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CONCORD HOUSING AUTHORITY

SERVICE CONTRACT FOR **MAINTENANCE AND REPAIR OF HVAC SYSTEMS**

December 10, 2025

Concord Housing Authority
34 Everett St.
Concord, MA 01742
P: 978-369-8435

HVAC Maintenance and Repair

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INVITATION FOR BID

MAINTENANCE AND REPAIR OF HVAC SYSTEMS – CHAPTER 149

The Concord Housing Authority invites bids for the supply of services as described in the specifications for Maintenance and Repair of HVAC Systems.

It is the intent of the Authority to award this contract for a 1-year period. Renewal options of 2 (one) year periods are contingent upon satisfactory operations and the availability of funds required to perform HVAC maintenance and repair operations. Renewal is at the sole discretion of the Concord Housing Authority.

The estimated three (3) year value of this Contract is **\$15,000 annually**. Not to exceed \$50,000.00

All Quotes are subject to applicable bidding laws including, but not limited to M.G.L. c.149 §44A – H, M.G.L. c.30 and applicable federal procurement laws. To the extent there are inconsistencies between state and federal procurement laws, the more stringent standard will be followed for purposes of this Request for Quotes.

Written Quotes will be received until Wednesday, January 7, 2026 @ 1pm

All Quotes should be submitted via email to Jennifer Polito jpolito@concordha.org or delivered to and received no later than the date & time specified above.

Contract Documents will be available electronically by emailing the Executive Director of the Concord Housing Authority, Jennifer Polito at jpolito@concordha.org

There will be a recommended, but non-mandatory, pre-bid conference held on Thursday December 18, 2025 starting at 115 Stow St. Concord, MA beginning promptly at 10:00am

All questions and requests for interpretation must be submitted in writing to jpolito@concordha.org no later than Friday December 12, 2025 at 1pm. Questions and requests for interpretations may be responded to via addendum, as determined by the Owner.

INSTRUCTIONS TO BIDDERS

1. Receipt and Opening of Bids

The Concord Housing Authority, herein called the Owner, acting by and through its purchasing department and maintenance department, will receive bids for Maintenance and Repair of HVAC Systems of selected buildings, **via email at jpolito@concordha.org**

Any bid may be withdrawn prior to the above scheduled time for the opening of bids or authorized postponement thereof. Any bid received after the time and date specified will not be considered. The bidder agrees that this bid shall be good and may not be withdrawn for a period of thirty (30) days - Saturdays, Sundays, and legal holidays excluded - after opening the bids.

2. Location and Work to be done

The Location of the Work to be done is described in Scope of Work and Schedule.

3. Preparation of Bid

Each bid must be submitted on the prescribed form. All blank spaces for bid prices must be filled in - in ink or typewritten - in both words and figures.

Each bidder is encouraged to attend a walkthrough of the facilities

Each bid must be submitted via email on the form included within this package.

The following sections must be completed as part of the bid package:

- Form of General Bid
- Acknowledgement of Addenda, if any
- Bid Forms
 - Contractor References and Qualifications
 - Pricing
 - Certifications

4. Bid Opening Procedure

The following list of requirements shall apply to each filed bid. Bids not meeting all the requirements for timeliness and security will be rejected without opening; bids not meeting signature and addenda requirements will be rejected prior to checking of bid amounts.

Bids shall be filed at the place and before the time specified as the bid opening date.

5. Ability and Experience of Bidder

No award will be made to any bidder who cannot satisfy the Owner that they have sufficient ability and experience in this class of work and sufficient capital and plant to enable them to complete the work successfully within the time named. The Owner's decision or judgment on these matters will be final, conclusive, and binding.

Bidder shall have a minimum of five (5) years' experience and have satisfactorily completed jobs of similar size and scope within that time.

The Contractor must submit with their bid proposal a list of jobs and service contracts that have been successfully completed, giving the name and the address of these projects so they can be investigated prior to the award of the contract.

The Owner may make such investigations as he deems necessary, and the bidder shall furnish to the Owner, under oath if so required, all such information and data for this purpose as the Owner may request.

6. Condition of Work

Each bidder must familiarize themselves fully with the conditions relating to the services required for the project and the employment of labor thereon. Failure to do so will not relieve a successful bidder of his obligation to furnish all material and labor necessary to carry out the provisions of his Contract. Insofar as possible the Contractor, in carrying out their work, must employ such methods or means as will not cause any interruption of or interference with the work of any Authority Operations.

7. Addenda and Interpretations

No interpretation of the meaning of the plans, specifications or other pre-bid documents will be made to any bidder orally. All information given to bidders other than by means of the plans, specifications, or by addenda, as described below, is given informally and shall not be used as the basis of a claim against the Owner.

Every request for such interpretation should be via email to jpolito@concordha.org and to be given consideration must be received at least seven (6) days prior to the date fixed for the opening of bids. Any and all such interpretations and any supplemental instructions will be in the form of written addenda to the Contract Documents. Failure of any bidder to receive any such addendum or interpretation shall not relieve such bidder from any obligation under this bid as submitted.

All addenda so issued shall become part of the Contract Documents.

8. Laws and Regulations

The bidder's attention is directed to the fact that all applicable State laws, Federal laws, municipal ordinances, and the rules and regulation of all authorities having jurisdiction over completion of the project shall apply to the Contract throughout, and they will be deemed to be included in the Contract the same as though herein written out in full.

9. Information Not Guaranteed

All information given in the Contract Documents relating to conditions and building structures is from the best sources at present available to the Owner. All such information is furnished only for the information and convenience of bidders and is not guaranteed.

It is agreed and understood that the Owner does not warrant or guarantee that the conditions or building structures encountered during services provided will be the same as those indicated in the Contract Documents.

It is further agreed and understood that no bidder or Contractor shall use or be entitled to use any of the information made available to them or obtained in any examination made by them in any manner as a basis of or ground for any claim or demand against the Owner, arising from or by reason of any variance that may exist between the information made available and the actual conditions or other structures actually encountered during the services provided, except as may otherwise be expressly provided for in the Contract Documents.

10. Right to Reject Bid

The Owner reserves the right to waive any informality or reject any and all bids and alternate bids should the Owner deem it to be in the public interest to do so.

The Owner also reserves the right to reject the bid of any bidder that the Owner considers to be unqualified based on the criteria set forth in Article 5 herein.

11. Time for Completion

The bidder must agree to commence work and to fully complete the project/service within the time limit stated in SCOPE OF WORK AND SCHEDULE.

12. Comparison of Bids

In the event that there is a discrepancy in FORM OF GENERAL BID in pricing written in words and figures, the prices written in words will govern.

13. Rule for Award of Contract

The Contract will be awarded to “the lowest responsible and responsive bidder” for the Total Price Bid pursuant to General Laws Chapter 149 as amended. Such a bidder shall possess the skill, ability and integrity necessary for the faithful performance of the work, 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, and shall otherwise comply with all applicable provisions of law. Bidder shall execute formal agreement within ten (10) days of the Notice of Award.

14. Statutes Regulating Competitive Bidding

Any bid that does not comply with the provisions of Massachusetts General Laws Chapter 149, as amended, need not be accepted and the Owner may reject every such bid.

15. Wage Rates

Prevailing Wage Rates as determined by the Commissioner of Department of Labor and Industries under the provision of the Massachusetts General Laws, Chapter 149, Section 26 to 27H, as amended, apply to this project. Service Contract Act (SCA) rates shall apply for work at all Federally Funded Developments included in this contract. It is the responsibility of the contractor before bid opening to request if necessary any additional information on Prevailing Wage Rates for those trades people who may be employed for the proposed work under this contract.

16. Bid Items Not Guaranteed

The successful bidder is not guaranteed all items or the total bid price under this contract. Bidders must understand that like items will be bid under other contracts specifically packaged as one complete project. The successful bidder has no right to similar items bid under other projects. The Concord Housing Authority will specify where and when this contract will be applied to undertake a particular improvement.

FORM OF GENERAL BID

Bid of _____(hereinafter called "Bidder")*

(____) a corporation, organized and existing under the laws of the state of _____.

(____) a partnership

(____) a joint venture

(____) an individual doing business as _____

To the Concord Housing Authority, (hereinafter called "Owner").

The bidder, in compliance with your invitation for bids, having examined the Contract Documents and being familiar with all of the conditions surrounding the completion of the proposed project including the availability of materials and labor, hereby propose to furnish all labor, materials, and supplies, and to complete the project in accordance with the Contract Documents within the time set forth in the agreement, and at the prices stated below. These prices are to cover all expenses incurred in performing the work required under the Contract Documents, or which this proposal is a part.

*Insert corporation, partnership or individual as applicable.

ADDENDA

Bidder acknowledges receipt of the following addenda:

No. _____ Dated: _____

No. _____ Dated: _____

No. _____ Dated: _____

No. _____ Dated: _____

No. _____ Dated: _____

BID FORMS

A. Contract Agreement

The undersigned proposes to furnish all labor and materials as is required for this contract for buildings owned and operated by the Concord Housing Authority in accordance with the accompanying specifications, requirements, terms and conditions contained herein for the contract price specified.

Signature: _____

Name (Printed): _____

Title: _____ Date: _____

B. References and Qualifications

1. Have been in business under present name for_____years.

2. Do you have at least five (5) years demonstrated experience performing similar services for municipalities or school districts?

_____Yes _____No

3. Can you respond to normal service calls within four (4) hours?

_____Yes _____No

4. Can you respond to emergency calls within two (2) hours?

_____Yes _____No

5. Do you have the vehicles and licensed personnel capable of performing the requested services within the required response time?

_____Yes _____No

6. Do you possess adequate labor, equipment, engineering, and management capabilities to effectively service this contract over the anticipated term, including all renewal options?

_____Yes _____No

7. In what city or town is your primary place of business located and may we visit your facilities?

_____ Yes _____No

8. Have you or your firm ever been terminated on an awarded contract, or have you ever otherwise failed to complete any work awarded?

_____ Yes _____ No

If “yes,” attach a description of the circumstances on a separate sheet.

Please list the names of three (3) municipalities, Local Housing Authorities, or public entities that you have provided similar services to within the last three (3) years.

Municipality/LHA: _____

Contact Name: _____ Phone: _____

Address: _____

Contract Term : _____ Total Value: _____

Municipality/LHA: _____

Contact Name: _____ Phone: _____

Address: _____

Contract Term: _____ Total Value: _____

Municipality/LHA: _____

Contact Name: _____ Phone: _____

Address: _____

Contract Term: _____ Total Value: _____

C. Pricing

Hourly Rates (Mechanic/Tradesman)*:

Monday – Friday 7:00 a.m. – 3:30 p.m. \$_____/hr x 65hrs = \$_____(1)

Monday – Friday 3:30 p.m. – 7:00 a.m. \$_____/hr x 25hrs = \$_____(2)

Saturdays, Sundays, Holidays*** \$_____/hr x 15hrs = \$_____(3)

Annual Preventative Maintenance Annually \$_____(4)
on Specified Equipment

Estimated Materials Allowance For service calls \$ 2,000.00 (5)

CONTRACTORS MARK UP

The contractor will mark-up all materials, supplies and outside subcontractor's services per an agreed upon rate of **10%** and shall never exceed this percentage of mark up. This shall only take place and apply to service calls outside of the Annual preventive maintenance schedule and price stated above. Annual preventative maintenance shall be **FIXED PRICE**, all service work outside of the annual PM shall be **COST REIMBURSEMENT** based on the hourly rates specified above + applicable materials and mark up.

**Maintenance and Service calls shall be a one Mechanic/Tradesman operation unless additional Mechanics/Tradesmen are approved by the Maintenance Supervisor, or Contract Officer.*

***Hour and Material amounts are for evaluative purposes only and do not reflect actual estimate of hours and materials required under contract.*

****For this contract the recognized holidays are: New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.*

Total Estimated Contract Price (Sum of Lines 1 – 5) = \$_____

D. Non-Collusion Certificate

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

Signature: _____ Date: _____

Print Name: _____

Title: _____

Name of Business: _____

E. Non-Debarment Certificate

The undersigned certifies under penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29, or any other applicable debarment provisions of any other Chapter of the General Laws or any rule or regulation promulgated thereafter.

Signature: _____ Date: _____

Print Name: _____

Title: _____

Name of Business: _____

F. Tax Compliance Certificate

Pursuant to M.G.L. Chapter 62C, Chapter 49A, and Chapter 151A, Section 19A, I do hereby certify under the penalties of perjury that my company has filed all state tax returns and paid all taxes required by law and complied with all state laws pertaining to contributions to the unemployment compensation fund and to payments in lieu of contributions.

Signature: _____ Date: _____

Print Name: _____

Title: _____

Name of Business: _____

G. Payment of Prevailing Wages Tax Compliance Certificate

The undersigned bidder hereby certifies, under the pains and penalties of perjury, that this bid is based upon the payment to laborers to be employed on the project of wages in an amount no less than the applicable prevailing wage rates established for the project by the Massachusetts Department of Labor and Industries and The Service Contract Act. The undersigned bidder agrees to indemnify the awarding authority for, from and against any loss, expense, damages, actions or claims, including any expense incurred in connection with any delay or stoppage of the project work, arising out of or as a result of (1) the failure of the said bid to be based upon the payment of the said applicable prevailing wage rates or (2) the failure of the bidder, if selected as the contractor, to pay laborers employed on the project the said applicable prevailing wage rates.

*Signature:*_____ *Date:*_____

Print Name: _____

Title: _____

Name of Business: _____

H. Labor Harmony / OSHA 10-HOUR

I will furnish labor that can work in harmony with all other elements of labor employed or to be employed in the work, and all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health administration that is at least 10 hours in duration.

*Signature:*_____
(Person Signing Bid)

(Name of Business)

I. Certificate of Corporate Authority

*At a duly authorized meeting of the Board of Directors of _____

{Name of Corporation} held on _____
{Date} at which all Directors were present or waived notice, it was voted that _____

{Name of Officer}, by his/her position of _____

{Title of Officer}, is authorized to execute contracts and
bonds in the name and behalf of the said company, and affix its corporate seals thereto,
and such execution of any Contract or obligation in this company's name on its behalf by
its _____

{Title of Officer} shall be valid and binding
upon this company.*

*I hereby certify that I am the Clerk of _____

{Name of the Corporation}, that _____

{Name of Officer} is
the duly elected _____

{Title of Officer} of said
company, and that the above vote has not been amended or rescinded and remains in full
force and effect as of the date below.*

A true copy,

Attest: _____

{Clerk}

Place of Business: _____

Affix Corporate Seal below:

AGREEMENT

THIS AGREEMENT, by and between the party of the first part, the Concord Housing Authority, hereinafter called "OWNER", and the party of the second part hereinafter called "CONTRACTOR".

WITNESSETH: That for and in consideration of the payments and agreements hereinafter mentioned, to be made and performed by the OWNER, the CONTRACTOR hereby agrees with the OWNER to commence and complete the project described by these bid documents hereinafter called the project, for the sum of the yearly contract price and all extra work in connection therewith, under the terms as stated in the Contract Documents; and at his (its and their) own proper cost and expense to furnish all the materials, supplies, machinery equipment, tools, superintendence, labor, insurance, and other accessories and services necessary to complete the said project in accordance with the conditions and prices stated in FORM OF GENERAL BID, GENERAL CONDITIONS, Contract Documents as prepared by the Owner.

In accordance with this agreement, the CONTRACTOR agrees to submit invoices monthly after completion of the work.

IN WITNESS WHEREOF, the parties to these presents have executed this contract as dated below.

_____(Contract Price)

_____(Date)

AGREED:

Concord Housing Authority, (Owner)

(Executive Director)

_____(Company/Contractor)

_____(Signature)

_____(Name)

_____(Title)

_____(Address)

_____(City and State)

SCOPE OF WORK AND SCHEDULE

MAINTENANCE AND REPAIR OF HVAC SYSTEMS

I. General Purpose

This bid is solicited for the purpose of procuring emergency, routine, and preventive maintenance services to be provided to the Concord Housing Authority municipal buildings for a minimum of one year with the option to extend annually for an additional two years.

II. Scope of Work

Provide all labor, materials, equipment, tools, and supervision necessary for maintenance and repair of existing HVAC systems for buildings as directed by the Maintenance Supervisor, in accordance with the existing conditions, requirements,

A. General Requirements

- 1) Contractor shall furnish all labor, materials, equipment, staging and trucking as required for work in all buildings in accordance with all specifications
- 2) Unit prices submitted on bid forms will be effective for one year from the date of award of the contract and can be extended for two (2) additional one (1) year periods by written agreement between the Concord Housing Authority and the successful bidder. The Concord Housing Authority shall have the unilateral option to extend the contract. The contemplated contract resulting from this IFB is an “on-call” repair/replacement contract for time and materials as well as periodic preventive maintenance services. No specific guarantee as to the total value of the contract is made.
- 3) Contractor shall obtain all permits, inspections, licenses, and certificates required for work under this section. All work shall be performed in strict conformity with all laws, regulations, and ordinances of the federal, state, and municipal governments and all departments and bureaus thereof having jurisdiction.
- 4) All work shall be authorized by the Maintenance Supervisor or their designee through the issuing of a work order or telephone request. Work under a specific work order/request shall begin and end upon the recording by a representative of the Maintenance Department of the arrival and departure time of the contractor at the jobsite. It shall be incumbent upon the contractor to notify the Maintenance Supervisor or their designee of their arrival at and departure from the jobsite. A copy of the service report (including date of work, start time and finish time, name(s) of person(s) performing work and time each person worked, brief description of the work, name and number of parts repaired or replaced, and recommendations or comments pertaining to the condition or operation of the equipment) shall be left at the Maintenance Department’s Office upon the completion of the work. All repairs, adjustments, and alterations to the systems covered by this contract are subject to the owner’s approval.

- 5) All parts installed and/or materials used are to be the exact duplicate, or an approved substitute of the original used and/or specified by the manufacturer of the equipment, and in every case, guaranteed as per manufacturer's specification(s). All materials and equipment supplied by the contractor must be free of any lien, claim, or encumbrance.
- 6) Inspections and repairs are to be made 7:00 a.m. through 3:30 p.m., Monday through Friday. The Maintenance Supervisor or their designee may authorize work outside normal working hours or days.
- 7) Hourly rates shall include all travel and mileage costs. No separate travel, truck, or equipment charges will be accepted. No other method or items of compensation shall be paid other than the basis specified herein.
- 8) Invoicing for all work must be done monthly and must be accompanied by copies of original bills for material used. Invoices must indicate separate charges for labor and materials, and material charges must be itemized. The contractor may only invoice for parts that have been furnished and installed; parts on order shall not be billed prior to installation. All invoices shall reference the relevant work order number for the authorized work. Monthly payroll reporting forms for prevailing wage rates and signed statement of compliance must be submitted to the Purchasing Office at the end of any month in which work is accomplished. No invoices will be processed for payment without the above-referenced documentation. The Concord Housing Authority reserves the right to audit vouchers for material to determine proper pricing.
- 9) Work performed during a specific fiscal year must be submitted before the end of that fiscal year. Work performed at or near the end of any fiscal year (June 30) must be invoiced immediately.
- 10) Purchases made by the Concord Housing Authority are exempt from state sales tax and federal excise taxes and material prices must exclude such taxes. Tax exemption certificates will be furnished upon request.
- 11) All workmanship by the successful bidder shall be guaranteed against failure or defects during normal use for a period of one (1) year from the date of completion of the work. All materials and parts supplied by the successful bidder will have the standard manufacturers' warranties. Any defective materials or parts supplied by the contractor shall be replaced at no cost to the Concord Housing Authority.
- 12) The contractor must supply all applicable Safety Data Sheet forms as requested by the Concord Housing Authority. Pursuant to MGL Chapter 111F, Sections 8-10, any vendor who receives a contract resulting from this invitation agrees to submit an SDS for each toxic or hazardous substance or mixture containing such substance when deliveries are made. The contractor agrees to comply with all requirements set forth in the pertinent laws.
- 13) The contractor shall keep all exterior doors locked when the buildings are unoccupied and shall be responsible for locking the doors of the buildings or any portion(s) of the

buildings at times other than when they are in normal use. Any property damaged by the contractor in carrying out the provisions of this contract shall be restored to its original condition by and at the expense of the contractor.

- 14) All material and debris shall be cleaned up immediately and removed from the building, leaving the premises in a clean condition.

B. Detailed Specifications

- 1) The contractor must be a qualified, certified HVAC contractor who has a 365 day per year, 24-hour service department. The contractor must have a minimum of 5 years' experience in the HVAC industry. The contractor shall use trained and certified mechanics to perform the services, directly employed and supervised by him.
- 2) All mechanics shall have a copy of all required certifications and licenses on file. All persons operating a motor vehicle on the owner's property must have a copy of the required motor vehicle license on file.
- 3) Repair work will be performed on an *on-call basis* as needed and determined by the Maintenance Supervisor or their designee. Response time for regular service calls must be within four (4) hours and for emergency calls within two (2) hours. The contractor must be available on a 24-hour basis in case of emergencies and shall employ an answering service or cellular telephone capable of reaching a service person twenty-four (24) hours a day. Answering machines are not acceptable.
- 4) The work below shall take place annually on all equipment listed later in the specification. This work shall constitute to price on the Preventative maintenance line item on the BID FORM. All other work outside of the annual work listed below shall be considered "service" work completed on an "on-call" basis and billed accordingly.
 - Check all HVAC units and associated components
 - Check for proper voltage, amperage, contractor relays and tighten loose connections as needed.
 - Replace air filters to insure proper airflow, to prevent coil freeze up.
 - Check fans, fan belts for wear and tightness, adjust or replace as needed.
 - Check pulleys for dirt build up, cracked collars clean or replace as needed.
 - Check unsealed motors for lubrication, lubricate as needed.
 - Check motors, pumps and compressor operations.
 - Check VAV drains, drain lines, traps and drain pans; check for static pressure, mold and algae buildup, correct as needed.
 - Check coils and intake hoods for corrosion

- Inspect casings
- Clean fan wheels and shafts
- Check damper linkage and set screws
- Clean damper operators
- Check power boxes and line voltage to insure secure wiring
- Check gaskets and flex connections
- On gas fired units, check burners and orifices for debris, spider webs, or other possible obstructions
- Check flue collector boxes for debris
- Check cleanliness of condenser coils for proper air circulation, clean as needed.
- Check refrigerants and charge as needed.
- Chillers – PM's should allow the manufacturer's recommended published schedule.
- Check pH and general fluid quality of all heating and cooling fluids, flush and replace as needed.
- On all boilers perform Manufacturer's recommended annual cleaning and maintenance and install PM kit if available.

