eligible for, and shall not participate in, any employee pension, health, or other fringe benefit plans of the Owner.

15. Successors. These Contract Documents are binding upon the parties and their successors. Neither the Owner nor the Contractor shall assign or transfer any interest in these Contract Documents without the written consent of the other.

16. Inspection and Reports. The Owner shall have the right at any time to inspect the records of the Contractor relative to services provided to the Owner pursuant to these Contract Document. Upon request, the Contractor shall immediately furnish to the Owner any and all written reports relative to such services arising out of its operations under these Contract Documents during and/or after the termination of these Contract Documents.

17. Termination.

a. For Cause. The Owner shall have the right to terminate these Contract Documents:

(i) if the Contractor neglects or fails to perform or observe any of its obligations and a cure is not effected by the Contractor within 7 days next following its receipt of a notice of breach, non-performance, or poor performance issued by the Owner; (ii) if an order is entered against the Contractor approving a petition for an arrangement, liquidation, dissolution or similar relief relating to bankruptcy or insolvency and such order remains unvacated for 30 days; or (iii) immediately if the Contractor shall file a voluntary petition in bankruptcy or any petition or answer seeking any arrangement, liquidation, or dissolution relating to bankruptcy, insolvency, or other relief for debtors, or shall seek or consent or acquiesce in appointment of any trustee, receiver or liquidation of any of the Contractor's property. The Owner shall pay all reasonable and supportable costs incurred prior to termination, which payment shall not exceed the value of services provided.

b. For Convenience. The Owner may terminate these Contract Documents at any time for any reason upon submitting to the Contractor 30 days prior a written notice of its intention to terminate. Upon receipt of such notice, the Contractor shall immediately cease to incur expenses pursuant to these Contract Documents unless otherwise directed in the Owner's termination notice. The Contractor shall promptly notify the Owner of costs incurred to date of termination, and the Owner shall pay all such reasonable and supportable costs which payment shall not exceed the unpaid balance due on these Contract Documents.

c. Return of Property. Upon termination, the Contractor shall immediately return to the Owner, without limitation, all documents and items of any nature whatever, supplied to the Contractor by the Owner or developed by the Contractor in accordance with these Contract Documents.

18. Notice. Any and all notices or other communications required or permitted under this Contract shall be in writing and delivered by hand or mailed postage prepaid, return receipt requested, be registered or certified mail, or by other reputable delivery service, to the parties at the address set forth below or furnished from time to time in writing by one party to the other party. Any such notice or correspondence shall be deemed given when so delivered by hand, if so mailed when deposited with the United States Postal Service or if sent by private overnight or other delivery service.

Notices pursuant to these Contract Documents shall be given by certified mail addressed as follows:

a. Owner: Select Board
 PO Box 560
 412 Main Street
 Ashfield, MA 01330

b. Contractor: _____

Phone: _____

19. Severability. If any term or application of this Contract shall to any extent be held invalid, illegal, or unenforceable by a court of competent jurisdiction, legality and the enforceability of the remaining terms and conditions of the Contract shall not be deemed affected unless one or both parties would be substantially or materially prejudiced.

IN WITNESS WHEREOF, the Owner and the Contractor, by authorized officers of the parties, have executed this Agreement this _____, day of _____, 2024.

[AWARDING AUTHORITY]

[CONTRACTOR]

By: _____

By: _____
Its: _____
Date: _____, 2024

Ashfield Select Board

Date: _____, 2024

Approved as to Availability of Funds:

Town Accountant

Date: _____, 2024

BID FORM
For
Tennis and Pickleball Courts
Reconstruction Project
89 Buckland Road Ashfield, Massachusetts

This Bid is submitted in accordance with your Invitation for Bid for the following Contract:

Tennis and Pickleball Courts
Reconstruction Project

The undersigned, having examined carefully the Contract Documents including the Agreement, the Invitation For Bids, Instruction to Bidders and General Specifications, Summary of Work, the Bid Form, Prevailing Wage Rates, and all related bulletins and/or addenda promulgated, together with any and all other documents, and having examined carefully and having become familiar by investigation with the various conditions which may affect the performance of the Work, agrees to furnish all labor, materials, and equipment required to complete the Work, to your complete satisfaction and acceptance.