Contractor must complete heating related items in the months of August and September; and cooling related items in the months of March and April.

A report of Preventive Maintenance Inspection shall be submitted with the invoice. The report will include the unit location, type, inspection type; and the findings and action taken on each unit.

- 5) The contractor shall give personal supervision to the work and shall employ a competent mechanic during the progress of the work. The contractor shall employ an efficient number of competent workers who are experienced thoroughly in this type of work. It will be presumed that most jobs will require only one worker. When more than one worker will be on the job, advance agreement between the Maintenance Supervisor or their designee and the Contractor is required.
- 6) The contractor shall be required to be available, at no cost to the Owner, during the working day, at times mutually convenient to himself and a representative of the Concord Housing Authority for consultation regarding potential work, to visit work locations, and to prepare estimates. If requested by the Maintenance Supervisor or any other authorized representative of the Authority, the contractor will supply a

written estimate of the work to be done. There shall be no fee charged for any such estimate.

- 7) If the contractor finds upon examination of the assigned job that the work will be more extensive than originally ordered, he should contact the Maintenance Supervisor or their designee within 24 hours for authorization to proceed with the additional work.
- 8) The Concord Housing Authority reserves the right to purchase equipment and material to be installed under this contract. In all cases, all replaced parts are to be left with the Concord Housing Authority representative, unless otherwise directed.
- 9) The contractor may employ for his own use the present electrical and water services in order to perform the work to be done on the sites where work is to be done. The contractor shall be held responsible for all damages to such services or equipment, or damage caused by such services, if such damage were by reason of the subcontractors' use of such services or equipment.
- 10) Contract term shall be for one (1) year from the date of the executed contract. The Concord Housing Authority shall have the sole option to extend the contract for two (2) additional one (1) year terms at the same rates quoted on the Bid Form. Contract obligation on the part of Concord Housing Authority is subject to annual appropriation.
- 11) The prevailing wage rates, as determined by the Massachusetts Department of Labor and Workforce Development and any amendments and Service Contract Act Rates at Federal Properties are applicable to any work performed by the successful bidder. In accordance with Massachusetts General Law C149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is provided and includes all information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.
- 12) Buildings covered under this contract shall include:

Everett Gardens
Buildings 1 – 8 (32 units)
34 Everett St.

Everett Gardens Expansion
Buildings 9-14 (20 units)
34 Everett St.

Concord Housing Authority_____

Peter Bulkeley Terrace (28 units)
115 Stow St.

282 - 294 Thoreau St. (4 units)

2 – 4 Bartkus Farm Rd. (2 units)

33C Westvale Meadows

58 Stow St.

151 – 161 Strawberry Hill Rd. (6 units)

399A – 401D Bedford St. (8 units)

267-279 Walden St. (6 units)

35 Grove St.

14-16 Bedford St. (2 units)

23 Cottage St.

156 Peter Spring Rd.

199 – 205 Conant St. (3 units)

277-279, 365 Commonwealth Ave. (3 units)_

405 Bedford St.

1031 Main St.

145-155 Powder Mill Rd. (6 units)

102 Upland Rd.

78 Forest Ridge Rd. Unit 101

409-417 Old Bedford Rd. (4 units)

Concord H.A.

For “service” work, the Concord Housing Authority reserves the right to add locations or delete locations from this list at any time and to perform minor repairs with Authority personnel as needed.

13) List of equipment to be serviced during ANNUAL PREVENTATIVE MAINTENANCE:

HVAC Inventory

Property	Manufacturer	Model #	BTU
Peter Bulkeley Terrace			
Boiler 1	Lockinvar Knight Commerical XL	KBN501	500,000
Boiler 2	Lockinvar Knight Commerical XL	KBN501	500,000
Evaporating Units (30 total)	Mitsubishi	M54-GED9NA-00	
Unit heads in Apartment (30 total)	Mitsubishi - Mr. Slim R410A	MUY-GE18NA	
Air Handler	Greeheck	ERCH-20M-15	
Everett Gardens EXT			
Boiler 1	Lockinvar Knight Commerical XL	KHN199	184,000
Boiler 2	Lockinvar Knight Commerical XL	KHN199	184,000
Boiler 3	Lockinvar Knight Commerical XL	KHN199	184,000
MXZ-2D20NL-Inverter qty:20	Mitsubishi	MXZ-2D20NL	20,000
MSZ-FX06NL-head qty:40	Mitsubishi	MSZ-FX06NL	6,000
Everett St. Building 3/4			
Split Heat Pump Head qty: 8	Mitsubishi	MUZ-FH15NA	20,000
Inverter qty: 8	Mitsubishi	MJ2-FH15NH	20,000
MXZ-2D20NL-Inverter qty:24	Mitsubishi	MXZ-2D20NL	20,000
MSZ-FX06NL-head qty:48	Mitsubishi	MSZ-FX06NL	9,000
Strawberry Hill Rd.			
Boiler 1	Burnham Alpine	ALP080W-2L02	73,000
Boiler 2	Burnham Alpine	ALP080W-2L02	73,000
Boiler 3	Burnham Alpine	ALP080W-2L02	73,000
Boiler 4	Burnham Alpine	ALP080W-2L02	73,000
Boiler 5	Burnham Alpine	ALP080W-2L02	73,000
Boiler 6	Burnham Alpine	ALP080W-2L02	73,000
Bedford St.			
Boiler 1	Burnham Alpine	ALP080W-2L02	73,000
Boiler 2	Burnham Alpine	ALP080W-2L02	73,000

Boiler 3	Burnham Alpine	ALP080W-2L02	73,000
Boiler 4	Burnham Alpine	ALP080W-2L02	73,000
Boiler 5	Burnham Alpine	ALP080W-2L02	73,000
Boiler 6	Burnham Alpine	ALP080W-2L02	73,000
Boiler 7	Burnham Alpine	ALP080W-2L02	73,000
Boiler 8	Burnham Alpine	ALP080W-2L02	73,000

Riverbend Apt 101

Boiler 1	Bosch Greenstar Combieloo	ZWB-28-3A23S3123	100,000
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1031 Main St.

Boiler 1	York	TG95100C2OMP11B	95,000
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102 Upland Rd.

Boiler 1	Weil-McLain Gold	1013-200	
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Conant St.

Boiler 1	Bosh	KBR28-3	89,400
Boiler 2	Bosh	A2353123	89,400
Boiler 3	Bosh	7733600079	89,400

Commonwealth Ave.

Boiler 1	York	TG9510020MP11A	95,000
Boiler 2	York	TG9510020MP11A	95,000

Westvale

Boiler 1	Fabrique Par Allied Air Enterprise Direct Vent Forced Air Furnance w/Cooling	64HWC4-09-241P-1A	45,000
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Grove St.

Boiler 1	Burnham	SP3NI-T2	62,000
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Powder Mill Rd.

Boiler 1	Lockinvar Knight Tube Boiler	KHB110A	110,000
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Boiler 2	Lockinvar Knight Tube Boiler	KHB110A	110,000
Boiler 3	Lockinvar Knight Tube Boiler	KHB110A	110,000
Boiler 4	Lockinvar Knight Tube Boiler	KHB110A	110,000
Boiler 5	Lockinvar Knight Tube Boiler	KHB110A	110,000
Boiler 6	Lockinvar Knight Tube Boiler	KHB110A	110,000

Bartkus Farm

Boiler 1	Buderus Logano G115	G115/4	98,000
Boiler 2	Buderus - Oil		95,000

282 Thoreau

Boiler 1	BOSCH	KBR35-3	132,000
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284 Thoreau

Boiler 1	Weil-McLain Goldgv	G-4	92,000
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286 Thoreau

Boiler 1	Burnham Alpine	ALPO80W-2L02	73,000
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294 Thoreau

Boiler 1	Weil-McLain Gold	G-4294	92,000
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Walden St.

Boiler 1	HTP	ELU-150WCN	111,000
Boiler 2	HTP	ELU-150WCN	111,000
Boiler 3	HTP	ELU-150WCN	111,000
Boiler 4	HTP	ELU-150WCN	111,000
Boiler 5	HTP	ELU-150WCN	111,000
Boiler 6	HTP	ELU-150WCN	111,000

Old Bedford Rd.

Boiler 1	Weil-McLain Gold GV	G.V.-4	105,000
Boiler 2	Weil-McLain Gold GV	G.V.-4	105,000

Bedford Ct.

Boiler 1	#1 Source	TG9500B12MP11A	76,000
Boiler 2	#1 Source	TG9500B12MP11A	76,000

Cottage St.

Boiler 1	Rinnai	ELLOCN	95,000
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34 Everett St. Office

Split Heat Pump	Mitsubishi Split Heat Pump (outside unit)	MXZ-8C48NAHZ
Heads 1	Mitsubishi Split Heat Heads	MSZ-FH12NA
Heads 2	Mitsubishi Split Heat Heads	MSZ-FH12NA
Heads 3	Mitsubishi Split Heat Heads	MSZ-FH12NA

C. Bid Requirements:

- 1) Examination of all Buildings prior to bid submission is highly recommended. Each bidder must acquaint themselves with the circumstances and conditions of these buildings, as they exist, that they may fully understand the facilities, difficulties, and restrictions applicable to the execution of the work under these specifications. By submitting a bid, the contractor agrees and warrants that they have examined the buildings listed above, is aware of conditions on the premises, and has reviewed the specifications.
- 2) The bid proposal must be received prior to the due date as specified
- 3) In case of any ambiguity, inconsistency, error or omission in any of the bid documents, or a conflict between the provisions in a bid regulation, the bidder is required to draw such matters to the attention of Concord Housing Authority. The Owner will, in turn, clarify the situation as to the true interpretation thereof, and notify each and every person who has received the bid documents through the issuance of an Addendum. The Concord Housing Authority will not be held responsible for any oral instructions. If the bidder fails to draw such matters to the attention of the Owner, as outlined herein, then his bid conclusively will be presumed to have been based upon the interpretation which may be given subsequently by the Owner or, if such conflict is with a law or regulation, the bid conclusively is presumed to be predicated upon full compliance therewith
- 4) This IS NOT a request for proposals. Bidders must meet the minimum stated requirements, and shall be evaluated based upon the requirements herein.
- 5) Any questions regarding this solicitation or specifications must be emailed to jpolito@concordha.org prior to the bid due date. Potential bidders are encouraged to provide written questions no later than one week prior to the bid opening so that, if appropriate, an amendment to the solicitation may be initiated and delivered.

- 6) The bidder is to familiarize themselves thoroughly with all the documents enumerated herewith, as it is conclusively understood that all bids are based upon full compliance with the various provisions contained herein. The same documents will be incorporated by reference into the contract documents.
- 7) All bidders must sign and submit the attached certificates as to corporate bidder, non-collusion, and tax compliance.
- 8) No bid received after the closing time and date established in this IFB for the receipt of bids will be considered regardless of the cause for delay.
- 9) A bidder may correct, modify, or withdraw a bid by, written notice clearly marked as a correction, modification, or withdrawal and received by the Concord Housing Authority prior to the time and date set for the bid opening.
- 10) Bidders are required to complete and submit the Qualification and Reference Forms provided in this bid package in accordance with instruction printed therein. The Owner has the option of awarding the contract according to qualification of Responsible and not solely on price as deemed in the best interest of the Concord Housing Authority.

C. Rule for Award:

- 1) The pricing of labor, as well as experience, qualifications and references will be used to evaluate bids.
- 2) The successful bidder must have demonstrated experience performing similar services for municipalities, Local Housing Authorities, or public entities over the past five years.
- 3) In order to be responsive to this IFB, each bidder's company must have:
 - a. Five (5) or more years in the HVAC industry;
 - b. Representation of fleet vehicle and licensed personnel capable of responding within the required response time(s); and,
 - c. Three (3) municipal, LHA, or public references indicating the bidder's service quality, response time, personnel qualifications, business and billing office competence, equipment and part locating and pricing ability.

Any certifications and/or licenses of personnel to be utilized during the term of this contract must be provided prior to execution of the Contract.

- 4) The successful bidder must possess adequate labor, equipment, engineering, and management capabilities to effectively service this contract over the anticipated term, including all renewal options.
- 5) The availability and proximity of the contractor's prime business location, as well as experience with public work, shall be considered in its ability to respond to the Concord Housing Authority.
- 6) Items or services equaling or exceeding the specifications will be considered as meeting the specifications.
- 7) Bids submitted pursuant to this IFB will be reviewed and evaluated pursuant to standards required by MGL Chapter 149, considering the lowest responsible and eligible bidder's pricing structure, first in regard to hourly rate and overtime rate and provided that overtime does not exceed 2.0 times the base hourly rate.
- 8) Failure to comply with the above requirements or any attached specifications will be justification to reject any bids as incomplete.

D. Contract Terms and Conditions:

- 1) The contractor shall indemnify and hold harmless the Concord Housing Authority, and all of its officers, agents and employees against all suits, claims, and liabilities of every name and nature for any injuries to persons or damage to property arising out of or relating to any acts of, or failure to act by, the Contractor, his/her employees, agents, or subcontractors, in the performance of the work of this contract or failure to comply with the terms and conditions of the contract.
- 2) The Concord Housing Authority reserves the right to cancel the contract on fifteen (15) days' notice and to award the contract to the next lowest bidder on evidence of the contractor's failure to perform in accordance with specifications, and the contractor shall have no legal recourse or claim against the Owner.
- 3) The Concord Housing Authority may cancel this contract at any time without cause upon thirty days prior notice. Upon termination, the Contractor is only entitled to be paid for work performed and completed and not for lost profits and/or any indirect overhead costs.
- 4) The contractor shall conform to all requirements of federal, state, and local laws, including prevailing wage laws.
- 5) Copies of all certifications and licenses for personnel utilized during the term of the contract must be updated, kept current, and maintained on-file with the Concord Housing Authority during the term of the contract.
- 6) There must be no assignment to third parties unless expressly agreed to in writing.

- 7) By submitting a bid, the contractor agrees to execute the contract, provide insurance certificates, bonds, and other required documents, and to commence work within the time limits specified herein.
- 8) The contract shall be considered to include all terms and conditions required to be included in it by Massachusetts General Laws, as amended, as though such terms were set forth in full therein.

GENERAL CONDITIONS

ARTICLE 1

CONTRACT DOCUMENTS

1.1 DEFINITIONS

1.1.1 THE CONTRACT DOCUMENTS

The Contract Documents consist of the Owner-Contractor Agreement, the Conditions of the Contract (General, and other Conditions), the Drawings, the Specifications, all Addenda issued prior to and all Change Orders issued after execution of the Contract, and all applicable laws, ordinances and regulations. The Contract Documents include Bidding Documents such as the Advertisement or Invitation to Bid, the Instructions to Bidders, sample forms, the Contractor's Bid or portions of Addenda relating to any of these, or any other documents, specifically enumerated in the Owner-Contractor Agreement.

1.1.2 THE CONTRACT

The Contract Documents form the Contract for Maintenance and Repair of HVACS systems. This Contract represents the entire and integrated agreement between the parties hereto and supersedes all prior negotiations, representations, or agreements, either written or oral. The Contract may be amended or modified only by a written Change Order.

1.1.3 THE WORK

The Work comprises the completed Maintenance and Repair of HVAC Systems required by the Contract Documents and includes all labor necessary to produce such Maintenance and Repair of HVAC Systems, and all materials and equipment incorporated in such scope of work.

1.1.4 THE PROJECT

The project is the Maintenance and Repair of HVAC Systems of selected Authority owned buildings of which the Work performed under the Contract Documents may be the whole or a part.

1.1.5 OR EQUAL

The use of the words "Or Equal" following the name of any manufacturer, vendor or proprietary product shall be understood to mean that articles or materials may be substituted which, in the opinion of the Owner, are equal in quality, durability, appearance, strength, design and performance to the articles or materials named or described and will perform adequately in providing a first-class facility.

1.2 EXECUTION, CORRELATION AND INTENT

1.2.1

By executing the Contract, the Contractor represents that he has visited the site, familiarized himself with the local conditions under which the Work is to be performed, and correlated his observations with the requirements of the Contract Documents.

1.2.2

The intent of the Contract Documents is to include all items necessary for the proper execution and completion of the Work. The Contract Documents are complementary, and what is required by any one shall be as binding as if required by all. Work not covered in the Contract Documents will not be required unless it is consistent therewith and is reasonably inferable there from as being necessary to produce the intended results. Words and abbreviations which have well-known technical or trade meanings are used in the Contract Documents in accordance with such recognized meanings.

1.2.3

The Notice to Proceed will come in the form of a written letter to the Contractor. Once the written Notice to Proceed has been received by the Contractor, that date will be the legal start date for work under the Contract.

In the event of a failure to issue a Notice to Proceed written document specifying the commencement date, the pre-commencement of services meeting date will serve as the Notice to Proceed date.

1.3 OWNERSHIP AND USE OF DOCUMENTS

1.3.1

All Drawings, Specifications and copies thereof furnished by the Owner are and shall remain the Owner's property. They are to be used only with respect to this Project and are not to be used on any other project without prior written consent of the Owner. With the exception of one contract set for each party to the Contract, such documents are to be returned or suitably accounted for to the Owner at the completion of the Work. Submission or distribution to meet official regulatory requirements or for other purposes in connection with the Project is not to be construed as publication in derogation of any reserved rights.

1.4 NECESSITY TO COMPLY WITH FUNDING SOURCE GENERAL CONDITIONS

This contract is funded in part by the U.S. Department of Housing and Urban Development (HUD) & Department of Housing & Community Development (DHCD). HUD requires all contract comply with Federal regulations found at 24 CFR. The following clauses pursuant to 24 CFR 85.36(i) also require compliance: Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. HUD is permitted to require changes, remedies, changed conditions, access and records retention, suspension of work, and other clauses approved by the Office of Federal Procurement Policy. The Authority and contractor are also subject to other Federal & State laws including the U.S. Housing Act of 1937, as amended, Federal regulation, and State law and regulations.

1.5 TABLE 5.1 MANDATORY CONTRACT CLAUSES FOR SMALL PURCHASES OTHER THAN CONSTRUCTION

The following contract clauses are required in contracts pursuant to 24 CFR 85.36(i) and Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. HUD is permitted to require changes, remedies, changed conditions, access and records

retention, suspension of work, and other clauses approved by the Office of Federal Procurement Policy. The PHA and contractor is also subject to other Federal laws including the U.S. Housing Act of 1937, as amended, Federal regulations, and state law and regulations.

1.5.1 Examination and Retention of Contractor's Records.

The PHA, HUD, or Comptroller General of the United States, or any of their duly authorized representatives shall, until three years after final payment under this contract, have access to and the right to examine any of the Contractor's directly pertinent books, documents, papers, or other records involving transactions related to this contract for the purpose of making audit, examination, excerpts, and transcriptions.

1.5.2 Right in Data and Patent Rights (Ownership and Proprietary Interest).

The PHA shall have exclusive ownership of, all proprietary interest in, and the right to full and exclusive possession of all information, materials, and documents discovered or produced by Contractor pursuant to the terms of this Contract, including, but not limited to, reports, memoranda or letters concerning the research and reporting tasks of the Contract.

1.5.3 Energy Efficiency.

The Contractor shall comply with all mandatory standards and policies relating to energy efficiency which are contained in the energy conservation plan issued in compliance with the Energy Policy and Conservation Act (Pub.L. 94-163) for the State in which the work under this contract is performed.

1.5.4 Procurement of Recovered Materials

(a) In accordance with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, the Contractor shall procure items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition. The Contractor shall procure items designated in the EPA guidelines that contain the highest percentage of recovered materials practicable unless the Contractor determines that such items: (1) are not reasonably available in a reasonable period of time; (2) fail to meet reasonable performance standards, which shall be determined on the basis of the guidelines of the National Institute of Standards and Technology, if applicable to the item; or (3) are only available at an unreasonable price. (b) Paragraph (a) of this clause shall apply to items purchased under this contract where: (1) the Contractor purchases in excess of \$10,000 of the item under this contract; or (2) during the preceding Federal fiscal year, the Contractor: (i) purchased any amount of the items for use under a contract that was funded with Federal appropriations and was with a Federal agency or a State agency or agency of a political subdivision of a State; and (ii) purchased a total of in excess of \$10,000 of the item both under and outside that contract.

1.5.5 Termination for Cause and for Convenience (contracts of \$10,000 or more).

(a) The PHA may terminate this contract in whole, or from time to time in part, for the PHA's convenience or the failure of the Contractor to fulfill the contract obligations (cause/default). The PHA shall terminate by delivering to the Contractor a written Notice of Termination specifying the nature, extent, and effective date of the termination. Upon receipt of the notice, the Contractor shall: (1) immediately discontinue all services affected (unless the notice directs otherwise), and (2) deliver to the PHA all information, reports, papers, and other materials accumulated or generated in performing the contract, whether completed or in process.