ACKNOWLEDGEMENT OF ADDENDA

The undersigned acknowledges receipt of addenda numbered:

TOTAL CONTRACT PRICE:

_____ DOLLARS AND _____ CENTS
WORDS

(\$ _____.)
NUMBERS

Proposed Start date: _____ and Completion date: _____

Warranty offered (over one-year minimum):

Asphalt _____

Playing surface _____

Nets: _____

REFERENCES

**For Tennis and Pickleball Courts Reconstruction Project
89 Buckland Road Ashfield, Massachusetts**

The undersigned offers the following information as evidence of qualifications to perform the Work as Bid upon according to all the requirements of the Contract Documents.

- 1. Have been in business under present name for _____ years.
- 2. The Bidder is required to state below the names of at least 5 public agencies within 100 miles of the Town of Ashfield where similar Work has been completed (add supplementary page if necessary).

1	Name of Entity	Contact Person
	Address	Phone Number
2	Name of Entity	Contact Person
	Address	Phone Number
3	Name of Entity	Contact Person
	Address	Phone Number
4	Name of Entity	Contact Person
	Address	Phone Number
5	Name of Entity	Contact Person
	Address	Phone Number

Signature

Title

Date

Name

Company

Phone

PREVAILING WAGE SHEET



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

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

Prevailing Wage Rates

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

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Town of Ashfield
Contract Number: **City/Town:** ASHFIELD
Description of Work: Deconstructing and building a new tennis court, including addition of pickleball courts. Removal and reinstallation of existing fence included.
Job Location: 89 Buckland Road

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 4 (BUILDING & SITE)</i>	12/01/2023	\$31.16	\$9.65	\$14.53	\$0.00	\$55.34
	06/01/2024	\$31.98	\$9.65	\$14.53	\$0.00	\$56.16
	12/01/2024	\$32.79	\$9.65	\$14.53	\$0.00	\$56.97
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.87	\$9.65	\$15.60	\$0.00	\$58.12
	06/01/2024	\$34.06	\$9.65	\$15.60	\$0.00	\$59.31
	12/01/2024	\$35.24	\$9.65	\$15.60	\$0.00	\$60.49
	06/01/2025	\$36.48	\$9.65	\$15.60	\$0.00	\$61.73
	12/01/2025	\$37.71	\$9.65	\$15.60	\$0.00	\$62.96
	06/01/2026	\$39.75	\$9.65	\$15.60	\$0.00	\$65.00
	12/01/2026	\$41.04	\$9.65	\$15.60	\$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 4 (BUILDING & SITE)</i>	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.37	\$9.65	\$15.60	\$0.00	\$57.62
	06/01/2024	\$33.56	\$9.65	\$15.60	\$0.00	\$58.81
	12/01/2024	\$34.74	\$9.65	\$15.60	\$0.00	\$59.99
	06/01/2025	\$35.98	\$9.65	\$15.60	\$0.00	\$61.23
	12/01/2025	\$37.21	\$9.65	\$15.60	\$0.00	\$62.46
	06/01/2026	\$39.25	\$9.65	\$15.60	\$0.00	\$64.50
12/01/2026	\$40.54	\$9.65	\$15.60	\$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 4 (BUILDING & SITE)</i>	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47
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 4 (BUILDING & SITE)</i>	12/01/2023	\$31.16	\$9.65	\$14.53	\$0.00	\$55.34
	06/01/2024	\$31.98	\$9.65	\$14.53	\$0.00	\$56.16
	12/01/2024	\$32.79	\$9.65	\$14.53	\$0.00	\$56.97
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.87	\$9.65	\$15.60	\$0.00	\$58.12
	06/01/2024	\$34.06	\$9.65	\$15.60	\$0.00	\$59.31
	12/01/2024	\$35.24	\$9.65	\$15.60	\$0.00	\$60.49
	06/01/2025	\$36.48	\$9.65	\$15.60	\$0.00	\$61.73
	12/01/2025	\$37.71	\$9.65	\$15.60	\$0.00	\$62.96
	06/01/2026	\$39.75	\$9.65	\$15.60	\$0.00	\$65.00
12/01/2026	\$41.04	\$9.65	\$15.60	\$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)	02/01/2024	\$50.81	\$11.49	\$21.46	\$0.00	\$83.76
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	08/01/2024	\$52.06	\$11.49	\$21.46	\$0.00	\$85.01
	02/01/2025	\$53.36	\$11.49	\$21.46	\$0.00	\$86.31
	08/01/2025	\$55.51	\$11.49	\$21.46	\$0.00	\$88.46
	02/01/2026	\$56.86	\$11.49	\$21.46	\$0.00	\$89.81
	08/01/2026	\$59.06	\$11.49	\$21.46	\$0.00	\$92.01
	02/01/2027	\$60.46	\$11.49	\$21.46	\$0.00	\$93.41

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2024

Table with 7 columns: Step, percent, Apprentice Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows for steps 1-5 with percentages 50-90.