(b) If the termination is for the convenience of the PHA, the PHA shall be liable only for payment for services rendered before the effective date of the termination.

(c) If the termination is due to the failure of the Contractor to fulfill its obligations under the contract (cause/default), the PHA may (1) require the Contractor to deliver to it, in the manner and to the extent directed by the PHA, any work described in the Notice of Termination; (2) take over the work and prosecute the same to completion by contract or otherwise, and the Contractor shall be liable for any additional cost incurred by the PHA; and (3) withhold any payments to the Contractor, for the purpose of set-off or partial payment, as the case may be, of amounts owned by the PHA by the Contractor. In the event of termination for cause/default, the PHA shall be liable to the Contractor for reasonable costs incurred by the Contractor before the effective date of the termination. Any dispute shall be decided by the Contracting Officer.

ARTICLE 2

ADMINISTRATION

2.1 ADMINISTRATION OF THE CONTRACT

2.1.1

The designated representative of the Owner will visit the site at intervals appropriate to the Maintenance and Repair of HVAC Systems to familiarize himself generally with the progress and quality of the Work and to determine in general if the Work is proceeding in accordance with the Contract Documents. However, the Owner's Representative will not be required to make exhaustive or continuous on-site inspections to check the quality or quantity of the Work.

2.1.2

The Owner shall at all times have access to the Work whenever it is in preparation and progress. The Contractor shall provide facilities for such access so the Owner may perform its functions under the Contract Documents.

2.1.3

Based on the Owner's Applications for Payment, the Owner will determine the amounts owing to the Contractor and will issue Certificates for Payment in such amounts, approved by the Maintenance Supervisor and or Contract Officer.

2.1.4

The Owner will render information necessary for the proper execution or progress of the Work within twenty (20) days of any request by the contractor or in accordance with any time limit agreed upon.

2.1.5

The Owner will have authority to reject Work which does not conform to the Contract Documents. Whenever, in his opinion, he considers it necessary or advisable for the implementation of the intent of the Contract Documents, he will have authority to require special inspection or testing of the Work whether or not such Work is completed. Any such rejection of work shall not relieve the Contractor of the responsibility for maintaining protection of the Work and the Owner's property.

2.1.6

The Owner will review and approve or take other appropriate action upon Contractor's submittals such as Shop Drawings, Product Data and Samples, but only for conformance with the scope of the Work and with the information given in the Contract Documents. Such action shall be taken with reasonable promptness so as to cause no delay.

ARTICLE 3

OWNER

3.1 DEFINITION

3.1.1

The Owner is the person or entity identified as such in the Owner-Contractor Agreement and is referred to throughout the Contract Documents as if singular in number and masculine in gender. The term Owner means the Owner or his authorized representatives, which for this Project shall be the Maintenance Supervisor and the Contract Officer.

3.1.2

The Owner's representatives for the Project shall be the Concord Housing Authority – Maintenance Supervisor and the Contract officer.

3.2 INFORMATION AND SERVICES REQUIRED OF THE OWNER

3.2.1

The Owner shall, at the time of execution of the Agreement and any subsequent Change Orders, certify for the Contractor that financial arrangements have been made to fulfill the Owner's obligations under the Contract.

3.2.2

The Owner shall furnish all documents describing the work.

3.2.3

Except as provided in Subparagraph 4.5.1, Owner shall secure and pay for necessary approvals, easements, assessments and charges required for the construction, use or occupancy of permanent structures or for permanent changes in existing facilities.

3.2.4

Information or services under the Owner's control shall be furnished by the Owner with reasonable promptness to avoid delay in the orderly progress of the Work.

3.2.5

The Owner, through its designated agent, shall forward all instructions directly to the Contractor.

3.3 OWNER'S RIGHT TO STOP THE WORK

3.3.1

If the Contractor fails to correct defective Work as required by the Owner or fails to carry out the Work in accordance with the Contract Documents or if the Owner shall for any other reason so require, the Owner, by a written order signed personally or by an agent specifically so empowered by the Owner in writing, may order the Contractor to stop the Work, or any portion thereof, until the cause for such order has been eliminated or until further written notice from the Owner; however, this right of the Owner to stop the Work shall not give rise to any duty on the

part of the Owner to exercise this right for the benefit of the Contractor or any other person or entity. The Contractor shall resume the Work after such stoppage promptly upon written notice to do so from the Owner. If such stoppage is required through no fault of the Contractor, the Contract Time (and the dates for achieving Substantial Completion and Final Completion) shall be extended by a period equal to the period of the stoppage, and the Contractor shall be compensated for its reasonable and justifiable cost incurred as a result of such stoppage.

3.4 OWNER'S RIGHT TO CARRY OUT THE WORK

3.4.1

If the Contractor defaults or neglects to carry out the Work in accordance with the Contract Documents and fails within seven days after receipt of written notice from the Owner to commence and continue correction of such default or neglect with diligence and promptness, the Owner may, without prejudice to any other remedy he may have, perform such work or cause such work to be performed and/or make good such deficiencies. In such case an appropriate Change Order shall be issued deducting from the payments then or thereafter due the Contractor the cost of correcting such deficiencies, including compensation for additional services made necessary by such default, neglect or failure. If the payments then or thereafter due the Contractor are not sufficient to cover the amount, the Contractor shall pay the difference to the Owner.

3.5 OWNER'S RIGHT TO TERMINATE CONTRACT

3.5.1

The Owner reserves the right to terminate this Contract at their discretion with thirty (30) days written notice to the contractor. In the event of Contract termination, all finished or unfinished work, or un-used material, already paid for under Contract prices, shall become the property of the Concord Housing Authority.

ARTICLE 4

CONTRACTOR

4.1 DEFINITION

4.1.1

The Contractor is the person or entity identified as such in the Owner-Contractor Agreement and is referred to throughout the Contract Documents as if singular in number and masculine in gender. The term Contractor means the Contractor or his authorized representative.

4.2 REVIEW OF CONTRACT DOCUMENTS

4.2.1

The Contractor shall carefully study and compare the Contract Documents and shall at once report to the Owner any error, inconsistency or omission he may discover. The Contractor shall not be liable to the Owner for any damage resulting from errors, inconsistencies or omissions in the Contract Documents which he discovers but shall be liable for damage to the extent he reasonably should have but failed to discover such errors, inconsistencies or omissions. The Contractor shall perform no portion of the Work at any time without Contract Documents or, where required, approved Shop Drawings, Product Data or Samples for such portion of the Work.

4.3 SUPERVISION AND CONSTRUCTION PROCEDURES

4.3.1

The Contractor shall supervise and direct the Work, using his best skill and attention which shall not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The Contractor shall maintain adequate supervisory personnel at the Site during the performance of the Work. He shall be solely responsible for all cleaning means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under the Contract.

4.3.2

The Contractor shall be responsible to the Owner for the acts and omissions of his employees, and other persons performing any of the Work under a contract with the Contractor. This obligation shall also extend to the presence on the Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.

4.3.3

The Contractor shall not be relieved from his obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the Owner in its administration of the Contract.

4.4 LABOR AND MATERIALS

4.4.1

Unless otherwise provided in the Contract Documents, the Contractor shall provide and pay for all labor, materials, equipment, tools, equipment and machinery, water, heat, utilities, transportation, and other facilities and service necessary for the proper execution and completion of the Work, whether temporary or permanent and whether or not incorporated or to be incorporated in the Work.

4.4.2

The Contractor shall at all times enforce strict discipline and good order among his employees and shall not employ on the Work any unfit person or anyone not skilled in the task assigned to him including all persons on the Site controlled directly or indirectly by the Contractor.

4.5 WARRANTY

4.5.1

The Contractor warrants to the Owner that all Work will be of good quality, free from faults and defects and in conformance with the Contract Documents. All Work not conforming to these requirements, including substitutions not properly approved and authorized, may be considered defective and, promptly after written notification of non-conformance, shall be repaired or replaced by the Contractor with Work conforming to such requirements.

4.6 TAXES

4.6.1

The Contractor shall pay all applicable sales, consumer, use and other similar taxes for the Work or portion thereof provided by the Contractor which are legally enacted at the time bids are received, whether or not yet effective.

4.7 PERMITS, FEES AND NOTICES

4.7.1

Unless otherwise expressly provided in the SPECIAL CONDITIONS, the Contractor shall secure and pay for all permits and fees, licenses and inspections necessary for the proper execution and completion of the Work which are customarily secured after execution of the Contract and which are legally required at the time the bids are received, and the same shall at all times be the property of the Owner and shall be delivered to the Owner upon completion of the Project.

4.7.2

The Contractor shall give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public authority bearing on the performance of the Work. The Contractor shall provide the Owner with reproductions of all permits, licenses and receipts for any fees paid. The Owner represents that it has disclosed to the Contractor all orders and requirements known to the Owner of any public authority particular to this Contract.

4.7.3

If the Contractor observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, he shall promptly notify the Owner in writing, and any necessary changes shall be accomplished by appropriate Modification.

4.7.4

If the Contractor performs any Work which he knows or should know is contrary to such laws, ordinances, rules and regulations, and without such notice to the Owner, he shall assume full responsibility therefore and shall bear all costs attributable thereto.

4.8 SUPERINTENDENT

4.8.1

The Contractor shall employ a competent superintendent and necessary assistants who shall be in attendance at the Project site at all times during the progress of the Work. The superintendent shall represent the Contractor and all communications given to the superintendent shall be as binding as if given to the Contractor. Important communications shall be confirmed in writing. Other communications shall be so confirmed on written request in each case.

4.9 PROGRESS SCHEDULE

4.9.1

The Contractor, immediately after being awarded the Contract, shall prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.

No work shall start without the Project schedule. The Contractor shall submit the project schedule five days prior to start the work.

4.10 DOCUMENTS AND SAMPLES AT THE SITE

4.10.1

The Contractor shall maintain at the site for the Owner one record copy of all Drawings, Specifications, Addenda, Change Orders and other Modifications.

4.11 USE OF SITE

4.11.1

The Contractor shall confine operations at the site to areas permitted by law, ordinances, permits and the Contract Documents and shall not unreasonably encumber the site with any materials or equipment.

4.12 CLEANING UP

4.12.1

The Contractor at all times shall keep the premises free from accumulation of waste materials or rubbish caused by his operations. At the completion of the Work he shall remove all his waste materials and rubbish from and about the Project in full compliance with all applicable laws and regulations as well as all his tools, construction equipment, machinery and surplus materials and the Project shall be thoroughly cleaned and ready for immediate occupancy by the Owner.

4.12.2

If the Contractor fails to clean up at the completion of the Work, the Owner may do so as provided in Paragraph 3.4 and the cost thereof shall be charged to the Contractor.

4.13 COMMUNICATIONS

4.13.1

The Contractor shall forward all communications to the Owner through its Maintenance Supervisor and Contract officer at 10 Wilson St Concord, Ma 01824.

4.13.2

The Contractor shall at all times have a designated representative in the field that is authorized to act on behalf and make decisions for the Contractor under this contract agreement.

4.14 ROYALTIES AND PATENTS

4.14.1

The Contractor shall pay all royalties and license fees. He shall defend all suits or claims for infringement of any patent rights and shall save the Owner harmless from loss on account thereof, except that the Owner shall be responsible for all such loss when a particular design, process or the product of a particular manufacturer or manufacturers is specified, but if the Contractor believes or has reason to believe that the design, process or product specified is an infringement of a patent, he shall be responsible for such loss unless he promptly gives such information to the Owner, and thereafter the Owner insists on the use of the design, processor products specified.

4.15 INDEMNIFICATION

4.15.1

To the fullest extent permitted by law, the Contractor shall indemnify and hold harmless the Owner, and their agents and employees from and against all claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from the performance of the Work, provided that any such claim, damage, loss or expense (1) is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property (other than the Work itself) including the loss of use resulting there from, and (2) is caused in whole or in part by any negligent act or omission of the Contractor, any Subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a

party indemnified there under. Such obligation shall not be construed to negate, abridge, or otherwise reduce any other right or of indemnity which would otherwise exist as to any party or person described in this Paragraph 4.15.

4.15.2

In any and all claims against the Owner, or any of their agents or employees by any employee of the Contractor, any Subcontractor anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation under this Paragraph 4.15 shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for the Contractor or any Subcontractor under workers' or workmen's compensation acts, disability benefit acts or other employee benefit acts.

4.15.3

The obligations of the Contractor under this paragraph 4.15 shall not extend to the liability of the Owner, their agents or employees, arising out of (1) the preparation or approval of maps, drawings, opinions, reports, surveys, change orders, designs or specifications, or (2) written directions or instructions given by the Owner, their agents or employees, provided they are the sole cause of the injury or damage.

This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this contract.

Employer's liability:	Coverage B up to	\$1,000,000	each accident
		\$ 500,000	disease per
		\$ 500,000	disease policy

Bodily Injury & Property Damage	\$ 1,000,000. each occurrence \$ 1,000,000. general aggregate
Products & Completed Operations	\$ 1,000,000. aggregate
Personal & Advertising Injury	\$ 1,000,000. each occurrence

Personal Injury	\$ 500,000. each person
and Property Damage	\$ 1,000,000. aggregate
Combined Single Limit	\$ 1,000,000.

The Owner and Department shall be named as additional insured on the Contractor's liability policies.

The Contractor shall not commence work on this contract until proof of compliance with this article has been furnished to the Owner by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the Commonwealth. This certificate shall indicate that the Contractual Liability Coverage is in force. The Contractor shall file the original and one certified copy of all policies with the Owner within sixty days after Contract award. If the Owner is damaged by the Contractor's failure to maintain such insurance and to so notify the Owner, then the Contractor shall be responsible for all reasonable costs attributable thereto.

HVAC Maintenance and Repair

ARTICLE 6

LIQUIDATED DAMAGES

6.1 LIQUIDATED DAMAGES

If the Contractor shall neglect, fail or refuse to complete the work within the time herein specified, or any proper extension thereof granted by the Owner, then the Contractor does hereby agree, as a part consideration for the awarding of this Contract, to pay to Owner the amount of \$300.00 per day, not as a penalty but as liquidated damages for such breach of Contract as hereinafter set forth, for each and every calendar day that the Contract shall be in default after the time stipulated in the Contract for completing the work.



**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS
Prevailing Wage Rates**

MAURA HEALY
Governor

KIM DRISCOLL
Lt. Governor

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:	Concord - Housing Authority	City/Town:	CONCORD
Contract Number:	HVAC2025		
Description of Work:	HVAC Service Contract		
Job Location:	34 Everett St Concord, MA 01742		

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 updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- 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.

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$0.00	\$76.69
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$0.00	\$78.30
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$0.00	\$76.76
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$0.00	\$78.37
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	6/1/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$0.00	\$76.88
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$0.00	\$78.49
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT	1/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	6/1/2025	\$40.59	\$10.15	\$9.50	\$9.11	\$0.00	\$69.35
LABORERS	12/1/2025	\$41.97	\$10.15	\$9.50	\$9.11	\$0.00	\$70.73
LABORERS - ZONE 2	6/1/2026	\$43.41	\$10.15	\$9.50	\$9.11	\$0.00	\$72.17
	12/1/2026	\$44.85	\$10.15	\$9.50	\$9.11	\$0.00	\$73.61
	6/1/2027	\$46.30	\$10.15	\$9.50	\$9.11	\$0.00	\$75.06
	12/1/2027	\$47.75	\$10.15	\$9.50	\$9.11	\$0.00	\$76.51
	6/1/2028	\$49.25	\$10.15	\$9.50	\$9.11	\$0.00	\$78.01
	12/1/2028	\$50.75	\$10.15	\$9.50	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$40.59	\$10.15	\$9.50	\$9.21	\$0.00	\$69.45
LABORERS	12/1/2025	\$41.97	\$10.15	\$9.50	\$9.21	\$0.00	\$70.83
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$43.41	\$10.15	\$9.50	\$9.21	\$0.00	\$72.27
	12/1/2026	\$44.85	\$10.15	\$9.50	\$9.21	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	6/1/2025	\$43.80	\$14.50	\$4.30	\$6.75	\$0.00	\$69.35
HEAT & FROST INSULATORS LOCAL 6	12/1/2025	\$44.80	\$14.50	\$4.30	\$6.75	\$0.00	\$70.35
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)							
ASPHALT RAKER	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.21	\$0.00	\$68.95
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.21	\$0.00	\$70.33
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	6/1/2025	\$57.83	\$16.05	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	6/1/2025	\$57.83	\$16.05	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER	6/1/2025	\$40.59	\$10.15	\$9.50	\$9.11	\$0.00	\$69.35
LABORERS	12/1/2025	\$41.97	\$10.15	\$9.50	\$9.11	\$0.00	\$70.73
LABORERS - ZONE 2	6/1/2026	\$43.41	\$10.15	\$9.50	\$9.11	\$0.00	\$72.17
	12/1/2026	\$44.85	\$10.15	\$9.50	\$9.11	\$0.00	\$73.61
	6/1/2027	\$46.30	\$10.15	\$9.50	\$9.11	\$0.00	\$75.06
	12/1/2027	\$47.75	\$10.15	\$9.50	\$9.11	\$0.00	\$76.51
	6/1/2028	\$49.25	\$10.15	\$9.50	\$9.11	\$0.00	\$78.01
	12/1/2028	\$50.75	\$10.15	\$9.50	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	6/1/2025	\$40.59	\$10.15	\$9.50	\$9.21	\$0.00	\$69.45
LABORERS	12/1/2025	\$41.97	\$10.15	\$9.50	\$9.21	\$0.00	\$70.83
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$43.41	\$10.15	\$9.50	\$9.21	\$0.00	\$72.27
	12/1/2026	\$44.85	\$10.15	\$9.50	\$9.21	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER**Effective Date: 1/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.98
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.40
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.82
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.25
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.66
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.10

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	8/1/2025	\$67.95	\$11.49	\$15.57	\$8.02	\$0.00	\$103.03
BRICKLAYERS LOCAL 3	2/1/2026	\$69.30	\$11.49	\$15.57	\$8.02	\$0.00	\$104.38
BRICKLAYERS LOCAL 3 (WALTHAM)	8/1/2026	\$71.50	\$11.49	\$15.57	\$8.02	\$0.00	\$106.58
	2/1/2027	\$72.90	\$11.49	\$15.57	\$8.02	\$0.00	\$107.98

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.98	\$11.49	\$15.57	\$8.02	\$0.00	\$69.06
2	60.00	\$40.77	\$11.49	\$15.57	\$8.02	\$0.00	\$75.85
3	70.00	\$47.57	\$11.49	\$15.57	\$8.02	\$0.00	\$82.65
4	80.00	\$54.36	\$11.49	\$15.57	\$8.02	\$0.00	\$89.44
5	90.00	\$61.16	\$11.49	\$15.57	\$8.02	\$0.00	\$96.24

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)**Effective Date: 2/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.65	\$11.49	\$15.57	\$8.02	\$0.00	\$69.73
2	60.00	\$41.58	\$11.49	\$15.57	\$8.02	\$0.00	\$76.66
3	70.00	\$48.51	\$11.49	\$15.57	\$8.02	\$0.00	\$83.59
4	80.00	\$55.44	\$11.49	\$15.57	\$8.02	\$0.00	\$90.52
5	90.00	\$62.37	\$11.49	\$15.57	\$8.02	\$0.00	\$97.45

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/GRADER/SCRAPER	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS LABORERS - FOUNDATION AND MARINE	6/1/2025	\$48.35	\$10.15	\$9.50	\$9.80	\$0.00	\$77.80
	12/1/2025	\$49.85	\$10.15	\$9.50	\$9.80	\$0.00	\$79.30
	6/1/2026	\$51.40	\$10.15	\$9.50	\$9.80	\$0.00	\$80.85
	12/1/2026	\$52.90	\$10.15	\$9.50	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER LABORERS LABORERS - FOUNDATION AND MARINE	6/1/2025	\$47.20	\$10.15	\$9.50	\$9.80	\$0.00	\$76.65
	12/1/2025	\$48.70	\$10.15	\$9.50	\$9.80	\$0.00	\$78.15
	6/1/2026	\$50.25	\$10.15	\$9.50	\$9.80	\$0.00	\$79.70
	12/1/2026	\$51.75	\$10.15	\$9.50	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN LABORERS LABORERS - FOUNDATION AND MARINE	6/1/2025	\$47.53	\$10.15	\$9.50	\$9.80	\$0.00	\$76.98
	12/1/2025	\$49.03	\$10.15	\$9.50	\$9.80	\$0.00	\$78.48
	6/1/2026	\$50.58	\$10.15	\$9.50	\$9.80	\$0.00	\$80.03
	12/1/2026	\$52.08	\$10.15	\$9.50	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR LABORERS LABORERS - ZONE 2	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
CARPENTER CARPENTERS CARPENTERS -ZONE 2 (Eastern Massachusetts)	9/1/2025	\$50.35	\$10.33	\$11.47	\$8.50	\$0.00	\$80.65
	3/1/2026	\$51.60	\$10.33	\$11.47	\$8.50	\$0.00	\$81.90
	9/1/2026	\$52.85	\$10.33	\$11.47	\$8.50	\$0.00	\$83.15
	3/1/2027	\$54.10	\$10.33	\$11.47	\$8.50	\$0.00	\$84.40

Apprentice: CARPENTER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.66	\$10.33	\$0.00	\$1.73	\$0.00	\$34.72
2	45.00	\$22.66	\$10.33	\$0.00	\$1.73	\$0.00	\$34.72
3	55.00	\$27.69	\$10.33	\$0.00	\$3.40	\$0.00	\$41.42
4	55.00	\$27.69	\$10.33	\$0.00	\$3.40	\$0.00	\$41.42
5	70.00	\$35.25	\$10.33	\$11.41	\$5.10	\$0.00	\$62.09
6	70.00	\$35.25	\$10.33	\$11.41	\$5.10	\$0.00	\$62.09
7	80.00	\$40.28	\$10.33	\$11.44	\$6.80	\$0.00	\$68.85
8	80.00	\$40.28	\$10.33	\$11.44	\$6.80	\$0.00	\$68.85

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CARPENTER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.22	\$10.33	\$0.00	\$1.73	\$0.00	\$35.28
2	45.00	\$23.22	\$10.33	\$0.00	\$1.73	\$0.00	\$35.28
3	55.00	\$28.38	\$10.33	\$0.00	\$3.40	\$0.00	\$42.11
4	55.00	\$28.38	\$10.33	\$0.00	\$3.40	\$0.00	\$42.11
5	70.00	\$36.12	\$10.33	\$11.41	\$5.10	\$0.00	\$62.96
6	70.00	\$36.12	\$10.33	\$11.41	\$5.10	\$0.00	\$62.96
7	80.00	\$41.28	\$10.33	\$11.44	\$6.80	\$0.00	\$69.85
8	80.00	\$41.28	\$10.33	\$11.44	\$6.80	\$0.00	\$69.85

Apprentice to Journeyworker Ratio: 1:5

CARPENTER WOOD FRAME	10/1/2025	\$27.75	\$7.02	\$3.80	\$1.00	\$0.00	\$39.57
CARPENTERS	10/1/2026	\$28.85	\$7.02	\$3.80	\$1.00	\$0.00	\$40.67
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
2	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
3	65.00	\$18.04	\$7.02	\$0.00	\$1.00	\$0.00	\$26.06
4	70.00	\$19.43	\$7.02	\$0.00	\$1.00	\$0.00	\$27.45
5	75.00	\$20.81	\$7.02	\$3.80	\$1.00	\$0.00	\$32.63
6	80.00	\$22.20	\$7.02	\$3.80	\$1.00	\$0.00	\$34.02
7	85.00	\$23.59	\$7.02	\$3.80	\$1.00	\$0.00	\$35.41
8	90.00	\$24.98	\$7.02	\$3.80	\$1.00	\$0.00	\$36.80

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33
2	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33
3	65.00	\$18.75	\$7.02	\$0.00	\$1.00	\$0.00	\$26.77
4	70.00	\$20.20	\$7.02	\$0.00	\$1.00	\$0.00	\$28.22
5	75.00	\$21.64	\$7.02	\$3.80	\$1.00	\$0.00	\$33.46
6	80.00	\$23.08	\$7.02	\$3.80	\$1.00	\$0.00	\$34.90
7	85.00	\$24.52	\$7.02	\$3.80	\$1.00	\$0.00	\$36.34
8	90.00	\$25.97	\$7.02	\$3.80	\$1.00	\$0.00	\$37.79

Apprentice to Journeyworker Ratio: 1:5

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (WALTHAM)	7/1/2024	\$49.19	\$13.35	\$16.43	\$7.78	\$1.80	\$88.55

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 7/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.60	\$13.35	\$16.43	\$0.00	\$0.00	\$54.38
2	60.00	\$29.51	\$13.35	\$16.43	\$2.78	\$1.80	\$63.87
3	65.00	\$31.97	\$13.35	\$16.43	\$3.78	\$1.80	\$67.33
4	70.00	\$34.43	\$13.35	\$16.43	\$4.78	\$1.80	\$70.79
5	75.00	\$36.89	\$13.35	\$16.43	\$5.78	\$1.80	\$74.25
6	80.00	\$39.35	\$13.35	\$16.43	\$6.78	\$1.80	\$77.71
7	90.00	\$44.27	\$13.35	\$16.43	\$7.78	\$1.80	\$83.63

Apprentice to Journeyworker Ratio: 1:3

CHAIN SAW OPERATOR	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	6/1/2025	\$59.01	\$16.05	\$13.25	\$3.25	\$0.00	\$91.56
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$60.48	\$16.05	\$13.25	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$61.81	\$16.05	\$13.25	\$3.25	\$0.00	\$94.36
	12/1/2026	\$63.29	\$16.05	\$13.25	\$3.25	\$0.00	\$95.84

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR	6/1/2025	\$37.02	\$16.05	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$37.97	\$16.05	\$13.25	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$38.83	\$16.05	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$39.78	\$16.05	\$13.25	\$3.25	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: DELEADER (BRIDGE)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: DELEADER (BRIDGE)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16
Apprentice: DELEADER (BRIDGE)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29
Apprentice to Journeyworker Ratio: 1:1							
DEMO: ADZEMAN	6/2/2025	\$47.25	\$10.15	\$9.50	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$48.75	\$10.15	\$9.50	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 2	6/1/2026	\$50.30	\$10.15	\$9.50	\$9.65	\$0.00	\$79.60
	12/7/2026	\$51.80	\$10.15	\$9.50	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.40	\$10.15	\$9.50	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.00	\$10.15	\$9.50	\$9.65	\$0.00	\$84.30
	6/5/2028	\$56.68	\$10.15	\$9.50	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.35	\$10.15	\$9.50	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	6/2/2025	\$48.25	\$10.15	\$9.50	\$9.65	\$0.00	\$77.55
LABORERS	12/1/2025	\$49.75	\$10.15	\$9.50	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 2	6/1/2026	\$51.30	\$10.15	\$9.50	\$9.65	\$0.00	\$80.60
	12/7/2026	\$52.80	\$10.15	\$9.50	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.40	\$10.15	\$9.50	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.00	\$10.15	\$9.50	\$9.65	\$0.00	\$85.30
	6/5/2028	\$57.68	\$10.15	\$9.50	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.35	\$10.15	\$9.50	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS	6/2/2025	\$48.00	\$10.15	\$9.50	\$9.65	\$0.00	\$77.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/1/2025	\$49.50	\$10.15	\$9.50	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 2	6/1/2026	\$51.05	\$10.15	\$9.50	\$9.65	\$0.00	\$80.35
	12/7/2026	\$52.55	\$10.15	\$9.50	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.15	\$10.15	\$9.50	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.75	\$10.15	\$9.50	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.43	\$10.15	\$9.50	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.10	\$10.15	\$9.50	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER	6/2/2025	\$48.25	\$10.15	\$9.50	\$9.65	\$0.00	\$77.55
LABORERS	12/1/2025	\$49.75	\$10.15	\$9.50	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 2	6/1/2026	\$51.30	\$10.15	\$9.50	\$9.65	\$0.00	\$80.60
	12/7/2026	\$52.80	\$10.15	\$9.50	\$9.65	\$0.00	\$82.10
	6/7/2027	\$54.40	\$10.15	\$9.50	\$9.65	\$0.00	\$83.70
	12/6/2027	\$56.00	\$10.15	\$9.50	\$9.65	\$0.00	\$85.30
	6/5/2028	\$57.68	\$10.15	\$9.50	\$9.65	\$0.00	\$86.98
	12/4/2028	\$59.35	\$10.15	\$9.50	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	6/2/2025	\$48.00	\$10.15	\$9.50	\$9.65	\$0.00	\$77.30
LABORERS	12/1/2025	\$49.50	\$10.15	\$9.50	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 2	6/1/2026	\$51.05	\$10.15	\$9.50	\$9.65	\$0.00	\$80.35
	12/7/2026	\$52.55	\$10.15	\$9.50	\$9.65	\$0.00	\$81.85
	6/7/2027	\$54.15	\$10.15	\$9.50	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.75	\$10.15	\$9.50	\$9.65	\$0.00	\$85.05
	6/5/2028	\$57.43	\$10.15	\$9.50	\$9.65	\$0.00	\$86.73
	12/4/2028	\$59.10	\$10.15	\$9.50	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	6/2/2025	\$47.25	\$10.15	\$9.50	\$9.65	\$0.00	\$76.55
LABORERS	12/1/2025	\$48.75	\$10.15	\$9.50	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 2	6/1/2026	\$50.30	\$10.15	\$9.50	\$9.65	\$0.00	\$79.60
	12/7/2026	\$51.80	\$10.15	\$9.50	\$9.65	\$0.00	\$81.10
	6/7/2027	\$53.40	\$10.15	\$9.50	\$9.65	\$0.00	\$82.70
	12/6/2027	\$55.00	\$10.15	\$9.50	\$9.65	\$0.00	\$84.30
	6/5/2028	\$56.68	\$10.15	\$9.50	\$9.65	\$0.00	\$85.98
	12/4/2028	\$58.35	\$10.15	\$9.50	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$10.04	\$0.00	\$109.85
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							
ELECTRICIAN	9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26
ELECTRICIANS LOCAL 103	3/1/2026	\$66.86	\$13.00	\$14.64	\$9.00	\$0.00	\$103.50
ELECTRICIANS LOCAL 103	9/1/2026	\$68.78	\$13.00	\$14.69	\$9.00	\$0.00	\$105.47
	3/1/2027	\$69.97	\$13.00	\$14.73	\$9.00	\$0.00	\$106.70
	9/1/2027	\$71.88	\$13.00	\$14.79	\$9.00	\$0.00	\$108.67
	3/1/2028	\$73.08	\$13.00	\$14.82	\$9.00	\$0.00	\$109.90

Apprentice: ELECTRICIAN**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$26.47	\$13.00	\$0.79	\$0.00	\$0.00	\$40.26
2	40.00	\$26.47	\$13.00	\$0.79	\$0.00	\$0.00	\$40.26
3	45.00	\$29.78	\$13.00	\$13.27	\$3.92	\$0.00	\$59.97
4	45.00	\$29.78	\$13.00	\$13.27	\$3.92	\$0.00	\$59.97
5	50.00	\$33.09	\$13.00	\$13.37	\$4.36	\$0.00	\$63.82
6	55.00	\$36.39	\$13.00	\$13.47	\$4.80	\$0.00	\$67.66
7	60.00	\$39.70	\$13.00	\$13.57	\$5.23	\$0.00	\$71.50
8	65.00	\$43.01	\$13.00	\$13.67	\$5.67	\$0.00	\$75.35
9	70.00	\$46.32	\$13.00	\$13.77	\$6.10	\$0.00	\$79.19
10	75.00	\$49.63	\$13.00	\$13.87	\$6.54	\$0.00	\$83.04

Apprentice: ELECTRICIAN**Effective Date: 3/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$26.74	\$13.00	\$0.80	\$0.00	\$0.00	\$40.54
2	40.00	\$26.74	\$13.00	\$0.80	\$0.00	\$0.00	\$40.54
3	45.00	\$30.09	\$13.00	\$13.53	\$4.05	\$0.00	\$60.67
4	45.00	\$30.09	\$13.00	\$13.53	\$4.05	\$0.00	\$60.67

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELECTRICIAN Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	50.00	\$33.43	\$13.00	\$13.63	\$4.50	\$0.00	\$64.56
6	55.00	\$36.77	\$13.00	\$13.73	\$4.95	\$0.00	\$68.45
7	60.00	\$40.12	\$13.00	\$13.83	\$5.40	\$0.00	\$72.35
8	65.00	\$43.46	\$13.00	\$13.93	\$5.85	\$0.00	\$76.24
9	70.00	\$46.80	\$13.00	\$14.03	\$6.30	\$0.00	\$80.13
10	75.00	\$50.15	\$13.00	\$14.13	\$6.75	\$0.00	\$84.03
Apprentice Notes :							
Apprentice to Journeyworker Ratio: 2:3							
ELEVATOR CONSTRUCTOR	1/1/2025	\$74.17	\$16.28	\$10.96	\$10.40	\$0.00	\$111.81
ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2026	\$77.26	\$16.38	\$11.06	\$10.70	\$0.00	\$115.40
ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2027	\$80.55	\$16.48	\$11.16	\$11.00	\$0.00	\$119.19
Apprentice: ELEVATOR CONSTRUCTOR Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$37.09	\$0.00	\$0.00	\$0.00	\$0.00	\$37.09
2	55.00	\$40.79	\$16.28	\$10.96	\$10.40	\$0.00	\$78.43
3	65.00	\$48.21	\$16.28	\$10.96	\$10.40	\$0.00	\$85.85
4	70.00	\$51.92	\$16.28	\$10.96	\$10.40	\$0.00	\$89.56
5	80.00	\$59.34	\$16.28	\$10.96	\$10.40	\$0.00	\$96.98
Apprentice: ELEVATOR CONSTRUCTOR Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$38.63	\$0.00	\$0.00	\$0.00	\$0.00	\$38.63
2	55.00	\$42.49	\$16.38	\$11.06	\$10.70	\$0.00	\$80.63
3	65.00	\$50.22	\$16.38	\$11.06	\$10.70	\$0.00	\$88.36
4	70.00	\$54.08	\$16.38	\$11.06	\$10.70	\$0.00	\$92.22
5	80.00	\$61.81	\$16.38	\$11.06	\$10.70	\$0.00	\$99.95
Apprentice to Journeyworker Ratio: 1:1							
ELEVATOR CONSTRUCTOR HELPER	1/1/2025	\$51.92	\$16.28	\$10.96	\$10.40	\$0.00	\$89.56
ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2026	\$54.08	\$16.38	\$11.06	\$10.07	\$0.00	\$91.59
ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2027	\$56.39	\$16.48	\$11.16	\$11.00	\$0.00	\$95.03
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.21	\$0.00	\$68.95
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.21	\$0.00	\$70.33
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/1/2025	\$53.76	\$15.85	\$13.15	\$3.25	\$0.00	\$86.01
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$55.20	\$15.85	\$13.15	\$3.25	\$0.00	\$87.45
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$56.49	\$15.85	\$13.15	\$3.25	\$0.00	\$88.74
	5/1/2027	\$57.92	\$15.85	\$13.15	\$3.25	\$0.00	\$90.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/1/2025	\$55.37	\$15.85	\$13.15	\$3.25	\$0.00	\$87.62
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$56.82	\$15.85	\$13.15	\$3.25	\$0.00	\$89.07
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$58.12	\$15.85	\$13.15	\$3.25	\$0.00	\$90.37
	5/1/2027	\$59.57	\$15.85	\$13.15	\$3.25	\$0.00	\$91.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/1/2025	\$26.23	\$15.85	\$13.15	\$3.25	\$0.00	\$58.48
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$27.08	\$15.85	\$13.15	\$3.25	\$0.00	\$59.33
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$27.84	\$15.85	\$13.15	\$3.25	\$0.00	\$60.09
	5/1/2027	\$28.69	\$15.85	\$13.15	\$3.25	\$0.00	\$60.94
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	9/1/2025	\$66.17	\$13.00	\$14.37	\$9.00	\$0.00	\$102.54
ELECTRICIANS LOCAL 103	3/1/2026	\$66.86	\$13.00	\$14.64	\$9.00	\$0.00	\$103.50
ELECTRICIANS LOCAL 103	9/1/2026	\$68.78	\$13.00	\$14.69	\$9.00	\$0.00	\$105.47
	3/1/2027	\$69.97	\$13.00	\$14.73	\$9.00	\$0.00	\$106.70
	9/1/2027	\$71.88	\$13.00	\$14.79	\$9.00	\$0.00	\$108.67
	3/1/2028	\$73.08	\$13.00	\$14.82	\$9.00	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	9/1/2025	\$52.94	\$13.00	\$13.97	\$6.98	\$0.00	\$86.89
/ COMMISSIONING	3/1/2026	\$53.49	\$13.00	\$14.23	\$7.20	\$0.00	\$87.92
ELECTRICIANS LOCAL 103	9/1/2026	\$55.02	\$13.00	\$14.28	\$7.20	\$0.00	\$89.50
ELECTRICIANS LOCAL 103	3/1/2027	\$55.98	\$13.00	\$14.31	\$7.20	\$0.00	\$90.49
	9/1/2027	\$57.50	\$13.00	\$14.36	\$7.20	\$0.00	\$92.06
	3/1/2028	\$58.46	\$13.00	\$14.38	\$7.20	\$0.00	\$93.04
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN (ASST. ENGINEER)	6/1/2025	\$46.52	\$16.05	\$13.25	\$3.25	\$0.00	\$79.07
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$47.69	\$16.05	\$13.25	\$3.25	\$0.00	\$80.24
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$48.75	\$16.05	\$13.25	\$3.25	\$0.00	\$81.30
	12/1/2026	\$49.93	\$16.05	\$13.25	\$3.25	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2025	\$28.09	\$10.15	\$9.50	\$9.21	\$0.00	\$56.95
LABORERS	12/1/2025	\$28.09	\$10.15	\$9.50	\$9.21	\$0.00	\$56.95
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$29.21	\$10.15	\$9.50	\$9.21	\$0.00	\$58.07
	12/1/2026	\$29.21	\$10.15	\$9.50	\$9.21	\$0.00	\$58.07

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FLOORCOVERER	9/1/2025	\$57.74	\$10.33	\$11.47	\$8.80	\$0.00	\$88.34
FLOORCOVERERS LOCAL 2168	3/1/2026	\$59.24	\$10.33	\$11.47	\$8.80	\$0.00	\$89.84
FLOORCOVERERS LOCAL 2168 ZONE I	9/1/2026	\$60.74	\$10.33	\$11.47	\$8.80	\$0.00	\$91.34
	3/1/2027	\$62.24	\$10.33	\$11.47	\$8.80	\$0.00	\$92.84

Apprentice: FLOORCOVERER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$25.98	\$10.33	\$0.00	\$1.76	\$0.00	\$38.07
2	45.00	\$25.98	\$10.33	\$0.00	\$1.76	\$0.00	\$38.07
3	55.00	\$31.76	\$10.33	\$0.00	\$3.52	\$0.00	\$45.61
4	55.00	\$31.76	\$10.33	\$0.00	\$3.52	\$0.00	\$45.61
5	70.00	\$40.42	\$10.33	\$11.47	\$5.28	\$0.00	\$67.50
6	70.00	\$40.42	\$10.33	\$11.47	\$5.28	\$0.00	\$67.50
7	80.00	\$46.19	\$10.33	\$11.47	\$7.04	\$0.00	\$75.03
8	80.00	\$46.19	\$10.33	\$11.47	\$7.04	\$0.00	\$75.03

Apprentice: FLOORCOVERER**Effective Date: 3/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$26.66	\$10.33	\$0.00	\$1.76	\$0.00	\$38.75
2	45.00	\$26.66	\$10.33	\$0.00	\$1.76	\$0.00	\$38.75
3	55.00	\$32.58	\$10.33	\$0.00	\$3.52	\$0.00	\$46.43
4	55.00	\$32.58	\$10.33	\$0.00	\$3.52	\$0.00	\$46.43
5	70.00	\$41.47	\$10.33	\$11.47	\$5.28	\$0.00	\$68.55
6	70.00	\$41.47	\$10.33	\$11.47	\$5.28	\$0.00	\$68.55
7	80.00	\$47.39	\$10.33	\$11.47	\$7.04	\$0.00	\$76.23
8	80.00	\$47.39	\$10.33	\$11.47	\$7.04	\$0.00	\$76.23

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT/CHERRY PICKER	6/1/2025	\$57.83	\$16.05	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	6/1/2025	\$37.02	\$16.05	\$13.25	\$3.25	\$0.00	\$69.57
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$37.97	\$16.05	\$13.25	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$38.83	\$16.05	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$39.78	\$16.05	\$13.25	\$3.25	\$0.00	\$72.33

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	7/1/2025	\$48.01	\$10.30	\$11.95	\$12.50	\$0.00	\$82.76
GLAZIERS LOCAL 35	1/1/2026	\$49.06	\$10.35	\$12.00	\$12.60	\$0.00	\$84.01
GLAZIERS LOCAL 35 (ZONE 2)							

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.01	\$10.30	\$0.00	\$0.00	\$0.00	\$34.31
2	55.00	\$26.41	\$10.30	\$0.00	\$6.88	\$0.00	\$43.59
3	60.00	\$28.81	\$10.30	\$0.00	\$7.50	\$0.00	\$46.61
4	65.00	\$31.21	\$10.30	\$0.00	\$8.13	\$0.00	\$49.64
5	70.00	\$33.61	\$10.30	\$11.95	\$8.75	\$0.00	\$64.61
6	75.00	\$36.01	\$10.30	\$11.95	\$9.38	\$0.00	\$67.64
7	80.00	\$38.41	\$10.30	\$11.95	\$10.00	\$0.00	\$70.66
8	90.00	\$43.21	\$10.30	\$11.95	\$11.25	\$0.00	\$76.71

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.53	\$10.30	\$0.00	\$0.00	\$0.00	\$34.83
2	55.00	\$26.98	\$10.30	\$0.00	\$6.88	\$0.00	\$44.16
3	60.00	\$29.44	\$10.30	\$0.00	\$7.50	\$0.00	\$47.24
4	65.00	\$31.89	\$10.30	\$0.00	\$8.13	\$0.00	\$50.32
5	70.00	\$34.34	\$10.30	\$11.95	\$8.75	\$0.00	\$65.34
6	75.00	\$36.80	\$10.30	\$11.95	\$9.38	\$0.00	\$68.43
7	80.00	\$39.25	\$10.30	\$11.95	\$10.00	\$0.00	\$71.50
8	90.00	\$44.15	\$10.30	\$11.95	\$11.25	\$0.00	\$77.65

Apprentice to Journeyworker Ratio: 1:1

HOISTING ENGINEER/CRANES/GRADALLS	6/1/2025	\$57.83	\$16.05	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$31.81	\$0.00	\$0.00	\$0.00	\$0.00	\$31.81
2	60.00	\$34.70	\$15.55	\$13.25	\$3.25	\$0.00	\$66.75
3	65.00	\$37.59	\$15.55	\$13.25	\$3.25	\$0.00	\$69.64
4	70.00	\$40.48	\$15.55	\$13.25	\$3.25	\$0.00	\$72.53