Effective Date - 08/01/2024

Table with 7 columns: Step, percent, Apprentice Base Wage, Health, Pension, Supplemental Unemployment, Total Rate. Rows for steps 1-5 with percentages 50-90.

Notes: [Empty dashed box]

Apprentice to Journeyworker Ratio:1:5

Table row: 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"

Table for CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE with multiple rows for different effective dates from 12/01/2023 to 12/01/2026.

For apprentice rates see "Apprentice- LABORER"

Table for CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE with multiple rows for different effective dates from 12/01/2023 to 12/01/2026.

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 4 (BUILDING & SITE)</i>	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS LOCAL 336 - HAMPDEN HAMPSHIRE FRANKLIN</i>	09/01/2023	\$40.51	\$7.91	\$18.15	\$0.00	\$66.57
	03/01/2024	\$41.41	\$7.91	\$18.15	\$0.00	\$67.47
	09/01/2024	\$42.36	\$7.91	\$18.15	\$0.00	\$68.42
	03/01/2025	\$43.26	\$7.91	\$18.15	\$0.00	\$69.32
	09/01/2025	\$44.21	\$7.91	\$18.15	\$0.00	\$70.27
	03/01/2026	\$45.11	\$7.91	\$18.15	\$0.00	\$71.17
	09/01/2026	\$46.06	\$7.91	\$18.15	\$0.00	\$72.12
	03/01/2027	\$46.96	\$7.91	\$18.15	\$0.00	\$73.02

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Local 336 Hampden Hampshire Franklin

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.26	\$7.91	\$1.38	\$0.00	\$29.55
2	60	\$24.31	\$7.91	\$1.38	\$0.00	\$33.60
3	70	\$28.36	\$7.91	\$13.95	\$0.00	\$50.22
4	75	\$30.38	\$7.91	\$13.95	\$0.00	\$52.24
5	80	\$32.41	\$7.91	\$15.35	\$0.00	\$55.67
6	80	\$32.41	\$7.91	\$15.35	\$0.00	\$55.67
7	90	\$36.46	\$7.91	\$16.75	\$0.00	\$61.12
8	90	\$36.46	\$7.91	\$16.75	\$0.00	\$61.12

Effective Date - 03/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.71	\$7.91	\$1.38	\$0.00	\$30.00
2	60	\$24.85	\$7.91	\$1.38	\$0.00	\$34.14
3	70	\$28.99	\$7.91	\$13.95	\$0.00	\$50.85
4	75	\$31.06	\$7.91	\$13.95	\$0.00	\$52.92
5	80	\$33.13	\$7.91	\$15.35	\$0.00	\$56.39
6	80	\$33.13	\$7.91	\$15.35	\$0.00	\$56.39
7	90	\$37.27	\$7.91	\$16.75	\$0.00	\$61.93
8	90	\$37.27	\$7.91	\$16.75	\$0.00	\$61.93

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	10/01/2023	\$25.55	\$7.02	\$4.80	\$0.00	\$37.37
CARPENTERS-ZONE 3 (Wood Frame)	10/01/2024	\$26.65	\$7.02	\$4.80	\$0.00	\$38.47
	10/01/2025	\$27.75	\$7.02	\$4.80	\$0.00	\$39.57
	10/01/2026	\$28.85	\$7.02	\$4.80	\$0.00	\$40.67

All Aspects of New Wood Frame Work

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47
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