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
5	75.00	\$43.37	\$15.55	\$13.25	\$3.25	\$0.00	\$75.42
6	80.00	\$46.26	\$15.55	\$13.25	\$3.25	\$0.00	\$78.31
7	85.00	\$49.16	\$15.55	\$13.25	\$3.25	\$0.00	\$81.21
8	90.00	\$52.05	\$15.55	\$13.25	\$3.25	\$0.00	\$84.10
Apprentice: HOISTING ENGINEER/CRANES/GRADALLS Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.88	\$0.00	\$0.00	\$0.00	\$0.00	\$32.88
2	60.00	\$35.87	\$15.55	\$13.25	\$3.25	\$0.00	\$67.92
3	65.00	\$38.86	\$15.55	\$13.25	\$3.25	\$0.00	\$70.91
4	70.00	\$41.85	\$15.55	\$13.25	\$3.25	\$0.00	\$73.90
5	75.00	\$44.84	\$15.55	\$13.25	\$3.25	\$0.00	\$76.89
6	80.00	\$47.82	\$15.55	\$13.25	\$3.25	\$0.00	\$79.87
7	85.00	\$50.81	\$15.55	\$13.25	\$3.25	\$0.00	\$82.86
8	90.00	\$53.80	\$15.55	\$13.25	\$3.25	\$0.00	\$85.85
Apprentice to Journeyworker Ratio: 1:6							
HVAC (DUCTWORK)	8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
SHEETMETAL WORKERS LOCAL 17 - A							
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS)	9/1/2025	\$66.17	\$13.00	\$14.37	\$8.72	\$0.00	\$102.26
ELECTRICIANS LOCAL 103	3/1/2026	\$66.86	\$13.00	\$14.64	\$9.00	\$0.00	\$103.50
ELECTRICIANS LOCAL 103	9/1/2026	\$68.78	\$13.00	\$14.69	\$9.00	\$0.00	\$105.47
	3/1/2027	\$69.97	\$13.00	\$14.73	\$9.00	\$0.00	\$106.70
	9/1/2027	\$71.88	\$13.00	\$14.79	\$9.00	\$0.00	\$108.67
	3/1/2028	\$73.08	\$13.00	\$14.82	\$9.00	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR)	8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
SHEETMETAL WORKERS LOCAL 17 - A							
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER)	9/1/2025	\$69.08	\$13.45	\$13.75	\$9.30	\$0.00	\$105.58
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC	9/1/2025	\$69.08	\$13.45	\$13.75	\$9.30	\$0.00	\$105.58
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS	6/1/2025	\$40.59	\$10.15	\$9.50	\$9.11	\$0.00	\$69.35
LABORERS	12/1/2025	\$41.97	\$10.15	\$9.50	\$9.11	\$0.00	\$70.73
LABORERS - ZONE 2	6/1/2026	\$43.41	\$10.15	\$9.50	\$9.11	\$0.00	\$72.17
	12/1/2026	\$44.85	\$10.15	\$9.50	\$9.11	\$0.00	\$73.61
	6/1/2027	\$46.30	\$10.15	\$9.50	\$9.11	\$0.00	\$75.06
	12/1/2027	\$47.75	\$10.15	\$9.50	\$9.11	\$0.00	\$76.51
	6/1/2028	\$49.25	\$10.15	\$9.50	\$9.11	\$0.00	\$78.01
	12/1/2028	\$50.75	\$10.15	\$9.50	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	6/1/2025	\$40.59	\$10.15	\$9.50	\$9.21	\$0.00	\$69.45
LABORERS	12/1/2025	\$41.97	\$10.15	\$9.50	\$9.21	\$0.00	\$70.83
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$43.41	\$10.15	\$9.50	\$9.21	\$0.00	\$72.27
	12/1/2026	\$44.85	\$10.15	\$9.50	\$9.21	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
INSULATOR (PIPES & TANKS)	9/1/2025	\$60.34	\$14.75	\$9.52	\$10.09	\$0.00	\$94.70
HEAT & FROST INSULATORS LOCAL 6	9/1/2026	\$63.76	\$14.75	\$9.52	\$10.09	\$0.00	\$98.12
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)							

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$30.17	\$14.75	\$9.27	\$5.05	\$0.00	\$59.24
2	60.00	\$36.20	\$14.75	\$9.32	\$6.05	\$0.00	\$66.32
3	70.00	\$42.24	\$14.75	\$9.37	\$7.06	\$0.00	\$73.42
4	80.00	\$48.27	\$14.75	\$9.42	\$8.07	\$0.00	\$80.51

Apprentice: INSULATOR (PIPES & TANKS)**Effective Date: 9/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$31.88	\$14.75	\$9.27	\$5.05	\$0.00	\$60.95
2	60.00	\$38.26	\$14.75	\$9.32	\$6.05	\$0.00	\$68.38
3	70.00	\$44.63	\$14.75	\$9.37	\$7.06	\$0.00	\$75.81
4	80.00	\$51.01	\$14.75	\$9.42	\$8.07	\$0.00	\$83.25

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER	9/16/2025	\$57.87	\$9.05	\$12.75	\$14.50	\$0.00	\$94.17
IRONWORKERS LOCAL 7							
IRONWORKERS LOCAL 7 (BOSTON AREA)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: IRONWORKER/WELDER							
Effective Date: 9/16/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$34.72	\$9.05	\$12.75	\$4.50	\$0.00	\$61.02
2	75.00	\$43.40	\$9.05	\$12.75	\$4.50	\$0.00	\$69.70
3	85.00	\$49.19	\$9.05	\$12.75	\$4.50	\$0.00	\$75.49
4	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Apprentice to Journeyworker Ratio: 1:4							
JACKHAMMER & PAVING BREAKER OPERATOR	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
LABORER	6/1/2025	\$39.84	\$10.15	\$9.50	\$9.11	\$0.00	\$68.60
LABORERS	12/1/2025	\$41.22	\$10.15	\$9.50	\$9.11	\$0.00	\$69.98
LABORERS - ZONE 2	6/1/2026	\$42.66	\$10.15	\$9.50	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.10	\$10.15	\$9.50	\$9.11	\$0.00	\$72.86
	6/1/2027	\$45.55	\$10.15	\$9.50	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.00	\$10.15	\$9.50	\$9.11	\$0.00	\$75.76
	6/1/2028	\$48.50	\$10.15	\$9.50	\$9.11	\$0.00	\$77.26
	12/1/2028	\$50.00	\$10.15	\$9.50	\$9.11	\$0.00	\$78.76
Apprentice: LABORER							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.90	\$10.15	\$9.50	\$9.11	\$0.00	\$52.66
2	70.00	\$27.89	\$10.15	\$9.50	\$9.11	\$0.00	\$56.65
3	80.00	\$31.87	\$10.15	\$9.50	\$9.11	\$0.00	\$60.63
4	90.00	\$35.86	\$10.15	\$9.50	\$9.11	\$0.00	\$64.62
Apprentice: LABORER							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.03	\$10.15	\$9.50	\$9.11	\$0.00	\$53.79

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: LABORER							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	70.00	\$29.20	\$10.15	\$9.50	\$9.11	\$0.00	\$57.96
3	80.00	\$33.38	\$10.15	\$9.50	\$9.11	\$0.00	\$62.14
4	90.00	\$37.55	\$10.15	\$9.50	\$9.11	\$0.00	\$66.31
Apprentice to Journeyworker Ratio: 1:5							
LABORER (HEAVY & HIGHWAY)	6/1/2025	\$39.84	\$10.15	\$9.50	\$9.21	\$0.00	\$68.70
LABORERS	12/1/2025	\$41.22	\$10.15	\$9.50	\$9.21	\$0.00	\$70.08
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.66	\$10.15	\$9.50	\$9.21	\$0.00	\$71.52
	12/1/2026	\$44.10	\$10.15	\$9.50	\$9.21	\$0.00	\$72.96
Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 6/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.90	\$10.15	\$9.50	\$9.21	\$0.00	\$52.76
2	70.00	\$27.89	\$10.15	\$9.50	\$9.21	\$0.00	\$56.75
3	80.00	\$31.87	\$10.15	\$9.50	\$9.21	\$0.00	\$60.73
4	90.00	\$35.86	\$10.15	\$9.50	\$9.21	\$0.00	\$64.72
Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.03	\$9.90	\$9.25	\$9.21	\$0.00	\$53.39
2	70.00	\$29.20	\$9.90	\$9.25	\$9.21	\$0.00	\$57.56
3	80.00	\$33.38	\$9.90	\$9.25	\$9.21	\$0.00	\$61.74
4	90.00	\$37.55	\$9.90	\$9.25	\$9.21	\$0.00	\$65.91
Apprentice to Journeyworker Ratio: 1:5							
LABORER: CARPENTER TENDER	6/1/2025	\$39.84	\$10.15	\$9.50	\$9.11	\$0.00	\$68.60
LABORERS	12/1/2025	\$41.22	\$10.15	\$9.50	\$9.11	\$0.00	\$69.98
LABORERS - ZONE 2	6/1/2026	\$42.66	\$10.15	\$9.50	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.10	\$10.15	\$9.50	\$9.11	\$0.00	\$72.86
	6/1/2027	\$45.55	\$10.15	\$9.50	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.00	\$10.15	\$9.50	\$9.11	\$0.00	\$75.76
	6/1/2028	\$48.50	\$10.15	\$9.50	\$9.11	\$0.00	\$77.26
	12/1/2028	\$50.00	\$10.15	\$9.50	\$9.11	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: CEMENT FINISHER TENDER	6/1/2025	\$39.84	\$10.15	\$9.50	\$9.11	\$0.00	\$68.60
LABORERS	12/1/2025	\$41.22	\$10.15	\$9.50	\$9.11	\$0.00	\$69.98

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 2	6/1/2026	\$42.66	\$10.15	\$9.50	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.10	\$10.15	\$9.50	\$9.11	\$0.00	\$72.86
	6/1/2027	\$45.55	\$10.15	\$9.50	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.00	\$10.15	\$9.50	\$9.11	\$0.00	\$75.76
	6/1/2028	\$48.50	\$10.15	\$9.50	\$9.11	\$0.00	\$77.26
	12/1/2028	\$50.00	\$10.15	\$9.50	\$9.11	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS LABORERS - ZONE 2	6/2/2025	\$39.93	\$10.15	\$9.50	\$9.65	\$0.00	\$69.23
	12/1/2025	\$41.31	\$10.15	\$9.50	\$9.65	\$0.00	\$70.61
	6/1/2026	\$42.75	\$10.15	\$9.50	\$9.65	\$0.00	\$72.05
	12/7/2026	\$44.19	\$10.15	\$9.50	\$9.65	\$0.00	\$73.49
	6/7/2027	\$45.64	\$10.15	\$9.50	\$9.65	\$0.00	\$74.94
	12/6/2027	\$47.09	\$10.15	\$9.50	\$9.65	\$0.00	\$76.39
	6/5/2028	\$48.59	\$10.15	\$9.50	\$9.65	\$0.00	\$77.89
	12/4/2028	\$50.09	\$10.15	\$9.50	\$9.65	\$0.00	\$79.39
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER LABORERS LABORERS - ZONE 2	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.21	\$0.00	\$68.95
	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.21	\$0.00	\$70.33
	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER LABORERS LABORERS - ZONE 2	6/1/2025	\$39.84	\$10.15	\$9.50	\$9.11	\$0.00	\$68.60
	12/1/2025	\$41.22	\$10.15	\$9.50	\$9.11	\$0.00	\$69.98
	6/1/2026	\$42.66	\$10.15	\$9.50	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.10	\$10.15	\$9.50	\$9.11	\$0.00	\$72.86
	6/1/2027	\$45.55	\$10.15	\$9.50	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.00	\$10.15	\$9.50	\$9.11	\$0.00	\$75.76
	6/1/2028	\$48.50	\$10.15	\$9.50	\$9.11	\$0.00	\$77.26
	12/1/2028	\$50.00	\$10.15	\$9.50	\$9.11	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER LABORERS LABORERS - ZONE 2	6/1/2025	\$39.84	\$10.15	\$9.50	\$9.11	\$0.00	\$68.60
	12/1/2025	\$41.22	\$10.15	\$9.50	\$9.11	\$0.00	\$69.98
	6/1/2026	\$42.66	\$10.15	\$9.50	\$9.11	\$0.00	\$71.42
	12/1/2026	\$44.10	\$10.15	\$9.50	\$9.11	\$0.00	\$72.86
	6/1/2027	\$45.55	\$10.15	\$9.50	\$9.11	\$0.00	\$74.31
	12/1/2027	\$47.00	\$10.15	\$9.50	\$9.11	\$0.00	\$75.76
	6/1/2028	\$48.50	\$10.15	\$9.50	\$9.11	\$0.00	\$77.26

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2028	\$50.00	\$10.15	\$9.50	\$9.11	\$0.00	\$78.76

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	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.21	\$0.00	\$68.95
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.21	\$0.00	\$70.33
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.21	\$0.00	\$73.21

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

MARBLE & TILE FINISHERS	8/1/2025	\$52.08	\$11.49	\$15.57	\$6.05	\$0.00	\$85.19
BRICKLAYERS LOCAL 3	2/1/2026	\$53.16	\$11.49	\$15.57	\$6.05	\$0.00	\$86.27
BRICKLAYERS LOCAL 3 - MARBLE & TILE	8/1/2026	\$54.92	\$11.49	\$15.57	\$6.05	\$0.00	\$88.03
	2/1/2027	\$56.04	\$11.49	\$15.57	\$6.05	\$0.00	\$89.15

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.04	\$11.49	\$15.57	\$6.05	\$0.00	\$59.15
2	60.00	\$31.25	\$11.49	\$15.57	\$6.05	\$0.00	\$64.36
3	70.00	\$36.46	\$11.49	\$15.57	\$6.05	\$0.00	\$69.57
4	80.00	\$41.66	\$11.49	\$15.57	\$6.05	\$0.00	\$74.77
5	90.00	\$46.87	\$11.49	\$15.57	\$6.05	\$0.00	\$79.98

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.58	\$11.49	\$15.57	\$6.05	\$0.00	\$59.69
2	60.00	\$31.90	\$11.49	\$15.57	\$6.05	\$0.00	\$65.01
3	70.00	\$37.21	\$11.49	\$15.57	\$6.05	\$0.00	\$70.32
4	80.00	\$42.53	\$11.49	\$15.57	\$6.05	\$0.00	\$75.64
5	90.00	\$47.84	\$11.49	\$15.57	\$6.05	\$0.00	\$80.95

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	8/1/2025	\$67.97	\$11.49	\$15.57	\$7.99	\$0.00	\$103.02
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
BRICKLAYERS LOCAL 3	2/1/2026	\$69.32	\$11.49	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3 - MARBLE & TILE	8/1/2026	\$71.52	\$11.49	\$15.57	\$7.99	\$0.00	\$106.57
	2/1/2027	\$72.92	\$11.49	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 8/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$11.49	\$15.57	\$7.99	\$0.00	\$69.04
2	60.00	\$40.78	\$11.49	\$15.57	\$7.99	\$0.00	\$75.83
3	70.00	\$47.58	\$11.49	\$15.57	\$7.99	\$0.00	\$82.63
4	80.00	\$54.38	\$11.49	\$15.57	\$7.99	\$0.00	\$89.43
5	90.00	\$61.17	\$11.49	\$15.57	\$7.99	\$0.00	\$96.22

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.66	\$11.49	\$15.57	\$7.99	\$0.00	\$69.71
2	60.00	\$41.59	\$11.49	\$15.57	\$7.99	\$0.00	\$76.64
3	70.00	\$48.52	\$11.49	\$15.57	\$7.99	\$0.00	\$83.57
4	80.00	\$55.46	\$11.49	\$15.57	\$7.99	\$0.00	\$90.51
5	90.00	\$62.39	\$11.49	\$15.57	\$7.99	\$0.00	\$97.44

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 2)	1/6/2025	\$45.03	\$10.08	\$11.47	\$10.00	\$0.00	\$76.58
MILLWRIGHTS LOCAL 1121	1/5/2026	\$47.36	\$10.08	\$11.47	\$10.00	\$0.00	\$78.91
MILLWRIGHTS LOCAL 1121 - Zone 2							

Apprentice: MILLWRIGHT (Zone 2)

Effective Date: 1/6/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$24.77	\$10.08	\$0.00	\$5.50	\$0.00	\$40.35

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MILLWRIGHT (Zone 2) Effective Date: 1/6/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	65.00	\$29.27	\$10.08	\$0.00	\$6.50	\$0.00	\$45.85
3	75.00	\$33.77	\$10.08	\$11.47	\$7.50	\$0.00	\$62.82
4	85.00	\$38.28	\$10.08	\$11.47	\$8.50	\$0.00	\$68.33
Apprentice: MILLWRIGHT (Zone 2) Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$26.05	\$10.08	\$0.00	\$5.50	\$0.00	\$41.63
2	65.00	\$30.78	\$10.08	\$0.00	\$6.50	\$0.00	\$47.36
3	75.00	\$35.52	\$10.08	\$11.47	\$7.50	\$0.00	\$64.57
4	85.00	\$40.26	\$10.08	\$11.47	\$8.50	\$0.00	\$70.31
Apprentice Notes Step 1&2 Appr. indentured after 1/6/2020 receive no pension,							
Apprentice to Journeyworker Ratio: 1:4							
MORTAR MIXER	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	6/1/2025	\$25.02	\$16.05	\$13.25	\$3.25	\$0.00	\$57.57
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$25.68	\$16.05	\$13.25	\$3.25	\$0.00	\$58.23
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$26.27	\$16.05	\$13.25	\$3.25	\$0.00	\$58.82
	12/1/2026	\$26.94	\$16.05	\$13.25	\$3.25	\$0.00	\$59.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)	6/1/2025	\$30.85	\$16.05	\$13.25	\$3.25	\$0.00	\$63.40
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$31.65	\$16.05	\$13.25	\$3.25	\$0.00	\$64.20
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$32.37	\$16.05	\$13.25	\$3.25	\$0.00	\$64.92
	12/1/2026	\$33.17	\$16.05	\$13.25	\$3.25	\$0.00	\$65.72
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	7/1/2025	\$58.51	\$10.30	\$11.95	\$12.50	\$0.00	\$93.26
PAINTERS LOCAL 35	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.50	\$0.00	\$94.41
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.26	\$10.30	\$0.00	\$0.00	\$0.00	\$39.56
2	55.00	\$32.18	\$10.30	\$0.00	\$6.88	\$0.00	\$49.36
3	60.00	\$35.11	\$10.30	\$0.00	\$7.50	\$0.00	\$52.91
4	65.00	\$38.03	\$10.30	\$0.00	\$8.13	\$0.00	\$56.46
5	70.00	\$40.96	\$10.30	\$11.95	\$8.75	\$0.00	\$71.96
6	75.00	\$43.88	\$10.30	\$11.95	\$9.38	\$0.00	\$75.51
7	80.00	\$46.81	\$10.30	\$11.95	\$10.00	\$0.00	\$79.06
8	90.00	\$52.66	\$10.30	\$11.95	\$11.25	\$0.00	\$86.16

Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	7/1/2025	\$49.41	\$10.30	\$11.95	\$12.50	\$0.00	\$84.16
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$50.46	\$10.35	\$12.00	\$12.60	\$0.00	\$85.41
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.71	\$10.30	\$0.00	\$0.00	\$0.00	\$35.01
2	55.00	\$27.18	\$10.30	\$0.00	\$6.88	\$0.00	\$44.36
3	60.00	\$29.65	\$10.30	\$0.00	\$7.50	\$0.00	\$47.45

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	65.00	\$32.12	\$10.30	\$0.00	\$8.13	\$0.00	\$50.55
5	70.00	\$34.59	\$10.30	\$11.95	\$8.75	\$0.00	\$65.59
6	75.00	\$37.06	\$10.30	\$11.95	\$9.38	\$0.00	\$68.69
7	80.00	\$39.53	\$10.30	\$11.95	\$10.00	\$0.00	\$71.78
8	90.00	\$44.47	\$10.30	\$11.95	\$11.25	\$0.00	\$77.97
Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) *							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.23	\$10.35	\$0.00	\$0.00	\$0.00	\$35.58
2	55.00	\$27.75	\$10.35	\$0.00	\$6.93	\$0.00	\$45.03
3	60.00	\$30.28	\$10.35	\$0.00	\$7.56	\$0.00	\$48.19
4	65.00	\$32.80	\$10.35	\$0.00	\$8.19	\$0.00	\$51.34
5	70.00	\$35.32	\$10.35	\$12.00	\$8.82	\$0.00	\$66.49
6	75.00	\$37.85	\$10.35	\$12.00	\$9.45	\$0.00	\$69.65
7	80.00	\$40.37	\$10.35	\$12.00	\$10.08	\$0.00	\$72.80
8	90.00	\$45.41	\$10.35	\$12.00	\$11.34	\$0.00	\$79.10
Apprentice to Journeyworker Ratio: 1:1							
PAINTER (SPRAY OR SANDBLAST, REPAINT)	7/1/2025	\$47.47	\$10.30	\$11.95	\$12.50	\$0.00	\$82.22
PAINTERS LOCAL 35	1/1/2026	\$48.52	\$10.35	\$12.00	\$12.60	\$0.00	\$83.47
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.74	\$10.30	\$0.00	\$0.00	\$0.00	\$34.04
2	55.00	\$26.11	\$10.30	\$0.00	\$6.88	\$0.00	\$43.29
3	60.00	\$28.48	\$10.30	\$0.00	\$7.50	\$0.00	\$46.28
4	65.00	\$30.86	\$10.30	\$0.00	\$8.13	\$0.00	\$49.29
5	70.00	\$33.23	\$10.30	\$11.95	\$8.75	\$0.00	\$64.23
6	75.00	\$35.60	\$10.30	\$11.95	\$9.38	\$0.00	\$67.23
7	80.00	\$37.98	\$10.30	\$11.95	\$10.00	\$0.00	\$70.23
8	90.00	\$42.72	\$10.30	\$11.95	\$11.25	\$0.00	\$76.22

Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.26	\$10.35	\$0.00	\$0.00	\$0.00	\$34.61
2	55.00	\$26.69	\$10.35	\$0.00	\$6.93	\$0.00	\$43.97
3	60.00	\$29.11	\$10.35	\$0.00	\$7.56	\$0.00	\$47.02
4	65.00	\$31.54	\$10.35	\$0.00	\$8.19	\$0.00	\$50.08
5	70.00	\$33.96	\$10.35	\$12.00	\$8.82	\$0.00	\$65.13
6	75.00	\$36.39	\$10.35	\$12.00	\$9.45	\$0.00	\$68.19
7	80.00	\$38.82	\$10.35	\$12.00	\$10.08	\$0.00	\$71.25
8	90.00	\$43.67	\$10.35	\$12.00	\$11.34	\$0.00	\$77.36

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, NEW) *	7/1/2025	\$48.01	\$10.30	\$11.95	\$12.50	\$0.00	\$82.76
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.	1/1/2026	\$49.06	\$10.35	\$12.00	\$12.60	\$0.00	\$84.01
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER / TAPER (BRUSH, NEW) ***Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.01	\$10.30	\$0.00	\$0.00	\$0.00	\$34.31
2	55.00	\$26.41	\$10.30	\$0.00	\$6.88	\$0.00	\$43.59
3	60.00	\$28.81	\$10.30	\$0.00	\$7.50	\$0.00	\$46.61
4	65.00	\$31.21	\$10.30	\$0.00	\$8.13	\$0.00	\$49.64
5	70.00	\$33.61	\$10.30	\$11.95	\$8.75	\$0.00	\$64.61
6	75.00	\$36.01	\$10.30	\$11.95	\$9.38	\$0.00	\$67.64
7	80.00	\$38.41	\$10.30	\$11.95	\$10.00	\$0.00	\$70.66
8	90.00	\$43.21	\$10.30	\$11.95	\$11.25	\$0.00	\$76.71

Apprentice: PAINTER / TAPER (BRUSH, NEW) ***Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.53	\$10.35	\$0.00	\$0.00	\$0.00	\$34.88
2	55.00	\$26.98	\$10.35	\$0.00	\$6.93	\$0.00	\$44.26
3	60.00	\$29.44	\$10.35	\$0.00	\$7.56	\$0.00	\$47.35
4	65.00	\$31.89	\$10.35	\$0.00	\$8.19	\$0.00	\$50.43
5	70.00	\$34.34	\$10.35	\$12.00	\$8.82	\$0.00	\$65.51
6	75.00	\$36.80	\$10.35	\$12.00	\$9.45	\$0.00	\$68.60
7	80.00	\$39.25	\$10.35	\$12.00	\$10.08	\$0.00	\$71.68
8	90.00	\$44.15	\$10.35	\$12.00	\$11.34	\$0.00	\$77.84

Apprentice to Journeyworker Ratio: 1:1

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, REPAINT)	7/1/2025	\$46.07	\$10.30	\$11.95	\$12.50	\$0.00	\$80.82
PAINTERS LOCAL 35	1/1/2026	\$47.12	\$10.35	\$12.00	\$12.60	\$0.00	\$82.07
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)**Effective Date: 7/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.04	\$10.30	\$0.00	\$0.00	\$0.00	\$33.34
2	55.00	\$25.34	\$10.30	\$0.00	\$6.88	\$0.00	\$42.52
3	60.00	\$27.64	\$10.30	\$0.00	\$7.50	\$0.00	\$45.44
4	65.00	\$29.95	\$10.30	\$0.00	\$8.13	\$0.00	\$48.38
5	70.00	\$32.25	\$10.30	\$11.95	\$8.75	\$0.00	\$63.25
6	75.00	\$34.55	\$10.30	\$11.95	\$9.38	\$0.00	\$66.18
7	80.00	\$36.86	\$10.30	\$11.95	\$10.00	\$0.00	\$69.11
8	90.00	\$41.46	\$10.30	\$11.95	\$11.25	\$0.00	\$74.96

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)**Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.56	\$10.35	\$0.00	\$0.00	\$0.00	\$33.91
2	55.00	\$25.92	\$10.35	\$0.00	\$6.93	\$0.00	\$43.20
3	60.00	\$28.27	\$10.35	\$0.00	\$7.56	\$0.00	\$46.18
4	65.00	\$30.63	\$10.35	\$0.00	\$8.19	\$0.00	\$49.17
5	70.00	\$32.98	\$10.35	\$12.00	\$8.82	\$0.00	\$64.15
6	75.00	\$35.34	\$10.35	\$12.00	\$9.45	\$0.00	\$67.14
7	80.00	\$37.70	\$10.35	\$12.00	\$10.08	\$0.00	\$70.13
8	90.00	\$42.41	\$10.35	\$12.00	\$11.34	\$0.00	\$76.10

Apprentice to Journeyworker Ratio: 1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	6/1/2025	\$39.84	\$10.15	\$9.50	\$9.21	\$0.00	\$68.70
LABORERS	12/1/2025	\$41.22	\$10.15	\$9.50	\$9.21	\$0.00	\$70.08
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.66	\$10.15	\$9.50	\$9.21	\$0.00	\$71.52
	12/1/2026	\$44.10	\$10.15	\$9.50	\$9.21	\$0.00	\$72.96

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

PANEL & PICKUP TRUCKS DRIVER	6/1/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$0.00	\$76.52
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$0.00	\$78.13
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47
	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							

Apprentice: PILE DRIVER**Effective Date: 8/1/2024**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$25.11	\$10.08	\$0.00	\$2.53	\$0.00	\$37.72
2	55.00	\$30.68	\$10.08	\$0.00	\$5.07	\$0.00	\$45.83
3	70.00	\$39.05	\$10.08	\$11.62	\$7.60	\$0.00	\$68.35
4	80.00	\$44.63	\$10.08	\$11.62	\$10.14	\$0.00	\$76.47

Apprentice to Journeyworker Ratio: 1:5

PIPEFITTER & STEAMFITTER	9/1/2025	\$69.08	\$13.45	\$13.75	\$9.30	\$0.00	\$105.58
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							

Apprentice: PIPEFITTER & STEAMFITTER**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$27.63	\$13.45	\$13.75	\$9.30	\$0.00	\$64.13
2	45.00	\$31.09	\$13.45	\$13.75	\$9.30	\$0.00	\$67.59
3	60.00	\$41.45	\$13.45	\$13.75	\$9.30	\$0.00	\$77.95
4	70.00	\$48.36	\$13.45	\$13.75	\$9.30	\$0.00	\$84.86
5	80.00	\$55.26	\$13.45	\$13.75	\$9.30	\$0.00	\$91.76

Apprentice to Journeyworker Ratio: 1:3

PIPELAYER	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.21	\$0.00	\$68.95
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.21	\$0.00	\$70.33
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.21	\$0.00	\$73.21

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

PLUMBERS & GASFITTERS	9/1/2025	\$71.74	\$14.32	\$12.61	\$8.00	\$0.00	\$106.67
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PLUMBERS & GASFITTERS LOCAL 12	3/2/2026	\$73.89	\$14.32	\$12.61	\$8.00	\$0.00	\$108.82
PLUMBERS & GASFITTERS LOCAL 12	8/31/2026	\$76.04	\$14.32	\$12.61	\$8.00	\$0.00	\$110.97
	3/1/2027	\$78.19	\$14.32	\$12.61	\$8.00	\$0.00	\$113.12
	8/30/2027	\$80.34	\$14.32	\$12.61	\$8.00	\$0.00	\$115.27
	2/28/2028	\$82.54	\$14.32	\$12.61	\$8.00	\$0.00	\$117.47
	9/4/2028	\$84.74	\$14.32	\$12.61	\$8.00	\$0.00	\$119.67
	3/5/2029	\$86.94	\$14.32	\$12.61	\$8.00	\$0.00	\$121.87
	9/3/2029	\$89.14	\$14.32	\$12.61	\$8.00	\$0.00	\$124.07
	3/4/2030	\$91.09	\$14.32	\$12.61	\$8.00	\$0.00	\$126.02

Apprentice: PLUMBERS & GASFITTERS**Effective Date: 9/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$25.11	\$14.32	\$4.61	\$2.80	\$0.00	\$46.84
2	40.00	\$28.70	\$14.32	\$5.22	\$3.20	\$0.00	\$51.44
3	55.00	\$39.46	\$14.32	\$7.07	\$4.40	\$0.00	\$65.25
4	65.00	\$46.63	\$14.32	\$8.30	\$5.20	\$0.00	\$74.45
5	75.00	\$53.81	\$14.32	\$9.53	\$6.00	\$0.00	\$83.66

Apprentice: PLUMBERS & GASFITTERS**Effective Date: 3/2/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$25.86	\$14.32	\$4.61	\$2.80	\$0.00	\$47.59
2	40.00	\$29.56	\$14.32	\$5.22	\$3.20	\$0.00	\$52.30
3	55.00	\$40.64	\$14.32	\$7.07	\$4.40	\$0.00	\$66.43
4	65.00	\$48.03	\$14.32	\$8.30	\$5.20	\$0.00	\$75.85
5	75.00	\$55.42	\$14.32	\$9.53	\$6.00	\$0.00	\$85.27

Apprentice to Journeyworker Ratio: 1:2

PNEUMATIC CONTROLS (TEMP.)	9/1/2025	\$69.08	\$13.45	\$13.75	\$9.30	\$0.00	\$105.58
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							

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

PNEUMATIC DRILL/TOOL OPERATOR	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.21	\$0.00	\$68.95
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.21	\$0.00	\$70.33

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.21	\$0.00	\$71.77
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
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POWDERMAN & BLASTER LABORERS LABORERS - ZONE 2	6/1/2025	\$40.84	\$10.15	\$9.50	\$9.11	\$0.00	\$69.60
	12/1/2025	\$42.22	\$10.15	\$9.50	\$9.11	\$0.00	\$70.98
	6/1/2026	\$43.66	\$10.15	\$9.50	\$9.11	\$0.00	\$72.42
	12/1/2026	\$45.10	\$10.15	\$9.50	\$9.11	\$0.00	\$73.86
	6/1/2027	\$46.55	\$10.15	\$9.50	\$9.11	\$0.00	\$75.31
	12/1/2027	\$48.00	\$10.15	\$9.50	\$9.11	\$0.00	\$76.76
	6/1/2028	\$49.50	\$10.15	\$9.50	\$9.11	\$0.00	\$78.26
	12/1/2028	\$51.00	\$10.15	\$9.50	\$9.11	\$0.00	\$79.76
For apprentice rates see "Apprentice- LABORER"							
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POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2025	\$40.84	\$9.90	\$9.50	\$9.21	\$0.00	\$69.45
	12/1/2025	\$42.22	\$9.90	\$9.50	\$9.21	\$0.00	\$70.83
	6/1/2026	\$43.66	\$9.90	\$9.50	\$9.21	\$0.00	\$72.27
	12/1/2026	\$45.10	\$9.90	\$9.50	\$9.21	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
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POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.83	\$16.05	\$13.25	\$3.25	\$0.00	\$90.38
	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2025	\$37.02	\$16.05	\$13.25	\$3.25	\$0.00	\$69.57
	12/1/2025	\$37.97	\$16.05	\$13.25	\$3.25	\$0.00	\$70.52
	6/1/2026	\$38.83	\$16.05	\$13.25	\$3.25	\$0.00	\$71.38
	12/1/2026	\$39.78	\$16.05	\$13.25	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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READY-MIX CONCRETE DRIVER TEAMSTERS 170 TEAMSTERS 170 - J.G. MacLellan (Lowell)	5/1/2025	\$30.50	\$11.57	\$6.65	\$0.00	\$0.00	\$48.72
	1/1/2026	\$30.50	\$11.97	\$6.65	\$0.00	\$0.00	\$49.12
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RECLAIMERS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS LABORERS - ZONE 2	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)	8/1/2025	\$53.53	\$13.28	\$12.67	\$9.03	\$0.00	\$88.51
ROOFERS LOCAL 33	2/1/2026	\$54.78	\$13.28	\$12.67	\$9.03	\$0.00	\$89.76
ROOFERS LOCAL 33							

Apprentice: ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)**Effective Date: 8/1/2025**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.77	\$13.28	\$6.52	\$9.03	\$0.00	\$55.60
2	60.00	\$32.12	\$13.28	\$12.67	\$9.03	\$0.00	\$67.10
3	65.00	\$34.79	\$13.28	\$12.67	\$9.03	\$0.00	\$69.77
4	75.00	\$40.15	\$13.28	\$12.67	\$9.03	\$0.00	\$75.13
5	85.00	\$45.50	\$13.28	\$12.67	\$9.03	\$0.00	\$80.48

Apprentice: ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg)**Effective Date: 2/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.39	\$13.28	\$6.52	\$9.03	\$0.00	\$56.22
2	60.00	\$32.87	\$13.28	\$12.67	\$9.03	\$0.00	\$67.85
3	65.00	\$35.61	\$13.28	\$12.67	\$9.03	\$0.00	\$70.59
4	75.00	\$41.09	\$13.28	\$12.67	\$9.03	\$0.00	\$76.07
5	85.00	\$46.56	\$13.28	\$12.67	\$9.03	\$0.00	\$81.54

Apprentice Notes

** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1

Apprentice to Journeyworker Ratio: 1:5

ROOFER SLATE / TILE / PRECAST CONCRETE	8/1/2025	\$53.78	\$13.28	\$12.67	\$9.03	\$0.00	\$88.76
ROOFERS LOCAL 33	2/1/2026	\$55.03	\$13.28	\$12.67	\$9.03	\$0.00	\$90.01
ROOFERS LOCAL 33							

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	8/1/2025	\$60.98	\$14.91	\$18.74	\$9.53	\$2.98	\$107.14
SHEETMETAL WORKERS LOCAL 17							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09

Apprentice: SHEETMETAL WORKER							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	42.00	\$25.61	\$14.91	\$6.13	\$0.00	\$0.00	\$46.65
2	42.00	\$25.61	\$14.91	\$6.13	\$0.00	\$0.00	\$46.65
3	47.00	\$28.66	\$14.91	\$11.01	\$1.25	\$1.62	\$57.45
4	47.00	\$28.66	\$14.91	\$11.01	\$1.25	\$1.62	\$57.45
5	52.00	\$31.71	\$14.91	\$11.74	\$1.50	\$1.74	\$61.60
6	52.00	\$31.71	\$14.91	\$11.74	\$1.75	\$1.75	\$61.86
7	60.00	\$36.59	\$14.91	\$12.90	\$2.00	\$1.93	\$68.33
8	65.00	\$39.64	\$14.91	\$13.63	\$2.25	\$2.04	\$72.47
9	75.00	\$45.74	\$14.91	\$15.09	\$2.75	\$2.28	\$80.77
10	85.00	\$51.83	\$14.91	\$16.55	\$2.75	\$2.49	\$88.53

Apprentice: SHEETMETAL WORKER							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	42.00	\$26.43	\$14.91	\$6.19	\$0.00	\$0.00	\$47.53
2	42.00	\$26.43	\$14.91	\$6.19	\$0.00	\$0.00	\$47.53
3	47.00	\$29.58	\$14.91	\$10.93	\$1.25	\$1.62	\$58.29
4	47.00	\$29.58	\$14.91	\$10.93	\$1.25	\$1.62	\$58.29
5	52.00	\$32.72	\$14.91	\$11.66	\$1.50	\$1.74	\$62.53
6	52.00	\$32.72	\$14.91	\$11.66	\$1.75	\$1.75	\$62.79
7	60.00	\$37.76	\$14.91	\$12.84	\$2.00	\$1.93	\$69.44
8	65.00	\$40.90	\$14.91	\$13.58	\$2.25	\$2.04	\$73.68
9	75.00	\$47.20	\$14.91	\$15.06	\$2.75	\$2.28	\$82.20
10	85.00	\$53.49	\$14.91	\$16.53	\$2.75	\$2.49	\$90.17

Apprentice to Journeyworker Ratio: 1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	6/1/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$0.00	\$77.27
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$0.00	\$78.88
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22
	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	10/1/2025	\$72.05	\$12.25	\$7.40	\$19.50	\$0.00	\$111.20
SPRINKLER FITTERS LOCAL 550	1/1/2026	\$72.05	\$13.45	\$7.45	\$18.25	\$0.00	\$111.20
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1							

Apprentice: SPRINKLER FITTER							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$25.22	\$12.25	\$14.22	\$0.00	\$0.00	\$51.69
2	40.00	\$28.82	\$12.25	\$15.20	\$0.00	\$0.00	\$56.27
3	45.00	\$32.42	\$12.25	\$16.18	\$0.00	\$0.00	\$60.85
4	50.00	\$36.03	\$12.25	\$17.15	\$0.00	\$0.00	\$65.43
5	55.00	\$39.63	\$12.25	\$18.12	\$0.00	\$0.00	\$70.00
6	60.00	\$43.23	\$12.25	\$19.10	\$0.00	\$0.00	\$74.58
7	65.00	\$46.83	\$12.25	\$20.08	\$0.00	\$0.00	\$79.16
8	70.00	\$50.44	\$12.25	\$21.04	\$0.00	\$0.00	\$83.73
9	75.00	\$54.04	\$12.25	\$22.02	\$0.00	\$0.00	\$88.31
10	80.00	\$57.64	\$12.25	\$23.00	\$0.00	\$0.00	\$92.89

Apprentice: SPRINKLER FITTER							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$25.22	\$13.45	\$13.84	\$0.00	\$0.00	\$52.51
2	40.00	\$28.82	\$13.45	\$14.75	\$0.00	\$0.00	\$57.02
3	45.00	\$32.42	\$13.45	\$15.67	\$0.00	\$0.00	\$61.54
4	50.00	\$36.03	\$13.45	\$16.57	\$0.00	\$0.00	\$66.05
5	55.00	\$39.63	\$13.45	\$17.49	\$0.00	\$0.00	\$70.57
6	60.00	\$43.23	\$13.45	\$18.40	\$0.00	\$0.00	\$75.08
7	65.00	\$46.83	\$13.45	\$19.32	\$0.00	\$0.00	\$79.60
8	70.00	\$50.44	\$13.45	\$20.22	\$0.00	\$0.00	\$84.11
9	75.00	\$54.04	\$13.45	\$21.15	\$0.00	\$0.00	\$88.64
10	80.00	\$57.64	\$13.45	\$22.05	\$0.00	\$0.00	\$93.14

Apprentice Notes							
Apprentice entered prior 9/30/10:							

Apprentice to Journeyworker Ratio: 1:3

STEAM BOILER OPERATOR	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TELECOMMUNICATION TECHNICIAN	9/1/2025	\$52.94	\$13.00	\$13.97	\$6.98	\$0.00	\$86.89
TELECOMMUNICATION TECHNICIAN	3/1/2026	\$53.49	\$13.00	\$14.23	\$7.20	\$0.00	\$87.92
ELECTRICIANS LOCAL 103	9/1/2026	\$55.02	\$13.00	\$14.28	\$7.20	\$0.00	\$89.50
ELECTRICIANS LOCAL 103	3/1/2027	\$55.98	\$13.00	\$14.31	\$7.20	\$0.00	\$90.49
	9/1/2027	\$57.50	\$13.00	\$14.36	\$7.20	\$0.00	\$92.06
	3/1/2028	\$58.46	\$13.00	\$14.38	\$7.20	\$0.00	\$93.04

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.82	\$13.00	\$0.71	\$0.00	\$0.00	\$37.53
2	45.00	\$23.82	\$13.00	\$0.71	\$0.00	\$0.00	\$37.53
3	50.00	\$26.47	\$13.00	\$13.17	\$3.49	\$0.00	\$56.13
4	50.00	\$26.47	\$13.00	\$13.17	\$3.49	\$0.00	\$56.13
5	55.00	\$29.12	\$13.00	\$13.25	\$3.84	\$0.00	\$59.21
6	60.00	\$31.76	\$13.00	\$13.33	\$4.19	\$0.00	\$62.28
7	65.00	\$34.41	\$13.00	\$13.41	\$4.54	\$0.00	\$65.36
8	70.00	\$37.06	\$13.00	\$13.49	\$4.89	\$0.00	\$68.44
9	75.00	\$39.71	\$13.00	\$13.57	\$5.24	\$0.00	\$71.52
10	80.00	\$42.35	\$13.00	\$13.65	\$5.58	\$0.00	\$74.58

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.07	\$13.00	\$0.72	\$0.00	\$0.00	\$37.79
2	45.00	\$24.07	\$13.00	\$0.72	\$0.00	\$0.00	\$37.79
3	50.00	\$26.75	\$13.00	\$13.43	\$3.60	\$0.00	\$56.78
4	50.00	\$26.75	\$13.00	\$13.43	\$3.60	\$0.00	\$56.78
5	55.00	\$29.42	\$13.00	\$13.51	\$3.96	\$0.00	\$59.89
6	60.00	\$32.09	\$13.00	\$13.59	\$4.32	\$0.00	\$63.00
7	65.00	\$34.77	\$13.00	\$13.67	\$4.68	\$0.00	\$66.12
8	70.00	\$37.44	\$13.00	\$13.75	\$5.04	\$0.00	\$69.23
9	75.00	\$40.12	\$13.00	\$13.83	\$5.40	\$0.00	\$72.35
10	80.00	\$42.79	\$13.00	\$13.91	\$5.76	\$0.00	\$75.46

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	8/1/2025	\$66.89	\$11.49	\$15.57	\$8.02	\$0.00	\$101.97
BRICKLAYERS LOCAL 3	2/1/2026	\$68.24	\$11.49	\$15.57	\$8.02	\$0.00	\$103.32
BRICKLAYERS LOCAL 3 - MARBLE & TILE	8/1/2026	\$70.44	\$11.49	\$15.57	\$8.02	\$0.00	\$105.52
	2/1/2027	\$71.84	\$11.49	\$15.57	\$8.02	\$0.00	\$106.92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO FINISHERS							
Effective Date: 8/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$11.49	\$15.57	\$8.02	\$0.00	\$68.53
2	60.00	\$40.13	\$11.49	\$15.57	\$8.02	\$0.00	\$75.21
3	70.00	\$46.82	\$11.49	\$15.57	\$8.02	\$0.00	\$81.90
4	80.00	\$53.51	\$11.49	\$15.57	\$8.02	\$0.00	\$88.59
5	90.00	\$60.20	\$11.49	\$15.57	\$8.02	\$0.00	\$95.28
Apprentice: TERRAZZO FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.12	\$11.49	\$15.57	\$8.02	\$0.00	\$69.20
2	60.00	\$40.94	\$11.49	\$15.57	\$8.02	\$0.00	\$76.02
3	70.00	\$47.77	\$11.49	\$15.57	\$8.02	\$0.00	\$82.85
4	80.00	\$54.59	\$11.49	\$15.57	\$8.02	\$0.00	\$89.67
5	90.00	\$61.42	\$11.49	\$15.57	\$8.02	\$0.00	\$96.50
Apprentice to Journeyworker Ratio: 1:5							
TEST BORING DRILLER	6/1/2025	\$51.20	\$10.15	\$9.50	\$9.80	\$0.00	\$80.65
LABORERS	12/1/2025	\$52.70	\$10.15	\$9.50	\$9.80	\$0.00	\$82.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$54.25	\$10.15	\$9.50	\$9.80	\$0.00	\$83.70
	12/1/2026	\$55.75	\$10.15	\$9.50	\$9.80	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER	6/1/2025	\$47.32	\$10.15	\$9.50	\$9.80	\$0.00	\$76.77
LABORERS	12/1/2025	\$48.82	\$10.15	\$9.50	\$9.80	\$0.00	\$78.27
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.37	\$10.15	\$9.50	\$9.80	\$0.00	\$79.82
	12/1/2026	\$51.87	\$10.15	\$9.50	\$9.80	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	6/1/2025	\$47.20	\$10.15	\$9.50	\$9.80	\$0.00	\$76.65
LABORERS	12/1/2025	\$48.70	\$10.15	\$9.50	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.25	\$10.15	\$9.50	\$9.80	\$0.00	\$79.70
	12/1/2026	\$51.75	\$10.15	\$9.50	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2025	\$57.18	\$16.05	\$13.25	\$3.25	\$0.00	\$89.73
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	6/1/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$0.00	\$77.56

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$0.00	\$79.17
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
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TUNNEL WORK - COMPRESSED AIR	6/1/2025	\$59.43	\$10.15	\$9.50	\$10.25	\$0.00	\$89.33
LABORERS	12/1/2025	\$60.93	\$10.15	\$9.50	\$10.25	\$0.00	\$90.83
LABORERS (COMPRESSED AIR)	6/1/2026	\$62.48	\$10.15	\$9.50	\$10.25	\$0.00	\$92.38
	12/1/2026	\$63.98	\$10.15	\$9.50	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	6/1/2025	\$61.43	\$10.15	\$9.50	\$10.25	\$0.00	\$91.33
LABORERS	12/1/2025	\$62.93	\$10.15	\$9.50	\$10.25	\$0.00	\$92.83
LABORERS (COMPRESSED AIR)	6/1/2026	\$64.48	\$10.15	\$9.50	\$10.25	\$0.00	\$94.38
	12/1/2026	\$65.98	\$10.15	\$9.50	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - FREE AIR	6/1/2025	\$51.50	\$10.15	\$9.50	\$10.25	\$0.00	\$81.40
LABORERS	12/1/2025	\$53.00	\$10.15	\$9.50	\$10.25	\$0.00	\$82.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$54.55	\$10.15	\$9.50	\$10.25	\$0.00	\$84.45
	12/1/2026	\$56.05	\$10.15	\$9.50	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
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TUNNEL WORK - FREE AIR (HAZ. WASTE)	6/1/2025	\$53.50	\$10.15	\$9.50	\$10.25	\$0.00	\$83.40
LABORERS	12/1/2025	\$55.00	\$10.15	\$9.50	\$10.25	\$0.00	\$84.90
LABORERS (FREE AIR TUNNEL)	6/1/2026	\$56.55	\$10.15	\$9.50	\$10.25	\$0.00	\$86.45
	12/1/2026	\$58.05	\$10.15	\$9.50	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
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VAC-HAUL	6/1/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$0.00	\$76.98
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$0.00	\$78.59
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
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WAGON DRILL OPERATOR	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.11	\$0.00	\$68.85
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.11	\$0.00	\$71.67
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.80	\$10.15	\$9.50	\$9.11	\$0.00	\$74.56
	12/1/2027	\$47.25	\$10.15	\$9.50	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.75	\$10.15	\$9.50	\$9.11	\$0.00	\$77.51
	12/1/2028	\$50.25	\$10.15	\$9.50	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
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WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	6/1/2025	\$40.09	\$10.15	\$9.50	\$9.21	\$0.00	\$68.95
LABORERS	12/1/2025	\$41.47	\$10.15	\$9.50	\$9.21	\$0.00	\$70.33
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.91	\$10.15	\$9.50	\$9.21	\$0.00	\$71.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2026	\$44.35	\$10.15	\$9.50	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WASTE WATER PUMP OPERATOR	6/1/2025	\$57.83	\$16.05	\$13.25	\$3.25	\$0.00	\$90.38
OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER	9/1/2025	\$71.74	\$14.32	\$12.61	\$8.00	\$0.00	\$106.67
PLUMBERS & GASFITTERS LOCAL 12	3/2/2026	\$73.89	\$14.32	\$12.61	\$8.00	\$0.00	\$108.82
PLUMBERS & GASFITTERS LOCAL 12	8/31/2026	\$76.04	\$14.32	\$12.61	\$8.00	\$0.00	\$110.97
	3/1/2027	\$78.19	\$14.32	\$12.61	\$8.00	\$0.00	\$113.12
	8/30/2027	\$80.34	\$14.32	\$12.61	\$8.00	\$0.00	\$115.27
	2/2/2028	\$82.54	\$14.32	\$12.61	\$8.00	\$0.00	\$117.47
	9/4/2028	\$84.74	\$14.32	\$12.61	\$8.00	\$0.00	\$119.67
	3/5/2029	\$86.94	\$14.32	\$12.61	\$8.00	\$0.00	\$121.87
	9/3/2029	\$89.14	\$14.32	\$12.61	\$8.00	\$0.00	\$124.07
	3/4/2030	\$91.09	\$14.32	\$12.61	\$8.00	\$0.00	\$126.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"							

Additional Apprentice Information

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.

"General Decision Number: MA20250001 11/21/2025

Superseded General Decision Number: MA20240001

State: Massachusetts

Construction Type: Building

Counties: Barnstable, Bristol, Dukes, Essex, Middlesex, Nantucket, Norfolk and Suffolk Counties in Massachusetts.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes and apartments up to and including 4 stories)

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	<ul style="list-style-type: none">. Executive Order 14026 generally applies to the contract.. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	<ul style="list-style-type: none">. Executive Order 13658 generally applies to the contract.. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/03/2025
1	02/07/2025
2	03/14/2025
3	03/14/2025
4	03/21/2025
5	04/04/2025
6	05/16/2025
7	07/11/2025
8	07/18/2025
9	07/25/2025
10	08/01/2025
11	08/22/2025
12	09/05/2025
13	09/12/2025
14	09/26/2025
15	11/21/2025

ASBE0006-001 09/01/2024

	Rates	Fringes
Insulator/asbestos worker		
Includes the application of all insulating materials, protective coverings, coatings, and finishes to all types of mechanical systems		
(ZONE A).....	\$ 55.45	36.63
(ZONE B).....	\$ 55.45	36.63

ZONES:

ZONE A

BARNSTABLE COUNTY (Brewster, Chatham, Dennis, Eastham, Harwich, Orleans, Provincetown, Truro, Wellfleet, Yarmouth)

BRISTOL COUNTY (Easton), MIDDLESEX COUNTY, and NORFOLK COUNTY (Avon, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth)

ZONE B

BARNSTABLE COUNTY (Barnstable, Bourne, Falmouth, Mashpee, Sandwich), BRISTOL COUNTY (All cities except Easton),and NORFOLK COUNTY (Bellingham, Franklin, Plainville)

ASBE0006-002 09/01/2024

BARNSTABLE (Brewster, Chatham, Dennis, Eastham, Harwich, Orleans, Provincetown, Truro, Wellfleet and Yarmouth); BRISTOL (Easton); ESSEX; MIDDLESEX; NORFOLK (Avon, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxboro, Holbrook, Hull, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon Stoughton, Walpole, Wellesley, Westwood, and Weymouth) AND SUFFOLK COUNTIES

	Rates	Fringes
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HAZARDOUS MATERIAL HANDLER (Includes preparation, wetting, stripping, removal, scrapping, vacuuming, bagging and disposing of all insulation materials from mechanical systems whether they contain asbestos or not)....\$	55.45	36.63
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ASBE0006-010 09/01/2024

BARNSTABLE (Barnstable, Bourne, Falmouth, Mashpee and Sandwich); BRISTOL (Acushnet, Attleboro city, Berkeley, Dartmouth, Dighton, Fairhaven, Fall river City, Freetown, Marion, Mansfield, New Bedford City, North Attleboro, Norton, Raynham, Rehoboth, Seekonk, Somerset, Swansea, Taunton City and Westport); DUKES; NANTUCKET; NORFOLK (Bellingham, Franklin, Plainville, and Wrentham); PLYMOUTH (Lakeville, Mattapoisett, Middleboro, Rochester and Wareham)

	Rates	Fringes
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Insulator/asbestos worker

(Includes the application of
all insulating materials,
protective coverings,
coatings and finishes to all
types of mechanical systems.)....\$ 55.45 36.63

BOIL0029-001 01/01/2025

	Rates	Fringes
BOILERMAKER.....	\$ 50.62	28.82

BRMA0001-008 08/01/2023

FOXBORO CHAPTER

BRISTOL (Attleboro, Berkley, Dighton, Mansfield, North
Attleboro, Norton, Raynham, Rehoboth, Seekonk, Taunton) AND
NORFOLK (Bellingham, Canton, Dedham, Foxboro, Franklin,
Norfolk, Norwood, Plainville, Sharon, Walpole, Westwood,
Wrentham) COUNTIES

	Rates	Fringes
Bricklayer, Cement Mason, Plasterer.....	\$ 60.26	33.71

BRMA0001-009 08/01/2023

LOWELL CHAPTER

MIDDLESEX (Acton, Asby, Ayer, Bedford, Billerica, Boxboro,
Carlisle, Chemsford, Dracut, Dunstable, Ft. Denvers, Groton,
Littleton, Lowell, North Acton, Pepperell, Shirley, South
Acton, Tewksbury, Townsend, Tyngsboro, West Acton, Westford,
Wilmington)

	Rates	Fringes
Bricklayer and plasterer.....	\$ 60.26	33.71

BRMA0001-010 08/01/2023

LOWELL CHAPTER

MIDDLESEX (Ashland, Framingham, Holliston, Hopkinton, Hudson,
Maynard, Natick, Sherborn, Stow); and NORFOLK (Medfield,
Medway, Millis)

	Rates	Fringes
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BRICKLAYER.....	\$ 60.26	33.71
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BRMA0003-001 08/01/2024

	Rates	Fringes
Marble & Tile Finisher.....	\$ 49.32	35.26
Marble, Tile & Terrazzo Workers.....	\$ 64.52	37.51
TERRAZZO FINISHER.....	\$ 63.44	37.33

BRMA0003-003 08/01/2024

BOSTON CHAPTER

MIDDLESEX (Arlington, Cambridge, Everett, Malden, Medford,
Melrose, Somerville); NORFOLK (Brookline, Milton); and SUFFOLK

	Rates	Fringes
BRICKLAYER.....	\$ 64.50	37.54

BRMA0003-006 08/01/2024

LYNN CHAPTER

ESSEX (Amesbury, Andover, Beverly, Boxford, Danvers, Essex,
Georgetown, Gloucester, Groveland, Hamilton, Haverhill,
Ipswich, Lawrence, Lynn, Lynnfield, Manchester, Marblehead,
Merrimac, Methuen, Middleton, Nahant, Newbury, Newburyport,
North Andover, Peabody, Rockport, Rowley, Salisbury, Salem,
Saugus, Swampscott, Topsfield Wakefield, Wenham, West Newbury);
and MIDDLESEX (Reading, North Reading, Wakefield)

	Rates	Fringes
Bricklayer, cement mason and plasterer.....	\$ 64.50	37.54

BRMA0003-007 08/01/2024

WALTHAM CHAPTER

MIDDLESEX (Belmont, Burlington, Concord, Lexington, Lincoln,
Stoneham, Sudbury, Waltham, Watertown, Wayland, Weston,
Winchester, Woburn)

	Rates	Fringes
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Bricklayer and plasterer.....\$ 64.50	37.54
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BRMA0003-008 08/01/2024

NEWTON CHAPTER

MIDDLESEX (Newton) and NORFOLK (Dover, Needham, Wellesley)

Rates	Fringes
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Bricklayer, cement mason and plasterer.....\$ 64.50	37.54
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BRMA0003-009 08/01/2024

NEW BEDFORD

BARNSTABLE; BRISTOL (Acushnet, Darmouth, Farhaven, Fall River,
Freetown, New Bedford, Somerset, Swansea, Westport); DUKES; and
NANTUCKET COUNTIES

Rates	Fringes
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Bricklayer, cement mason and plasterer.....\$ 64.50	37.54
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BRMA0003-010 08/01/2024

QUINCY CHAPTER

NORFOLK COUNTY (Avon, Braintree, Cohasset, Holbrook, Quincy,
Randolph, Soughton, Weymouth)

Rates	Fringes
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Bricklayer, cement mason and plasterer.....\$ 64.50	37.54
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CARP0056-011 08/01/2024

SUFFOLK (All of County); and those areas of BARNSTABLE,
BRISTOL, ESSEX, MIDDLESEX & NORFOLK COUNTIES situated inside
Boston Beltway (I-495) and North of Cape Cod Canal. ALL of
DUKES AND NANTUCKET COUNTIES

Rates	Fringes
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PILEDRIVERMAN.....\$ 55.79	35.47
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CARP0056-012 08/01/2024

The areas of BARNSTABLE, BRISTOL, and NORFOLK COUNTIES situated OUTSIDE Boston Beltway (I-495) and South of Cape Cod Canal

	Rates	Fringes
PILEDRIVERMAN.....	\$ 55.79	35.47

CARP0056-013 08/01/2024

Those areas of ESSEX and MIDDLESEX COUNTIES situated OUTSIDE Boston Beltway (I-495)

	Rates	Fringes
PILEDRIVERMAN.....	\$ 49.19	35.47

* CARP0327-001 09/01/2025

MIDDLESEX (Belmont, Cambridge, Everett, Malden, Medford, Somerville); NORFOLK (Brookline, Dedham, Milton); and SUFFOLK

	Rates	Fringes
CARPENTER.....	\$ 61.19	31.55

* CARP0339-001 09/01/2025

BRISTOL (Attleborough, North Attleborough); ESSEX; MIDDLESEX (Except Belmont, Cambridge, Everett, Malden, Medford, Somerville); AND NORFOLK (Bellingham, Canton, Foxboro, Franklin, Medfield, Medway, Millis, Needham, Norfolk, Norwood, Plainville, Sharon, Walpole, Wellesley, Westwood, Wrentham)

	Rates	Fringes
CARPENTER.....	\$ 50.10	31.45

* CARP0346-003 09/01/2025

NORFOLK COUNTY (Braintree, Cohasset, Scituate, Weymouth, Quincy)

Rates	Fringes
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CARPENTER.....	\$ 50.10	31.45
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CARP0624-005 09/01/2017

DUKES; NANTUCKET

	Rates	Fringes
CARPENTER.....	\$ 46.43	28.35

CARP0624-007 09/01/2017

BARNSTABLE; BRISTOL (Except Attleboro & North Attleboro); AND
NORFOLK (Avon, Holbrook, Randolph, Stoughton) COUNTIES

	Rates	Fringes
CARPENTER.....	\$ 39.28	27.90

CARP1121-001 04/21/2025

SUFFOLK COUNTY

	Rates	Fringes
MILLWRIGHT.....	\$ 50.47	33.50

CARP1121-003 04/21/2025

BARNSTABLE, BRISTOL, DUKES, ESSEX, MIDDLESEX, NANTUCKET and
NORFOLK COUNTIES

	Rates	Fringes
MILLWRIGHT.....	\$ 45.03	33.25

* CARP2168-001 09/01/2025

MIDDLESEX (Belmont, Cambridge, Everett, Malden, Medford,
Somerville); NORFOLK (Brookline, Dedham, Milton); and SUFFOLK

	Rates	Fringes
FLOOR LAYER: Carpet.....	\$ 57.49	31.75

* CARP2168-004 09/01/2025

BRISTOL; ESSEX; MIDDLESEX (Except Belmont, Cambridge, Everett, Malden, Medford, Somerville); Remainder of Norfolk County

	Rates	Fringes
FLOOR LAYER: Carpet.....	\$ 57.49	31.75

* CARP2168-005 09/01/2025

BARNSTABALE; DUKES; AND NANTUCKET

	Rates	Fringes
FLOOR LAYER: Carpet.....	\$ 49.18	31.75

ELEC0096-001 09/07/2025

MIDDLESEX (Ashby, Ashland, Ayer, Ft. Devens, Groton, Hopkinton, Hudson, Marlboro, Pepperell, Shirley, Stow, Townsend)

	Rates	Fringes
ELECTRICIAN.....	\$ 48.16	36.20
Teledata System Installer.....	\$ 36.12	34.51

ELEC0099-001 06/01/2025

BRISTOL (Attleboro, North Attleboro, Seekonk)

	Rates	Fringes
ELECTRICIAN.....	\$ 56.11	44.10%
Teledata System Installer.....	\$ 42.09	10.45%+15.31

ELEC0103-001 09/01/2025

ESSEX; MIDDLESEX (Excluding Ashby, Ashland, Ayer, Ft. Devens, Groton, Hopkinton, Hudson, Marlboro, Pepperell, Shirley, Stow, Townsend); NORFOLK (Excluding Avon, Holbrook, Plainville, Randolph, Stoughton) SUFFOLK

	Rates	Fringes
Teledata System Installer.....	\$ 52.94	34.74

ELEC0103-002 09/01/2025

ESSEX (Amesbury, Andover, Boxford, Georgetown, Groveland, Haverhill, Lawrence, Merrimac, Methuen, Newbury, Newburyport, North Andover, Rowley, Salisbury, West Newbury); MIDDLESEX (Bedford, Billerica, Boxboro, Burlington, Carlisle, Chelmsford, Dracut, Dunstable littleton, Lowell, North Reading, Tewksbury, Tyngsboro, Westford, Wilmington)

	Rates	Fringes
ELECTRICIAN.....	\$ 66.17	37.08

ELEC0103-004 09/01/2025		

ESSEX (Beverly, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester, Marblehead, Middleton, Peabody, Rockport, Salem, Topsfield, Wenham)

	Rates	Fringes
ELECTRICIAN.....	\$ 66.17	37.08

ELEC0103-005 09/01/2025		

ESSEX (Lynn, Lynnfield, Nahant, Saugus, Swampscott); MIDDLESEX (Acton, Arlington, Belmont, Cambridge, Concord, Everett, Framingham, Holliston, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Natick, Newton, Reading, Sherborn, Somerville, Stoneham, Sudbury, Wakefield, Waltham, Watertown, Wayland, Weston, Winchester, Woburn); NORFOLK (Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxboro, Franklino, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Sharon, Walpole, Wellesley, Westwood, Weymouth, Wrentham); PLYMOUTH (Hingham and Hull);SUFFOLK

	Rates	Fringes
ELECTRICIAN.....	\$ 66.17	37.08

ELEC0104-001 09/01/2024		

	Rates	Fringes
Line Construction:		
Cableman.....	\$ 58.41	30.19+A
Equipment Operator.....	\$ 49.65	26.72+A
Groundman.....	\$ 32.13	12.70+A

Lineman.....\$ 58.41 30.19+A

A. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Christmas Day and Columbus Day, provided the employee has been employed 5 working days prior to any one of the listed holidays.

ELEC0223-005 09/01/2024

BARNSTABLE; BRISTOL (Except Attleboro, North Attleboro, Seekonk); DUKES; NANTUCKET AND NORFOLK (Avon, Halbrook, Plainville, Randolph, Stoughton)

	Rates	Fringes
ELECTRICIAN.....	\$ 50.02	31.09%+15.50

ELEC0223-006 09/01/2024

BARNSTABLE; BRISTOL (Except Attleboro, North Attleboro, Seekonk); DUKES; NANTUCKET AND NORFOLK (Avon, Halbrook, Plainville, Randolph, Stoughton)

	Rates	Fringes
Teledata System Installer.....	\$ 42.52	31.09%+15.25

ELEV0004-001 01/01/2025

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 74.17	38.435+a+b

FOOTNOTE FOR ELEVATOR MECHANICS:

- a.Vacation: 6%/under 5 years based on regular hourly rate for all hours worked. 8%/over 5 years based on regular hourly rate for all hours worked.
- b. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving Day; and Christmas Day.