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 4 (BUILDING & SITE)</i>	12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS <i>LABORERS - ZONE 4 (BUILDING & SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
DEMO: WRECKING LABORER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 3)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN (Including Core Drilling) <i>ELECTRICIANS LOCAL 7</i>	12/31/2023	\$49.01	\$12.75	\$14.61	\$0.00	\$76.37
	06/30/2024	\$50.01	\$13.00	\$14.86	\$0.00	\$77.87
	12/29/2024	\$51.06	\$13.25	\$15.06	\$0.00	\$79.37
	06/29/2025	\$52.16	\$13.50	\$15.21	\$0.00	\$80.87
	12/28/2025	\$53.26	\$13.75	\$15.36	\$0.00	\$82.37
	06/28/2026	\$54.41	\$14.00	\$15.46	\$0.00	\$83.87
	01/03/2027	\$55.56	\$14.25	\$15.56	\$0.00	\$85.37

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 7

Effective Date - 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	01/01/2024	\$61.98	\$16.18	\$20.96	\$0.00	\$99.12
ELEVATOR CONSTRUCTORS LOCAL 41	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 & BEAM RAIL ERECTOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2023	\$30.41	\$9.65	\$14.53	\$0.00	\$54.59
	06/01/2024	\$31.23	\$9.65	\$14.53	\$0.00	\$55.41
	12/01/2024	\$32.04	\$9.65	\$14.53	\$0.00	\$56.22

For apprentice rates see "Apprentice- LABORER"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.37	\$9.65	\$15.60	\$0.00	\$57.62
	06/01/2024	\$33.56	\$9.65	\$15.60	\$0.00	\$58.81
	12/01/2024	\$34.74	\$9.65	\$15.60	\$0.00	\$59.99
	06/01/2025	\$35.98	\$9.65	\$15.60	\$0.00	\$61.23
	12/01/2025	\$37.21	\$9.65	\$15.60	\$0.00	\$62.46
	06/01/2026	\$39.25	\$9.65	\$15.60	\$0.00	\$64.50
	12/01/2026	\$40.54	\$9.65	\$15.60	\$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
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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
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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
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <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"						
FIRE ALARM REPAIR / MAINTENANCE <i>LOCAL 7</i> / COMMISSIONING <i>ELECTRICIANS</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- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN <i>OPERATING ENGINEERS LOCAL 98</i>	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) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$25.48	\$9.65	\$15.60	\$0.00	\$50.73
	06/01/2024	\$26.51	\$9.65	\$15.60	\$0.00	\$51.76
	12/01/2024	\$26.51	\$9.65	\$15.60	\$0.00	\$51.76
	06/01/2025	\$27.59	\$9.65	\$15.60	\$0.00	\$52.84
	12/01/2025	\$27.59	\$9.65	\$15.60	\$0.00	\$52.84
	06/01/2026	\$28.71	\$9.65	\$15.60	\$0.00	\$53.96
	12/01/2026	\$28.71	\$9.65	\$15.60	\$0.00	\$53.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE III</i>	03/01/2023	\$40.07	\$7.31	\$18.15	\$0.00	\$65.53

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
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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
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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
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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
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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 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.87	\$9.65	\$15.60	\$0.00	\$58.12
	06/01/2024	\$34.06	\$9.65	\$15.60	\$0.00	\$59.31
	12/01/2024	\$35.24	\$9.65	\$15.60	\$0.00	\$60.49
	06/01/2025	\$36.48	\$9.65	\$15.60	\$0.00	\$61.73
	12/01/2025	\$37.71	\$9.65	\$15.60	\$0.00	\$62.96
	06/01/2026	\$39.75	\$9.65	\$15.60	\$0.00	\$65.00
	12/01/2026	\$41.04	\$9.65	\$15.60	\$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	09/16/2023	\$39.81	\$8.25	\$22.70	\$0.00	\$70.76
IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	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 <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47
For apprentice rates see "Apprentice- LABORER"						
LABORER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2023	\$30.41	\$9.65	\$14.53	\$0.00	\$54.59
	06/01/2024	\$31.23	\$9.65	\$14.53	\$0.00	\$55.41
	12/01/2024	\$32.04	\$9.65	\$14.53	\$0.00	\$56.22

Apprentice - LABORER - Zone 4 Building and Site

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.25	\$9.65	\$14.53	\$0.00	\$42.43
2	70	\$21.29	\$9.65	\$14.53	\$0.00	\$45.47
3	80	\$24.33	\$9.65	\$14.53	\$0.00	\$48.51
4	90	\$27.37	\$9.65	\$14.53	\$0.00	\$51.55

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.74	\$9.65	\$14.53	\$0.00	\$42.92
2	70	\$21.86	\$9.65	\$14.53	\$0.00	\$46.04
3	80	\$24.98	\$9.65	\$14.53	\$0.00	\$49.16
4	90	\$28.11	\$9.65	\$14.53	\$0.00	\$52.29

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.12	\$9.65	\$15.60	\$0.00	\$57.37
	06/01/2024	\$33.31	\$9.65	\$15.60	\$0.00	\$58.56
	12/01/2024	\$34.49	\$9.65	\$15.60	\$0.00	\$59.74
	06/01/2025	\$35.73	\$9.65	\$15.60	\$0.00	\$60.98
	12/01/2025	\$36.96	\$9.65	\$15.60	\$0.00	\$62.21
	06/01/2026	\$39.00	\$9.65	\$15.60	\$0.00	\$64.25
	12/01/2026	\$40.29	\$9.65	\$15.60	\$0.00	\$65.54

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy and Highway) - Zone 4

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.27	\$9.65	\$15.60	\$0.00	\$44.52
2	70	\$22.48	\$9.65	\$15.60	\$0.00	\$47.73
3	80	\$25.70	\$9.65	\$15.60	\$0.00	\$50.95
4	90	\$28.91	\$9.65	\$15.60	\$0.00	\$54.16

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.99	\$9.65	\$15.60	\$0.00	\$45.24
2	70	\$23.32	\$9.65	\$15.60	\$0.00	\$48.57
3	80	\$26.65	\$9.65	\$15.60	\$0.00	\$51.90
4	90	\$29.98	\$9.65	\$15.60	\$0.00	\$55.23

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER
LABORERS - ZONE 4 (BUILDING & SITE)

12/01/2023	\$30.41	\$9.65	\$14.53	\$0.00	\$54.59
06/01/2024	\$31.23	\$9.65	\$14.53	\$0.00	\$55.41
12/01/2024	\$32.04	\$9.65	\$14.53	\$0.00	\$56.22

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER
LABORERS - ZONE 4 (BUILDING & SITE)

12/01/2023	\$30.41	\$9.65	\$14.53	\$0.00	\$54.59
06/01/2024	\$31.23	\$9.65	\$14.53	\$0.00	\$55.41
12/01/2024	\$32.04	\$9.65	\$14.53	\$0.00	\$56.22

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER
LABORERS - ZONE 4 (BUILDING & SITE)

12/01/2023	\$30.89	\$9.65	\$14.41	\$0.00	\$54.95
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For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER
LABORERS - ZONE 4 (BUILDING & SITE)

12/01/2023	\$32.41	\$9.65	\$14.53	\$0.00	\$56.59
06/01/2024	\$33.23	\$9.65	\$14.53	\$0.00	\$57.41
12/01/2024	\$34.04	\$9.65	\$14.53	\$0.00	\$58.22

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY)
LABORERS - ZONE 4 (HEAVY & HIGHWAY)

12/01/2023	\$32.37	\$9.65	\$15.60	\$0.00	\$57.62
06/01/2024	\$33.56	\$9.65	\$15.60	\$0.00	\$58.81
12/01/2024	\$34.74	\$9.65	\$15.60	\$0.00	\$59.99
06/01/2025	\$35.98	\$9.65	\$15.60	\$0.00	\$61.23
12/01/2025	\$37.21	\$9.65	\$15.60	\$0.00	\$62.46
06/01/2026	\$39.25	\$9.65	\$15.60	\$0.00	\$64.50
12/01/2026	\$40.54	\$9.65	\$15.60	\$0.00	\$65.79

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

LABORER: MULTI-TRADE TENDER
LABORERS - ZONE 4 (BUILDING & SITE)

12/01/2023	\$30.41	\$9.65	\$14.53	\$0.00	\$54.59
06/01/2024	\$31.23	\$9.65	\$14.53	\$0.00	\$55.41
12/01/2024	\$32.04	\$9.65	\$14.53	\$0.00	\$56.22

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: TREE REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2023	\$30.41	\$9.65	\$14.53	\$0.00	\$54.59
	06/01/2024	\$31.23	\$9.65	\$14.53	\$0.00	\$55.41
	12/01/2024	\$32.04	\$9.65	\$14.53	\$0.00	\$56.22
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 4 (BUILDING & SITE)</i>	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.37	\$9.65	\$15.60	\$0.00	\$57.62
	06/01/2024	\$33.56	\$9.65	\$15.60	\$0.00	\$58.81
	12/01/2024	\$34.74	\$9.65	\$15.60	\$0.00	\$59.99
	06/01/2025	\$35.98	\$9.65	\$15.60	\$0.00	\$61.23
	12/01/2025	\$37.21	\$9.65	\$15.60	\$0.00	\$62.46
	06/01/2026	\$39.25	\$9.65	\$15.60	\$0.00	\$64.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	02/01/2024	\$41.37	\$11.49	\$20.53	\$0.00	\$73.39
	08/01/2024	\$43.05	\$11.49	\$20.53	\$0.00	\$75.07
	02/01/2025	\$44.90	\$11.49	\$20.53	\$0.00	\$76.92
	08/01/2025	\$45.81	\$11.49	\$20.53	\$0.00	\$77.83
	02/01/2026	\$46.89	\$11.49	\$20.53	\$0.00	\$78.91
	08/01/2026	\$48.65	\$11.49	\$20.53	\$0.00	\$80.67
	02/01/2027	\$49.77	\$11.49	\$20.53	\$0.00	\$81.79

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

Effective Date - 02/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.69	\$11.49	\$20.53	\$0.00	\$52.71
2	60	\$24.82	\$11.49	\$20.53	\$0.00	\$56.84
3	70	\$28.96	\$11.49	\$20.53	\$0.00	\$60.98
4	80	\$33.10	\$11.49	\$20.53	\$0.00	\$65.12
5	90	\$37.23	\$11.49	\$20.53	\$0.00	\$69.25

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.53	\$11.49	\$20.53	\$0.00	\$53.55
2	60	\$25.83	\$11.49	\$20.53	\$0.00	\$57.85
3	70	\$30.14	\$11.49	\$20.53	\$0.00	\$62.16
4	80	\$34.44	\$11.49	\$20.53	\$0.00	\$66.46
5	90	\$38.75	\$11.49	\$20.53	\$0.00	\$70.77

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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	01/01/2024	\$41.20	\$10.08	\$21.22	\$0.00	\$72.50
	01/06/2025	\$43.48	\$10.08	\$21.22	\$0.00	\$74.78
	01/05/2026	\$45.76	\$10.08	\$21.22	\$0.00	\$77.06

Apprentice - MILLWRIGHT - Local 1121 Zone 3

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.66	\$10.08	\$5.36	\$0.00	\$38.10
2	65	\$26.78	\$10.08	\$6.34	\$0.00	\$43.20
3	75	\$30.90	\$10.08	\$18.78	\$0.00	\$59.76
4	85	\$35.02	\$10.08	\$19.76	\$0.00	\$64.86

Effective Date - 01/06/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.91	\$10.08	\$5.36	\$0.00	\$39.35
2	65	\$28.26	\$10.08	\$6.34	\$0.00	\$44.68
3	75	\$32.61	\$10.08	\$18.78	\$0.00	\$61.47
4	85	\$36.96	\$10.08	\$19.76	\$0.00	\$66.80

Notes: Step 1&2 Apr. 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 4 (BUILDING & SITE)	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47
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"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

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

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. PAINTERS LOCAL 35 - ZONE 3	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
PAINTERS LOCAL 35 - ZONE 3	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	\$32.12	\$9.65	\$15.60	\$0.00	\$57.37
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2024	\$33.31	\$9.65	\$15.60	\$0.00	\$58.56
	12/01/2024	\$34.49	\$9.65	\$15.60	\$0.00	\$59.74
	06/01/2025	\$35.73	\$9.65	\$15.60	\$0.00	\$60.98
	12/01/2025	\$36.96	\$9.65	\$15.60	\$0.00	\$62.21
	06/01/2026	\$39.00	\$9.65	\$15.60	\$0.00	\$64.25
	12/01/2026	\$40.29	\$9.65	\$15.60	\$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
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.78	\$15.07	\$18.67	\$0.00	\$73.52
	12/01/2024	\$39.78	\$15.07	\$20.17	\$0.00	\$75.02
	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07

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

Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 08/01/2020

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

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68

Apprentice to Journeyworker Ratio:1:5

PIPELAYER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.37	\$9.65	\$15.60	\$0.00	\$57.62
	06/01/2024	\$33.56	\$9.65	\$15.60	\$0.00	\$58.81
	12/01/2024	\$34.74	\$9.65	\$15.60	\$0.00	\$59.99
	06/01/2025	\$35.98	\$9.65	\$15.60	\$0.00	\$61.23
	12/01/2025	\$37.21	\$9.65	\$15.60	\$0.00	\$62.46
	06/01/2026	\$39.25	\$9.65	\$15.60	\$0.00	\$64.50
	12/01/2026	\$40.54	\$9.65	\$15.60	\$0.00	\$65.79

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

PLUMBER & PIPEFITTER <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

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.) 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

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

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2023	\$32.37	\$9.65	\$15.60	\$0.00	\$57.62
	06/01/2024	\$33.56	\$9.65	\$15.60	\$0.00	\$58.81
	12/01/2024	\$34.74	\$9.65	\$15.60	\$0.00	\$59.99
	06/01/2025	\$35.98	\$9.65	\$15.60	\$0.00	\$61.23
	12/01/2025	\$37.21	\$9.65	\$15.60	\$0.00	\$62.46
	06/01/2026	\$39.25	\$9.65	\$15.60	\$0.00	\$64.50
	12/01/2026	\$40.54	\$9.65	\$15.60	\$0.00	\$65.79

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

POWDERMAN & BLASTER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2023	\$31.41	\$9.65	\$14.53	\$0.00	\$55.59
	06/01/2024	\$32.23	\$9.65	\$14.53	\$0.00	\$56.41
	12/01/2024	\$33.04	\$9.65	\$14.53	\$0.00	\$57.22

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$33.53	\$9.65	\$15.19	\$0.00	\$58.37
	06/01/2024	\$34.72	\$9.65	\$15.19	\$0.00	\$59.56
	12/01/2024	\$35.90	\$9.65	\$15.19	\$0.00	\$60.74
	06/01/2025	\$37.14	\$9.65	\$15.19	\$0.00	\$61.98
	12/01/2025	\$38.37	\$9.65	\$15.19	\$0.00	\$63.21
	06/01/2026	\$40.41	\$9.65	\$15.19	\$0.00	\$65.25
	12/01/2026	\$41.70	\$9.65	\$15.19	\$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 4 (BUILDING & SITE)</i>	12/01/2023	\$30.66	\$9.65	\$14.53	\$0.00	\$54.84
	06/01/2024	\$31.48	\$9.65	\$14.53	\$0.00	\$55.66
	12/01/2024	\$32.29	\$9.65	\$14.53	\$0.00	\$56.47
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 Damproofing) <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
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- ROOFER"						
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>	02/01/2024	\$61.34	\$11.49	\$23.59	\$0.00	\$96.42
	08/01/2024	\$63.44	\$11.49	\$23.59	\$0.00	\$98.52
	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/10/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2024

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

Effective Date - 08/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:5

TERRAZZO MECHANIC	02/01/2024	\$62.42	\$11.49	\$23.56	\$0.00	\$97.47
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/01/2024	\$64.52	\$11.49	\$23.56	\$0.00	\$99.57
	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
	08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
	02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
	08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
	02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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

Effective Date - 02/01/2024

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

Effective Date - 08/01/2024

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

Notes:

Apprentice to Journeyworker Ratio:1:5

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"

TEST BORING DRILLER HELPER	12/01/2023	\$44.45	\$9.65	\$18.22	\$0.00	\$72.32
<i>LABORERS - FOUNDATION AND MARINE</i>	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	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
<i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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"						
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"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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 (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2023	\$32.37	\$9.65	\$15.60	\$0.00	\$57.62
	06/01/2024	\$33.56	\$9.65	\$15.60	\$0.00	\$58.81
	12/01/2024	\$34.74	\$9.65	\$15.60	\$0.00	\$59.99
	06/01/2025	\$35.98	\$9.65	\$15.60	\$0.00	\$61.23
	12/01/2025	\$37.21	\$9.65	\$15.60	\$0.00	\$62.46
	06/01/2026	\$39.25	\$9.65	\$15.60	\$0.00	\$64.50
	12/01/2026	\$40.54	\$9.65	\$15.60	\$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"						

Additional Apprentice Information:

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

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

All steps are six months (1000 hours.)

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

** Multiple ratios are listed in the comment field.

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

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