ENGI0004-001 06/01/2025

	Rates	Fringes
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Power equipment operators:

Group 1.....	\$ 57.83	33.70
Group 2.....	\$ 57.18	33.70
Group 3.....	\$ 37.02	33.70
Group 4.....	\$ 46.52	33.70
Group 5.....	\$ 25.02	33.70
Group 6.....	\$ 30.85	33.70

FOOTNOTE FOR POWER EQUIPMENT OPERATORS:

A. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Labor Day, Memorial Day, Independence Day, Patriot's Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day

HOURLY PREMIUM FOR BOOM LENGTHS (Including Jib):

Over 150 ft.	+2.28
Over 185 ft.	+4.05
Over 210 ft.	+5.67
Over 250 ft.	+8.59
Over 295 ft.	+11.86
Over 350 ft.	+13.82

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

Group 1: Crane; shovel; truck crane; cherry picker; dragline; trench hoe; backhoe; three drum machine; derrick; pile driver; elevator tower; hoist; gradall; shovel dozer; front end loader; fork lift; sugar; boring machine; rotary drill; post hole hammer; post hole digger; pumpcrete machine; asphalt plant (on site); concrete batching and/or mixing plant (on site); crusher plant (on site); paving concrete mixer; timber jack

Group 2: Sonic or vibratory hammer; grader; scraper; tandem scraper; concrete pump; bulldozer; tractor; york rake; mulching machine; portable steam boiler; portable steam generator; roller; spreader; tamper (self propelled or tractor drawn); asphalt paver; mechanic - maintenance; paving screed machine; stationary steam boiler; paving concrete finishing machine; cal truck; ballast regulator; switch tamper; rail anchor machine; tire truck

Group 3: Pumps (1-3 grouped); compressor; welding machine (1-3 grouped); generator; concrete vibrator; heater (power driven 1- 5); well point system (operating); syphon-pulsometer; concrete mixer; valves controlling permanent plant air or steam; conveyor; Jackson type tamper; single diaphragm pump; lighting plant

Group 4: Assistant engineer (fireman)

Group 5: Oiler (other than truck cranes and gradalls)

Group 6: Oiler (on truck cranes and gradalls) stant engineer (on truck crane and gradall)

IRON0007-006 09/16/2025

AREA 1: BRISTOL (Easton); ESSEX (Beverly, Gloucester, Lynn, Lynnfield, Manchester, Marblehead, Nahant, Rockport, Salem, Saugus, Swampscott); MIDDLESEX (Arlington, Bedford, Belmont, Burlington, Cambridge, Carlisle, Concord, Dunstable, Everett, Framingham, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Natick, Newton, Reading, Sherborn, Somerville, Stoneham, Sudbury, Wakefield, Waltham, Watertown, Wayland, Weston, Winchester, Woburn); NORFOLK (Except Medway); SUFFOLK

AREA 2: ESSEX (Amesbury, Andover, Boxford, Danvers, Essex, Georgetown, Hamilton, Haverhill, Ipswich, Lawrence, Merrimac, Methuen, Newbury, Newburyport, North Andover, Rowley, Salisbury, Topsfield, Wenham, West Newbury); MIDDLESEX (Action, Billerica, Chelmsford, Dracut, Groton, Groveland, Littleton, Lowell, Middleton, North Reading, Pepperell, Tewksbury, Tyngsboro, Westford, Wilmington)

	Rates	Fringes
Ironworkers:		
AREA 1.....	\$ 57.87	37.67
AREA 2.....	\$ 53.46	37.67

IRON0007-010 09/16/2025

MIDDLESEX (Ashby, Ashland, Ayer, Boxboro, Holliston, Hopkinton, Hudson, Marlboro, Shirley, Stow, Townsend); NORFOLK (Medway)

	Rates	Fringes
IRONWORKER.....	\$ 57.57	37.67

IRON0037-005 09/16/2025

BARNSTABLE; BRISTOL (Acushnet, Attleboro, Berkley, Dartmouth, Dighton, Fairhaven, Fall River, Freetown, Mansfield, New Bedford, North Attleboro, Norton, Raynham, Rehoboth, Seekonk, Somerset, Swansea, Taunton, Westport); DUKES; NANTUCKET; NORFOLK (Billingham, Franklin, Plainville, Wrentham)

	Rates	Fringes
IRONWORKER.....	\$ 43.03	33.53

LAB00022-001 12/02/2024

	Rates	Fringes
Laborers: (HEAVY CONSTRUCTION)		
GROUP 1.....	\$ 38.95	29.70
GROUP 2.....	\$ 39.20	29.70
GROUP 3.....	\$ 39.70	29.70
GROUP 4.....	\$ 39.95	29.70
GROUP 5.....	\$ 39.70	29.70
GROUP 6.....	\$ 40.95	29.70

LABORERS CLASSIFICATIONS

GROUP 1: Laborers; carpenter tenders; cement finisher tenders, plasterer tenders

GROUP 2: Asphalt raker; fence and guard rail erector; laser beam operator; mason tender; pipelayer; pneumatic drill operator; pneumatic tool operator; wagon drill operator, jack hammer operator, pavement breaker, carbide core drilling machine, chain saw operator, barco type jumping tampers, concrete pump, motorized mortar mixer, ride-on-motorized buggy

GROUP 3: Air track operator; block paver; rammer; curb setter, hydraulic and similar self powered drills

GROUP 4: Blaster; powderman

GROUP 5: Flagger

GROUP 6: Asbestos Abatement; Toxic and Hazardous Waste Laborers

LAB00022-003 12/01/2024

	Rates	Fringes
Plasterer tender		
BARNSTABLE, BRISTOL, DUKES, ESSEX, NANTUCKET, MIDDLESEX (with the exception of Arlington, Belmont, Burlington, Cambridge, Everett, Malden, Medford, Melrose, Reading, Somerville,		

Stoneham, Wakefield,
 Winchester, Winthrop and
 Woburn); NORFOLK (with the
 exception of Brookline
 Dedham and Milton) COUNTIES.\$ 38.95 29.70
 SUFFOLK COUNTY (Boston,
 Chelsea, Revere, Winthrop,
 Deer Island, Nut Island);
 MIDDLESEX COUNTY
 (Arlington, Belmont,
 Burlington, Cambridge,
 Everett, Malden, Medford,
 Melrose, Reading,
 Somerville, Stoneham,
 Wakefield, Winchester,
 Winthrop and Woburn only);
 NORFOLK COUNTY (Brookline,
 Dedham, and Milton only)....\$ 46.20 29.70

 LAB00022-004 12/01/2024

	Rates	Fringes
Plasterer tender.....	\$ 38.95	29.70

 LAB00022-005 12/01/2024

	Rates	Fringes
Plasterer tender BARNSTABLE, BRISTOL, DUKES, ESSEX, NANTUCKET, MIDDLESEX (with the exception of Arlington, Belmont, Burlington, Cambridge, Everett, Malden, Medford, Melrose, Reading, Somerville, Stoneham, Wakefield, Winchester, Winthrop and Woburn); NORFOLK (with the exception of Brookline Dedham and Milton) COUNTIES.\$ 38.95 29.70 SUFFOLK COUNTY (Boston, Chelsea, Revere, Winthrop, Deer Island, Nut Island); MIDDLESEX COUNTY (Arlington, Belmont, Burlington, Cambridge, Everett, Malden, Medford,		

Melrose, Reading,
 Somerville, Stoneham,
 Wakefield, Winchester,
 Winthrop and Woburn only);
 NORFOLK COUNTY (Brookline,
 Dedham, and Milton only)....\$ 46.10 29.70

 LAB0022-009 12/01/2024

SUFFOLK COUNTY (Boston, Chelsea, Revere, Winthrop, Deer & Nut
 Islands); MIDDLESEX COUNTY (Arlington, Belmont, Burlington,
 Cambridge, Everett, Malden, Medford, Melrose, Reading,
 Somerville, Stoneham, Wakefield, Winchester, Winthrop, and
 Woburn only); NORFOLK COUNTY (Brookline, Dedham, and Milton
 only)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 46.10	29.70
GROUP 2.....	\$ 46.10	29.70
GROUP 3.....	\$ 46.10	29.70
GROUP 4.....	\$ 46.10	29.70
GROUP 5.....	\$ 46.10	29.70
GROUP 6.....	\$ 46.10	29.70
GROUP 7.....	\$ 27.01	29.70

LABORERS CLASSIFICATIONS

GROUP 1: Laborers; Carpenter Tenders

GROUP 2: Jackhammer operator; pavement breaker; asphalt
 raker carbide core drilling machine; chain saw operator;
 pipelayer; barco type jumping tampers; laser beam; concrete
 pump; mason tender; motorized mortar mixer; ride-on
 motorized buggy; fence and beam rail erector

GROUP 3: Air track, block paver; rammer; curb setter,
 hydraulic and similar self-powered drills

GROUP 4: Blaster; powderman

GROUP 5: Pre-cast floor and roof plank erector

GROUP 6: Asbestos removal laborers/haz-mat laborers

GROUP 7: Flaggers

LAB00022-010 12/01/2024

Counties of BARNSTABLE; BRISTOL; DUKES; ESSEX; NANTUCKET; MIDDLESEX (with the exception of Arlington, Belmont, Burlington, Cambridge, Everett, Malden, Medford, Melrose, Reading, Somerville, Stoneham, Wakfield, Winchester, Winthrop and Woburn); NORFOLK (with the exception of Brookline, Dedham and Milton)

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 38.95	29.70
GROUP 2.....	\$ 38.95	29.70
GROUP 3.....	\$ 38.95	29.70
GROUP 4.....	\$ 38.95	29.70
GROUP 5.....	\$ 38.95	29.70
GROUP 6.....	\$ 46.10	29.70

LABORERS CLASSIFICATIONS

GROUP 1: Laborers; Carpenter Tenders

GROUP 2: Jackhammer operator; pavement breaker; asphalt raker carbide core drilling machine; chain saw operator; pipelayer; barco type jumping tampers; laser beam; concrete pump; mason tender; motorized mortar mixer; ride-on motorized buggy; fence and beam rail erector

GROUP 3: Air track, block paver; hammer; curb setter, hydraulic and similar self-powered drills

GROUP 4: Blaster; powderman

GROUP 5: Pre-cast floor and roof plank erector

GROUP 6: Asbestos removal laborers/haz-mat laborers

LAB01421-004 12/02/2024

BARNSTABLE, BRISTOL, DUKES, ESSEX, MIDDLESEX, NANTUCKET NORFOLK AND SUFFOLK COUNTIES

	Rates	Fringes
Laborers: (Wrecking)		
Group 1.....	\$ 46.25	29.70

Group 2.....	\$ 47.00	29.70
Group 3.....	\$ 47.25	29.70
Group 4.....	\$ 42.25	29.70
Group 5.....	\$ 45.35	29.70
Group 6.....	\$ 46.25	29.70

Group 1: Adzeman, Wrecking Laborer.

Group 2: Burners, Jackhammers.

Group 3: Small Backhoes, Loaders on tracks, Bobcat Type Loaders, Hydraulic ""Brock"" Type Hammer Operators, Concrete Cutting Saws.

Group 4: Yardman (Salvage Yard Only).

Group 5: Yardman, Burners, Sawyers.

Group 6: Asbestos, Lead Paint, Toxic and Hazardous Waste.

PAIN0011-007 06/01/2025

BARNSTABLE, BRISTOL, DUKES, AND NANTUCKET COUNTIES

	Rates	Fringes
GLAZIER.....	\$ 43.13	21.00

FOOTNOTE:

A. PAID HOLIDAY: LABOR DAY (provided employee has worked any part of the week prior to Labor Day and any part of the week after Labor Day)

PAIN0035-004 07/01/2024

BARNSTABLE; BRISTOL; ESSEX; NANTUCKET; DUKES; COUNTIES;
REMAINDER OF NORFOLK; MIDDLESEX AND SUFFOLK COUNTIES

	Rates	Fringes
PAINTER		
NEW CONSTRUCTION:		
Brush, Taper.....	\$ 46.26	36.00
Spray, Sandblast.....	\$ 47.66	36.00
REPAINT:		
Brush, Taper.....	\$ 44.32	36.00
Spray, Sandblast.....	\$ 45.72	36.00

PAIN0035-013 07/01/2024

MIDDLESEX (Cambridge, Everett, Malden, Medford, Somerville)
SUFFOLK COUNTY (Boston, Chelsea) NORFOLK COUNTY (Brookline)

	Rates	Fringes
PAINTER		
NEW CONSTRUCTION:		
Brush, Taper.....	\$ 46.26	36.00
Spray, Sandblast.....	\$ 47.66	36.00
REPAINT:		
Brush, Taper.....	\$ 44.32	36.00
Spray, Sandblast.....	\$ 45.72	36.00

PAIN0035-020 07/01/2024

ESSEX; MIDDLESEX; NORFOLK; SUFFOLK

	Rates	Fringes
GLAZIER.....	\$ 46.26	36.00

PLAS0534-001 07/01/2024

ESSEX; MIDDLESEX; NORFOLK AND SUFFOLK COUNTY

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 49.19	40.86

PLAS0534-004 07/01/2024

MIDDLESEX; NORFOLK AND SUFFOLK COUNTIES

	Rates	Fringes
PLASTERER.....	\$ 49.19	40.86

PLUM0004-001 09/01/2025

MIDDLESEX (Ashby, Ayer-West of Greenville branch of Boston and
Maine Railroad, Ft. Devens, Groton, Shirley, Townsend)

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 55.00	31.57

PLUM0012-005 03/02/2025

ESSEX (Ames, Andover, Beverly, Boxford, Byfield, Danvers,
Essex, Georgetown, Gloucester, Groveland, Hamilton, Haverhill,

Ipswich, Lawrence, Manchester, Marblehead, Merrimac, Methuen, Middleton, Newbury, Newburyport, North Andover, Peabody, Rockport, Rowley, Salem, Salisbury, Topsfield, Wenham, West Newbury)

	Rates	Fringes
PLUMBER.....	\$ 69.84	36.43

PLUM0012-007 03/02/2025

ESSEX (Lynn, Lynnfield, Nahant, Saugus, and Swampscott); MIDDLESEX (Acton, Arlington, Ashford, Ayer-except west of Greenville Branch of Boston & Maine Rail Road, Bedford, Belmont, Billerica, Boxboro, Burlington, Cambridge, Carlisle, Chelmsford, Concord, Dracut, Dunstable, Everett, Framingham, Hudson, Holliston, Hopkinton, Lexington, Lincoln, Littleton, Lowell, Malden, Marlboro, Maynard, Medford, Melrose, Natick, Newton, North Reading, Pepperell, Reading, Sherborn, Somerville, Stoneham, Stow, Sudbury, Tewksbury, Tyngsboro, Wakefield, Watham, Watertown, Wayland, Westford, Wilmington, Winchester and Woburn), NORFOLK (Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxboro, Franklin, Medford, Medway, Millis, Milton, Needham, Norfolk, Norwood, Plainville, Quincy, Sharon, Walpole, Wellesley, Westwood, Weymouth and Wrentham); PLYMOUTH (Hingham, Hull, Scituate); SUFFOLK; WORCESTER (Hopedale and Southboro)

	Rates	Fringes
PLUMBER.....	\$ 69.84	36.43

PLUM0051-004 08/26/2024

BARNSTABLE; BRISTOL; DUKES; NANTUCKET; AND NORFOLK (Avon, Holbrook, Randolph, Stoughton) COUNTIES

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 52.49	33.60

PLUM0537-005 03/01/2025

ESSEX (Ames, Andover, Beverly, Boxford, Byfield, Danvers, Essex, Georgetown, Gloucester, Groveland, Hamilton, Haverhill, Ipswich, Lawrence, Lynn, Lynnfield, Manchester, Marblehead, Merrimac, Methuen, Middleton, Nahant, Newbury, Newburyport,

North Andover, Peabody, Rockport, Rowley, Salem, Salisbury, Saugus, Swampscott, Topsfield, Wenham, West Newbury); MIDDLESEX (Acton, Arlington, Ashford, Ayer-except west of Greenville Branch of Boston & Maine Rail Road, Bedford, Belmont, Billerica, Boxboro, Burlington, Cambridge, Carlisle, Chelmsford, Concord, Dracut, Dunstable, Everett, Framingham, Hudson, Holliston, Hopkinton, Lexington, Lincoln, Littleton, Lowell, Malden, Marlboro, Maynard, Medford, Melrose, Natick, Newton, North Reading, Pepperell, Reading, Sherborn, Somerville, Stoneham, Stow, Sudbury, Tewksbury, Tyngsboro, Wakefield, Watham, Watertown, Wayland, Westford, Wilmington, Winchester and Woburn); NORFOLK (Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxboro, Franklin, Medford, Medway, Millis, Milton, Needham, Norfolk, Norwood, Plainville, Quincy, Sharon, Walpole, Wellesley, Westwood, Weymouth and Wrentham); PLYMOUTH (Hingham, Hull, Scituate); SUFFOLK; WORCHESTER (Hopedale and Southboro)

	Rates	Fringes
PIPEFITTER.....	\$ 66.58	39.22

ROOF0033-001 08/01/2025		

	Rates	Fringes
Roofers: All Tear-off and/or removal of any types of roofing and all spudding, sweeping, vacuuming and/or cleanup of any and all areas of any type where a roof is to be relaid.....	\$ 53.53	35.69

SFMA0550-001 03/01/2025		

BRISTOL (Portion within 35 mile radius from Boston City Hall; ESSEX; MIDDLESEX (Except Ashby, Townsend, and portions of Pepperell and Shirley beyond 35 mile radius from Boston City Hall); NORFOLK; PLYMOUTH (Portion within 35 mile radius of Boston City Hall); SUFFOLK

	Rates	Fringes
SPRINKLER FITTER.....	\$ 70.80	38.01

a. PAID HOLIDAYS: Memorial Day, July 4th, Labor Day,

Thanksgiving Day and Christmas Day, provided the employee has been in the employment of a contractor 20 working days prior to any such paid holiday.

SFMA0550-002 03/01/2025

BRISTOL (Seekonk, Swansea, and Somerset)

	Rates	Fringes
SPRINKLER FITTER.....	\$ 63.72	38.01

a. PAID HOLIDAYS: Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day, provided the employee has been in the employment of a contractor 20 working days prior to any such paid holiday.

SFMA0669-001 04/01/2025

BARNSTABLE; BRISTOL (Beyond 35 mile radius of Boston City Hall); DUKES; MIDDLESEX (Ashby, Townsend, portions of Pepperell and Shirley beyond 35 mile radius of Boston City Hall); NANTUCKET; PLYMOUTH (Beyond 35 mile radius of Boston City Hall)

	Rates	Fringes
SPRINKLER FITTER.....	\$ 53.25	29.75

SHEE0017-003 04/01/2025

ESSEX; MIDDLESEX; NORFOLK; PLYMOUTH (except except Marion, Mattapoisett, Rochester, Wareham); SUFFOLK

	Rates	Fringes
Sheet metal worker.....	\$ 60.00	48.78

SHEE0017-007 04/01/2025

BARNSTABLE; BRISTOL (Acushnet, Assonet, Dartmouth, Dighton, Fairhaven, Fall River, Freetown, New Bedford, Rehoboth, Seekonk, Somerset, Swansea, Westport); DUKES; AND NANTUCKET

	Rates	Fringes
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Sheet metal worker.....\$ 42.80 38.17

TEAM0379-001 06/01/2025

	Rates	Fringes
Truck drivers:		
Group 1.....	\$ 40.78	37.35+a+b
Group 2.....	\$ 40.95	37.35+a+b
Group 3.....	\$ 41.02	37.35+a+b
Group 4.....	\$ 41.14	37.35+a+b
Group 5.....	\$ 41.24	37.35+a+b
Group 6.....	\$ 41.53	37.35+a+b
Group 7.....	\$ 41.82	37.35+a+b

POWER TRUCKS \$.25 DIFFERENTIAL BY AXLE

TUNNEL WORK (UNDERGROUND ONLY) \$.40 DIFFERENTIAL BY AXLE

HAZARDOUS MATERIALS (IN HOT ZONE ONLY) \$2.00 PREMIUM

TRUCK DRIVERS CLASSIFICATIONS

Group 1: Station wagons; panel trucks; and pickup trucks

Group 2: Two axle equipment; & forklift operator

Group 3: Three axle equipment and tireman

Group 4: Four and Five Axle equipment

Group 5: Specialized earth moving equipment under 35 tons
other than conventional type trucks; low bed; vachual;
mechanics, paving restoration equipment

Group 6: Specialized earth moving equipment over 35 tons

Group 7: Trailers for earth moving equipment (double hookup)

FOOTNOTES:

A. PAID HOLIDAYS: New Year's Day, Washington's Birthday,
Memorial Day, Independence Day, Labor Day, Patriot's Day,
Columbus Day, Veteran's Day, Thanksgiving Day and Christmas
Day

B. PAID VACATION: Employees with 4 months to 1 year of
service receive 1/2 day's pay per month; 1 week vacation
for 1 - 5 years of service; 2 weeks vacation for 5 - 10
years of service; and 3 weeks vacation for more than 10

years of service

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example:

PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey

is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ""SA"" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ?SA? identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations

Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION"