



Worcester

Housing Authority

PROJECT MANUAL

INVITATION FOR BIDS # 26-13

VACANT UNIT TASK FORCE PAINTING- NTE \$150K (BERKSHIRE COUNTY)

RELEASE DATE: **April 8, 2026**

BID OPENING: **April 23, 2026, at 2:00 p.m.**

BOARD OF COMMISSIONERS

Joseph P. Carlson	Chairman
Joseph M. Capone	Vice-Chairman
Jose Ramos	Treasurer
William J. Eddy	Member
Rané Bracey-Westbrook	Member
Alex Corrales	Chief Executive Officer

Issued By:

Worcester Housing Authority
Purchasing Department
660 Lincoln Street
Worcester, MA 01605
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TABLE OF CONTENTS

	Page No.
PROCUREMENT DOCUMENTS	
Cover Page	1
Table of Contents	3
Submission Checklist	4
IFB Terms & Conditions	5
Scope of Work	9
Bid Price Form	14
General Bid Bond	16
Non-Collusive Affidavit	17
Certificate of Corporate Clerk	18
Certificate of Tax Compliance	19
Debarment/Suspension Form	20
OSHA Compliance Certification	21
Reference Form	22
CONTRACT REQUIREMENTS	
Form of Contract	23
Labor and Material Payment Bond	28
CONDITIONS OF THE CONTRACT	
State Prevailing Wage Schedule	30
MA Certified Payroll Form & Statement of Compliance (State)	63

BIDDER'S SUBMISSION CHECKLIST

This checklist is provided to assist bidders in determining what documents are required to be submitted with each bid.

Each General Bid shall be accompanied by:

1. General Bid Bond (5%)
2. Bid Price Form
3. Certificate of Corporation Clerk
4. Non-Collusive Affidavit of General Bidder
5. Certificate of Tax Compliance
6. Debarment/Suspension Form
7. OSHA Compliance Certification
8. Reference Form

**WORCESTER HOUSING AUTHORITY
PURCHASING DEPARTMENT
DAVID CODERRE, VP OF PROCUREMENT**

**INVITATION FOR BIDS # 26-13
VACANT UNIT TASK FORCE PAINTING
NTE \$150K (BERKSHIRE COUNTY)**

IFB TERMS & CONDITIONS

All bids are subject to the terms and conditions and specificity herein set forth.

1. The Worcester Housing Authority (WHA) is soliciting bids for qualified contractors to support the Vacancy Unit Task Force in painting vacant units for re-occupancy throughout Berkshire County.
2. The WHA hereby requests bids in accordance with the following schedule:

IFB Release Date:	April 8, 2026
Bid Due Date:	2:00 p.m., April 23, 2026

3. The term of this contract shall extend for two years. Tentative start date: **May 1, 2026, through April 30, 2028, with a Not to Exceed amount of \$150,000.**
4. The WHA may award contracts to multiple contractors based on competitively bid unit prices. For each unit, the Authority shall issue a Unit Turnover Work Order identifying the required scope of work. The Contractor shall submit a cost estimate derived solely from the bid unit prices and quantities identified by the Authority. No lump sum pricing, re-quoting, or post-award price negotiation shall be permitted. Upon approval, the Authority will issue a Work Order authorizing the Contractor to proceed.
5. Bids must be accompanied by a **bid deposit in an amount that is not less than five percent (5%)** of the value of the first year's total. Bid deposits, payable to the Worcester Housing Authority, shall be either in the form of a bid bond, or cash, or a certified check, or a treasurer's or cashier's check issued by a responsible bank or trust company
6. Bids shall be submitted at the **Purchasing Department, 660 Lincoln Street, Worcester, MA 01605** until the date and time specified above. **NO BIDS WILL BE ACCEPTED AFTER THIS TIME AND DATE SPECIFIED.**
7. Bids shall be sealed with the name and address of the bidder appearing in the upper left-hand corner of the envelope and properly labeled: **"Sealed Bid IFB # 26-13 Vacant Unit Task Force Painting-Berkshire County"**. Further, all bids shall be submitted as one ORIGINAL and one COPY. WHA is not responsible for bids not properly marked.
8. Bids are subject to the provisions of M.G.L. Chapter 149, Section 44 A-J as well as provisions outlined in the Department of Housing and Urban Development (HUD) Handbook 7460.8 REV 2 which conforms to 24 CFR Part 85.
9. The successful bidder(s) will be required to furnish a **Labor and Materials Payment Bond** in the amount of **50% of the first year contract total.**
10. The successful bidder(s) will be required to furnish **OSHA certification** documents for all employees designated to work on contract showing no less than 10 hours of OSHA-approved safety and health training.
11. The successful bidder(s) must comply with **minimum wage rates** as determined by the Massachusetts Department of Labor Standards for State properties.
12. The schedule of wage rates applicable to this contract is included in this bid document. **Additionally, the prevailing wage schedule will be updated annually for all public construction projects lasting longer than one year for State projects.** You will be required to pay the rates set out in any updated prevailing wage schedule. Increases in prevailing wage schedules will not be the basis for change order requests.

13. The VP of Procurement reserves the right to reject bids that are incomplete, not properly endorsed or signed, or otherwise contrary to these instructions as being informal. Conditional bids will not be accepted.
14. The Worcester Housing Authority reserves the right to waive any informalities or irregularities in any or all bids, or to reject any or all bids, in whole or in part, if it be in the WHA and public interest to do so.
15. The WHA is exempt from payment of Federal Excise Tax and from payment of Massachusetts Sales Tax. Any prices quoted as part of the program budget should not include payment of these taxes.
16. All questions or requests for clarification must be submitted in writing 7 days prior to opening by email to purchasing@worchesterha.org. The WHA shall issue a written response or Addendum, if required, for clarification. Please reference in the subject line: **IFB # 26-13 Vacant Unit Task Force Painting-Berkshire County**.
17. The Bidder shall indemnify and hold harmless the WHA, and its officers or agents, from any and all third-party claims arising from activities under this Agreement as set forth in M.G.L. c. 258, § 2 as amended. Further, the Offeror will hold harmless the WHA for damages arising from negligence, violation of the federal/state funding authority requirements, and/or failure to secure required and necessary insurance.
18. It is understood and agreed that it shall be a material breach of any contract resulting from this proposal for the Offeror to engage in any practice which shall violate any provisions of Massachusetts General Laws, Chapter 151B, relative to discrimination in the hiring, discharge, compensation, or terms, conditions or privileges of employment because of race, color, religious creed, national origin, sex, age, or ancestry.

GENERAL PROVISIONS

ARTICLE 1 – BIDDER’S REPRESENTATION

- Each Bidder by making a bid represents that:
- The Bidder has read and understands the bid package and the bid is made in accordance therewith.
- The Bidder has visited the site and is familiar with the local conditions under which the work has to be performed.
- Failure to examine the bid package and site will not relieve any Bidder from any obligation under the bid as submitted.

ARTICLE 2 – REQUEST FOR INTERPRETATION

- Bidders shall promptly notify the WHA of any ambiguity, inconsistency, or error which it may discover upon examination of the bid documents, the site, and/or local conditions.
- Bidders requiring clarification or interpretation of the bid documents shall make a written request to the WHA, via email provided.
- Interpretation, correction or change in the bid documents will be made by Addendum which will become part of the Invitation for Bids package. The WHA will not be held accountable for any oral instructions.
- Any Addendum issued will be provided in writing and emailed to all prospective Bidders that have requested a copy of this IFB package as well as posted on the WHA website. Any and all Addenda issued will be incorporated within the IFB by reference.

ARTICLE 3 – PREPARATION AND SUBMISSION OF BIDS

- Bids shall be submitted on the Bid Price Form furnished by the WHA.
- Timely delivery of a bid shall be the full responsibility of the Bidder.
- Estimated quantities indicated on the Bid Price Form or elsewhere in the IFB are estimates only and are given solely as a basis for the comparison of bids. WHA does not by implication or otherwise guarantee them to be

even approximately correct. The Contractor shall have no claim for additional compensation, or refuse to do the work called for, by reason of the actual quantities involved being greater or lesser by any amount than those called for in the proposal.

ARTICLE 4 – WITHDRAWAL OF BIDS

- Before Opening the Bid
 - Any bid may be withdrawn prior to the time designated for receipt of bids upon written request. Withdrawal of bids must be confirmed over the Bidder's signature by written notice post-marked or sent by facsimile on or before the date and time set for receipt of bids.
 - Withdrawn bids may be resubmitted up to the time designated for the receipt of bids.
- After Opening the Bids
 - Bidders may withdraw a bid any time up to the time of Award or on demonstration, to the satisfaction of the WHA, that a bona fide clerical error was made during the preparation of the bid, after bids have been opened. Failure to conclusively demonstrate a bona fide clerical error may result in forfeiture of the bid deposit.

ARTICLE 5 – CONTRACT AWARD

- Award shall mean both the determination and selection of the lowest, responsible and eligible bidder.
- Lowest responsible and eligible bidder shall mean the General Bidder whose bid is the lowest of those Bidders demonstrably possessing the skill, ability, and integrity necessary for the faithful performance of the work, and who meets the requirements for Bidders set forth in M.G.L. c.149 S44A-JJ and not debarred from bidding under M.G.L. c.149 S44C: and who shall certify that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work.
- This procurement is conducted pursuant to M.G.L. c.149 §§44A–J as a unit-price public construction contract for vacant unit turnover work.
- The Worcester Housing Authority (“Authority”) reserves the right to make multiple awards to the lowest responsible and eligible bidders. Each awarded contractor shall enter into an identical contract incorporating the unit prices submitted at bid.
- The Contract establishes a schedule of competitively bid unit prices for discrete construction activities. Work shall be authorized on a unit-by-unit basis through Unit Turnover Work Orders issued under the Contract.
- The quantities listed in the Bid Form are estimates only. The Authority makes no representation or guarantee that all or any portion of the estimated quantities will be ordered.
- Award of a Contract does not guarantee any minimum amount of work. Work may be performed by the Authority or assigned among awarded contractors in accordance with the Work Assignment Methodology.
- The Authority reserves the right to perform any portion of the work with its own forces. Contractors shall perform only those Unit-Price Scope Items specifically authorized in a Unit Turnover Work Order.
- The Authority's decision to self-perform or assign work shall be made independently of any post-bid negotiation and shall not alter the competitively bid unit prices.
- The Authority retains the exclusive right to determine the scope of work required for each unit based on actual conditions. The Authority may include or exclude any Unit-Price Scope Items in a Unit Turnover Work Order. Contractors shall have no entitlement to perform all scope items in any unit.

ARTICLE 6 – WORK ASSIGNMENT METHODOLOGY

- Work authorized under Unit Turnover Work Orders shall be assigned among awarded contractors using the following predefined, non-discretionary methodology:
 - Step 1 – Self-Performance Determination

- The Authority will first determine which scope items, if any, will be performed by Authority forces.
 - Step 2 – Contractor Assignment Pool
 - Remaining scope items will be assigned among awarded contractors using one or more of the following methods (as selected by the Authority and documented per Work Order):
 - Rotational Assignment: Contractors are assigned work in a rotating sequence;
 - Lowest Unit Price by Scope Category: The contractor with the lowest bid unit price for the applicable scope item is selected;
 - Capacity/Availability: Assignment based on documented contractor availability to meet schedule requirements.
 - The Authority shall document the basis for assignment for each Work Order. No post-award negotiation of unit prices shall be permitted
- The term “Request for Quote” shall not apply to this procurement. All pricing was established at bid and shall remain fixed for the duration of the Contract.
- Contractors shall not compete for individual Work Orders through revised pricing, proposals, or quotations after contract award.

ARTICLE 7 – CONTRACT APPROVAL

- Upon award, the successful bidder will be required to meet certain criteria before a contract may be issued. The successful Bidder will be requested to submit originals of each of the following:
 - Completed Contractor’s Equal Employment Certification;
 - The Labor & Materials Payment Bond. The dates on the bond must coincide with the contract date, and a current Power-of-Attorney must be attached to each bond;
 - Insurance Certificates for the successful bidder are required and must be submitted to the WHA;
 - Commercial General Liability Insurance. Contractor will provide the WHA with Certificates of Insurance covering public liability in an amount not less than \$500,000.00 for damages to one person, and not less than \$1,000,000.00 per accident. The bidder will name the WHA as co-insured on said policy.
 - Automobile Liability Insurance. The bidder will provide the WHA with Certificates of Insurance covering automobile liability in an amount not less than \$1,000,000.00 for combined single limit per accident. The bidder will name the WHA as co-insured on said policy.
 - Workers’ Compensation Insurance. The bidder will furnish the WHA with Certificates of Insurance covering all employees funding through contract with the WHA, as being protected under the worker’s compensation policy.
 - Other certificates as may be determined by the WHA.

DEFINITIONS:

- **Unit Turnover Work Order / Vacancy Work Order**
A written authorization issued by the Authority directing the Contractor to perform a defined subset of competitively bid construction work for a specific unit. This is not a separate contract.
- **Unit-Price Scope Items**
Discrete construction activities priced at bid time.
- **Estimated Quantities**
Quantities used for bid comparison only. No guarantee is made.
- **Authority Self-Performance**
Work performed by WHA staff.

SPECIFICATIONS

GENERAL SCOPE OF WORK

The work under the contract shall consist of painting State vacated apartments on an as needed basis.

The average number of apartments per month is ten (10) to twenty (20). Prompt completion of painting services shall be within three (3) business days from notification from the WHA so that units may be available for occupancy within WHA turnover guidelines.

Estimated quantities indicated on the Bid Price Form or elsewhere in the IFB are estimates only and are given solely as a basis for the comparison of bids. The WHA does not by implication or otherwise guarantee them to be even approximately correct. The Contractor shall have no claim for additional compensation, or refuse to do the work called for, by reason of the actual quantities involved being greater or lesser by any amount than those called for in the bid.

State prevailing wage rates shall be paid when working on State buildings.

A. SCOPE OF WORK:

The work shall include, but not be limited to:

1. Preparation work such as spackling small holes, minor defects such as pulled corner bead, and surface repairs under 5sq. ft. or less per damaged spot, stain-kill grease spots, replacing loose or missing caulking.
2. Application of one (1) coat of WHA provided standard stain/paint to all recently stained/painted surfaces per manufacturer's specifications. This work shall also include the painting of previously painted vinyl or rubber baseboards, or baseboards that have been over-painted with wall color. The color of the paint will be determined and supplied by the WHA.
 - a. Those areas of stairs, wood, walls, kitchens, baths, metal doors, and other sections presently painted with urethane will be painted using urethane.
 - b. Electric baseboard heater covers will be painted specified on the Unit Work Order.
 - c. Kitchen cabinets will be painted where specified on the Unit Work Order. Two coats of paint are required.
 - d. Bathrooms will be painted with two (2) coats of paint, as follows:
 - Walls: shall be the anti-microbial primer, Finish coat will be applied in the host Housing Authority color selection
 - Ceilings: shall be the anti-microbial primer and paint.
 - e. Some ceilings may be of a blown-on fiber material and require special application methods. (i.e. one coat of (BIN) type stain kill followed by one coat of ceiling paint.)
3. All family apartment exterior doors shall be painted inside and outside.
4. Thorough clean up after painting to restore to rentable condition. Drop clothes must be used. No paint is to be dumped into any tub, sink, or toilet. Equipment must be cleaned in a secondary device (i.e. a five-gallon pail) and shall not be left in any unit overnight.
5. All paint, stains, urethane paint, are to be supplied by the WHA.

6. All other supplies, tools, and equipment are to be supplied by the Contractor
7. MASKING: All electric devices, sprinkler heads, cabinets, windows and hardware shall be masked prior to painting. All tape will be removed after painting is completed.
8. Ceilings shall be painted using pre-approved quality latex "Ceiling White" paint only.
9. Bathrooms shall be painted with mildew resistant paint as specified in Section C3c.
10. Patched or puttied sections shall be sanded smoothly, primed, and painted.
11. SPRAY APPLICATION of paint products is NOT ALLOWED. Application of all paint products is by brush or roller only.
12. All work must be completed and turned into the Vacant Unit Task Force Supervisor within 3 business days after the work is posted.

B. WORK PERFORMED BY OTHERS:

The WHA shall turn over to the Contractor, units that have been prepped and plastered, if the plastering work is beyond the scope of the contracted work.

C. MATERIALS:

1. All paint, stain and urethane paint are to be supplied by the Worcester Housing Authority (WHA).
2. All other items such as stain-kill (BIN or equal), caulking (G.E. Silicone or equal), tape, etc. will also be provided by the Contractor.
3. Standard specifications for SuperPaint by Sherwin Williams and White Ceiling Paint.

-Application shall be at a manufacturer's coverage rate of 4 Mil. Wet thickness, 1.3 Mil dry.

a. LATEX FLAT WHITE CEILING PAINT

<u>Manufacturer</u>	<u>Product No.</u>	<u>Type & Finish</u>
Sherwin Williams	Pro Mar 400	B30W451
Benjamin Moore	Super Hide	282

Note: Application shall be at manufacturer's coverage rate of 4 Mil. Wet thickness, 1.2 Mill dry.

b. BATHROOM-ONLY PAINT (FOR WALLS AND CEILING)

All bathroom's walls and ceilings will be painted with the following paint product (no substitutes will be allowed). Each bathroom has approximately 100 sq. ft. of paintable area.

<u>Manufacturer</u>	<u>Product Name.</u>	<u>Product No.</u>
California Paints	StopZ – Mold & Mildew Eliminator	58300

NOTE: Prior to application, the Contractor will prepare all bathroom surfaces to be painted in the manner prescribed by the manufacturer.

D. JOB CONDITIONS:

1. The Contractor shall provide all necessary labor to complete work under this Contract. The WHA shall provide access, water, and electrical power. Security of facilities must be maintained at all times by the Contractor.
2. The contractor shall assign a minimum of **two (2)** full time painters to the WHA to ensure all WHA requests for services are completed within the required 3-day timeframe.
3. It is the Contractor's responsibility to verify exact dimensions and conditions and to notify the WHA of any discrepancies prior to continuing work. Units requiring a second coat of paint will be brought to the attention of the WHA's Vacant Unit Task Force Supervisor prior to any application of a second coat by the Contractor.
 - a. A second coat will be allowed by the WHA only if the first coat has been applied in a uniform manner. Price for the application of a second coat of paint is established at 40% of the Unit Price for each line item.
4. It is essential and the contractor's responsibility that regular daily contact be made with the WHA's Contracting Officer or his designee in order to maintain the close coordination of work necessary to meet WHA unit delivery schedules, and to plan work in the unit by others. The loss of even one day could have a significant impact on the WHA.
5. Extreme care must be taken not to dump paint, patch materials, and by-products into plumbing fixtures and drains.

E. HOUSING UNIT SIZES:

Floor square footage values are approximate. The contractor shall field verify all wall areas prior to submitting a quote.

Unit Sizes Vary by Property- Estimated Floor Square Footage by Unit Type

State - Family Apartments:

1. One Bedroom, One Story – 400 Sq. Ft.
2. Two Bedroom, Two Story – 850 Sq. Ft.
3. Three Bedroom, Two Story – 1,100 Sq. Ft.
4. Four Bedroom, Two Baths, Two Story – 1,200 Sq. Ft.
5. Five Bedroom, Two Baths, Two Story – 1,300 Sq. Ft.

F. ACCESS AND SECURITY:

1. The WHA will provide access to the units during normal WHA working hours of 8:00 a.m. to 4:00 p.m. on weekdays, and access to water and electricity.
2. Security of facilities must be maintained at all times by the Contractor, and the unit must not be left unsecured or unattended. The Contractor will be issued vacate keys, which must be returned by the contract's end date.

3. At all times that a family unit is left unattended, all the shades will be drawn, and the unit must be secured. At the end of each day, doors will be locked.
4. In those units which the WHA has installed boards over windows, and they are removed by the Contractor for light or ventilation during this work, the boards must be re-installed properly at the end of each day by the Contractor.
5. The Contractor is responsible for vandalism occurring while this unit is under his control if these precautions are not taken as well as any vandalism damage caused by having paint materials left in the unit.

G. INSPECTION:

1. The Contractor shall advise the WHA's VTUF Supervisor when the unit is completed, including clean up, and available for inspection and acceptance.
2. The Contractor shall immediately advise the WHA's Contracting Officer of any discrepancies, discovering additional work needs, including a second coat, prior to continuing work.

H. PRICING:

1. The Contractor shall be paid in accordance with the Unit Price on the Bid Price Form for each type of apartment completed. The unit price shall include all labor, materials, supervision, travel, expenses, etc. No other charges/fees will be paid for completion of the work in accordance with this invitation for bid.
2. The price for the application of a second coat of paint is established at 40% of the Base Price in each category.

I. REMOVAL OF DEBRIS, CLEANING, ETC.

1. The Contractor shall, during the progress of the work, remove and properly dispose of the resultant dirt and debris and keep the premises reasonably clear. Trash and combustible material shall not be allowed to accumulate on the premises and shall be removed each day.

J. LIQUIDATED DAMAGES

Should the Contractor fail to perform accordingly to the term and specifications of the contract in a timely manner, a liquidated damages fee of \$200 may be assessed as a violation of the contract, at the WHA's option, and shall be deducted from any payment(s) due to the Contractor. WHA has the right to offset any liquidated damages payable to WHA, as specified above, against any payments due to the Contractor.

K. INVOICING

1. The Contractor shall invoice the WHA on a weekly basis for all units **completed** that week.
2. Invoicing must be in the format listed below:
 - a. **Invoice Number:** Each invoice must have a unique invoice number.

- b. **Development Name:** (i.e. #X Great Brook Valley, #XX, #X Curtis Apartments Apt #X, 40 Belmont St #X, etc.)
 - c. **Description by the Number of Bedrooms:** (2 Bedroom, 3 Bedroom-1 Story, 3 Bedroom-2 Story, etc.)
 - d. **Submission Order:** Invoices should be submitted in order by development (i.e., all Great Brook Valley units together and in order by number of bedrooms – all one bedrooms together, all 2 bedrooms together, all 3-bedroom, 1 story together, all 3-bedroom, 2 story together, etc.)
2. Invoices should be emailed to travaqlioromeo@worcesterha.org Alternatively, if mailing, please send to:

Worcester Housing Authority
Development Dept
630 Plantation St
Worcester, MA 01605

L. CERTIFIED PAYROLL REPORTS (CPRs)

Certified Payroll Reports (CPRs) must be submitted along with invoices. CPRs must be completed and submitted weekly. Invoices will not be processed or paid without the corresponding completed CPRs.

END OF SECTION

BID PRICE FORM

- A. PROPOSAL. The undersigned proposes to furnish all labor, materials (other than materials based on specifications in the scope), equipment, transportation, etc. required to provide painting services, in accordance with the specifications contained herein, throughout various sites throughout Berkshire County.
- B. ADDENDA. Bidder hereby acknowledges addenda number (if applicable): _____, _____, _____
- C. CONTRACT PRICE. Proposed pricing is as follows:

STATE SITES (subject to DLS State Wage Rates) <i>Unit Sizes Vary by Property- Estimated Floor Square Footage by Unit Type</i>			
DESCRIPTION	EST. QTY.	UNIT PRICE PER UNIT	TOTAL COST
FAMILY APARTMENTS			
One Bedroom - one story 400 Sq. Ft.	10		
Two Bedroom - two story 850 Sq. Ft.	10		
Three Bedroom - two story 1100 Sq. Ft.	5		
Four Bedroom - 2 baths - two story 1,200 Sq. Ft.	1		
Five Bedroom - 2 baths - two story 1,300 Sq. Ft.	1		
Bathroom - 2 coats 50 Sq. Ft.	5		
Kitchen Cabinets	2		
TOTAL			\$

COMPANY NAME: _____

- D. CONTRACT. The undersigned agrees that, if he is selected as General Contractor, he will, within five (5) days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the Awarding Authority, execute a Contract in accordance with the terms of this Bid and furnish a Payment Bond, issued by a Surety Company qualified to do business under the laws of the Commonwealth and satisfactory to the Awarding Authority, in the sum of fifty (50%) of the Contract value, the premiums for which are to be paid by the Contractor and are included in the Contract Price.
- E. LABOR & HARMONY. The undersigned hereby certifies that they are able to furnish labor that can work in harmony with all the other elements of labor employed or to be employed on the Work and that they will comply fully with all laws and regulations applicable to awards made subject to MGL.c.149 sec.44A-J.
- F. NON-COLLUSION. The undersigned further certifies under the penalties of perjury that this bid has been made and submitted in good faith, fair, and without collusion or fraud with any other person. The undersigned further certifies under the penalty of perjury that the undersigned is not debarred from doing public construction work in the Commonwealth under the provisions of section twenty-nine F of chapter twenty-nine, or any other applicable debarment provisions of any other chapter of the General Laws or any other rule or regulation promulgated thereunder. As used in this certification the word "person" shall mean natural person, joint venture, partnership, corporation, or other business or legal entity.

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

H. OSHA CERTIFICATION. That he is able to furnish labor than can work in harmony with all other elements of labor employed or to be employed at the work. All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and that all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration. (MGL. c. 30, Section 39S (a)).

Pursuant to M.G.L. c. 30, Section 39M and M.G.L. c. 149, I certify under penalties of perjury that, to the best of my knowledge and belief, I am in compliance with the OSHA requirements as stated above.

I. DEBARMENT: The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing public construction work in the commonwealth under the provisions of section twenty-nine F of chapter twenty-nine or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

J. INSURANCE: The undersigned agrees to provide an Insurance Certificate specifying the Worcester Housing Authority as "Additional Insured".

Company Name

Address

Email

Phone

EID #

Signature & Date

Print Name & Title

General Bid Bond

KNOW ALL MEN BY THESE PRESENTS:

That we, _____
as Principal, hereinafter called the Principal, and

(Bonding Company)

a corporation duly organized under the laws of the Commonwealth of Massachusetts, as Surety,
are held and firmly bound unto the Worcester Housing Authority (WHA), for the sum of

_____ Dollars (\$ _____),
for the payment of which sum will and truly to be made, the said Principal and the said Surety
bind ourselves, our heirs, executors, administrators, successors, and assigns, jointly and
severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for:
(Insert Project Name)

NOW THEREFORE, if the WHA shall accept the bid of the Principal and the Principal shall
enter into a contract with the WHA in accordance with the terms of such bid, and give such bond
or bonds as may be specified in the bidding or Contract Documents with good and sufficient
surety for the faithful performance of such contract and for the prompt payment of labor and
material furnished in the prosecution thereof, or in the event of the failure of the Principal to
enter such Contract and give such bond or bonds, if the Principal shall pay to the WHA the
difference not to exceed the penalty hereof between the amount specified in said bid and such
larger amount for which the WHA may in good faith contract with another party to perform work
covered by said bid or an appropriate required amount as specified in the Invitation for Bids, the
foregoing to include any other purposes or items set out in, and to be subject to, provisions of
M.G.L. c. 30 s. 39M and M.G.L. c. 149 s. 29, as amended, then this obligation shall be null and
void; otherwise to remain in full force and effect.

IN WITNESS WHEREOF, the Principal and Surety have hereto set their hands and seals, this
_____ Day of _____, 20____.

PRINCIPAL

SURETY

(Name and Seal)

(Attorney-in-Fact)

ATTEST:

ATTEST: _____

END OF DOCUMENT

NON-COLLUSIVE AFFIDAVIT OF GENERAL BIDDER

Affiant is _____ (an officer/sole proprietor) of _____
noted on the Certificate of Corporation Clerk/Sole Proprietor.

The bidder that has submitted the attached bid.

Affiant is fully informed respecting the preparation and contents of the attached bid and of all pertinent circumstances respecting such bid.

Such bid is genuine and is not a collusive or sham bid.

Neither the said bidder nor any of its officers, partners, owners, agents, representative, employees or parties in interest, including this affiant, has in any way colluded, conspired, connived, or agreed, directly or indirectly, with any other Bidder, Firm or Person to submit a collusive or sham bid in connection with the Contract for which the attached bid has been submitted or to refrain from bidding in connection with such contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communication to conference with any other Bidder, Firm, or Person to fix the price or prices in the attached bid or of any other Bidder, or to fix an overhead, profit, or cost element of the bid price or the bid price of any other bidder, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against the Worcester Housing Authority or any person interested in the proposed Contract.

The price quoted in the attached bid is fair and proper and is not tainted by any collusion, conspiracy, connivance, or unlawful agreement on the part of the Bidder or any of its agents, representative or employees, owners or parties in interest, including this affiant.

Signed: _____

By: _____

Title: _____

Date: _____

CERTIFICATE OF CORPORATION CLERK

The undersigned Clerk of _____ a corporation, duly organized and existing under the laws of the State of _____ hereby certifies that the following are true and correct copies of votes duly adopted by the Board of Directors of said corporation at a meeting thereof held on _____, at which meeting a quorum of said Board was present and voted in favor of said votes.

VOTED: That _____ in his capacity as _____ of this corporation be authorized, and he is hereby so authorized, to prepare and execute a contract to the Worcester Housing Authority in response to its request for proposals for

_____ and that such contract may be submitted upon such terms and conditions as he shall decide;

VOTED: That he be further authorized, and he is hereby so authorized, to execute and deliver the contract documents for such work upon such terms and conditions as he shall decide;

VOTED: That he be further authorized, and he is hereby so authorized, to execute and deliver a performance bond and a payment bond with respect to said contract upon such terms and conditions as he shall decide;

VOTED: Further, that his signatures on said documents shall constitute conclusive evidence that they have been authorized by this vote.

IN WITNESS WHEREOF, I have here unto set my hand and the seal of said

(Name of Corporation)

this _____ day of _____,

(Corporate Clerk)

CERTIFICATE OF TAX COMPLIANCE

REAP CERTIFICATION: Pursuant to M.G.L. c. 62 c, sec. 49 (a),

The individual signing this contract on behalf of the Contractor, hereby certifies, under the penalties of perjury, that to the best of their knowledge and belief the Contractor has complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Signed: _____

By: _____

Title: _____

Date: _____

DEBARMENT/SUSPENSION FORM

Federal Executive Order (E.O.) 12549 "Debarment and Suspension" requires that all contractors receiving individual awards, using federal funds, and all sub-recipients certify that the organization and its principals are not debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded by any Federal department or agency from doing business with the Federal Government.

The undersigned, on behalf of _____ (company name), hereby certifies, under the penalties of perjury, that neither they nor any principal(s) of the company identified above is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department of agency.

Signed: _____

By: _____

Title: _____

Date: _____

OSHA COMPLIANCE CERTIFICATION

Any person submitting a bid for, signing a contract to work on, the construction, reconstruction, alteration, remodeling or repair of any building or public works project undertaken by a public awarding authority in Massachusetts and estimated to cost more than \$10,000 must certify on the bid or contract, under penalties of perjury, as follows:

- a. That he/she is able to furnish labor than can work in harmony with all other elements of labor employed or to be employed at the work
- b. All employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and
- c. That all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration. (MGL. c. 30, Section 39S (a))

Pursuant to M.G.L. c. 30, Section 39M and M.G.L. c. 149, I certify under penalties of perjury that, to the best of my Knowledge and belief, I am in compliance with the OSHA requirements as stated above.

Signed: _____

By: _____

Title: _____

Date: _____

REFERENCE FORM

List all contracts within the past five (5) years that are of similar size, scope and dollar amount to this contract. For each contract complete the following information:

REFERENCE: _____

ADDRESS: _____

CONTACT: _____

PHONE/EMAIL: _____

Description and dates of service with contract \$\$ value.

REFERENCE: _____

ADDRESS: _____

CONTACT: _____

PHONE/EMAIL: _____

Description and dates of service with contract \$\$ value.

REFERENCE: _____

ADDRESS: _____

CONTACT: _____

PHONE/EMAIL: _____

Description and dates of service with contract \$\$ value.

REFERENCE: _____

ADDRESS: _____

CONTACT: _____

PHONE/EMAIL: _____

Description and dates of service with contract \$\$ value.

WORCESTER HOUSING AUTHORITY

AGREEMENT NO. ____

THIS AGREEMENT is entered into this ____ day of _____, by and between the Worcester Housing Authority, a body politic and corporate with principal offices located at 630A Plantation St., Worcester, MA, (hereinafter referred to as "WHA") and

[Contractor Name]
[Address]
[City, State, Zip]
[Email]
[Phone/Fax]

(Hereinafter referred to as the "Contractor")

This Agreement consists of four parts:
Section A. General Provisions;
Section B. Invitation for Bid;
Section C. Submitted Bid Form;
Section D. All other referenced attachments

WITNESSETH

WHEREAS, the WHA has been authorized by its Board of Commissioners to enter into contracts on behalf of the WHA and funded under State and/or state funding sources as identified herein; and

WHEREAS, the WHA is undertaking certain activities pursuant to grant or other funding source requirements; and

WHEREAS, the WHA and the Contractor do mutually agree as follows:

Section A: General Provisions:

The Contractor agrees to provide: **[PROJECT]** as awarded by the WHA.

1. Work Statement

All work to be performed as set forth in the Invitation for Bids.

2. Term of Agreement

- a. The term of this contract shall extend from:
[CONTACT DATE]
- b. This period of performance may be amended, extended or renewed only by duly signed written agreement of the parties.

3. Obligational Amount

[INSERT CONTRACT PRICING]

The WHA agrees to compensate the Contractor under this Agreement at the pricing provided in the accepted bid documents.

Funds will be make available by the WHA to the Contractor consistent with the Bid Form.

4. Availability of Funds

a. This Agreement is contingent upon the receipt of funds and continued authorization for program/project activities and services. In the event that such become unavailable for any reason, or authorization for the activities described herein is withdrawn or otherwise modified, the WHA has the unilateral right and discretion to terminate this Agreement upon five (5) days written notice. In the event of such termination, the procedures outlined under clause 10 "Conditions of Termination", herein, shall become operative.

b. In the event that funds are reduced, or authorization for program/project activities modified, the WHA also retains the unilateral right and discretion to modify this Agreement pursuant to clause 7 "Reduction of Contract Obligational Amount".

5. Reduction of Contract Obligational Amount

a. In the event funds to the WHA are reduced for any reason, the WHA may unilaterally reduce funding of this Agreement upon five (5) days written notice to the Contractor. A reduction of services commensurate with reduction of funding will be determined by the WHA.

b. The WHA reserves the right to reduce the obligational amount under this Agreement in the event that expenditure of funds by the Contractor for eligible activities is at such a rate as to likely result in a surplus at the termination date of this Agreement.

6. Disallowed Funds

a. In the event that the expenses of the Contractor pursuant to this Agreement are disallowed by State or state funding sources, the Contractor is responsible for the resulting loss, if any, sustained by said disallowance.

7. Termination of Agreement

a. Termination by the WHA

i. Termination for Cause

If the Contractor fails to perform in a timely and proper manner its obligations under this Agreement, or if the Contractor violates any of the terms, covenants and/or conditions of this Agreement, the WHA may terminate this Agreement, in whole or in part, by giving five (5) days written notice of termination to the Contractor of said termination, specifying the reason(s) thereof.

ii. Termination for Fraud

This Agreement will be terminated immediately in the event of fraud or program abuse.

iii. Termination for Convenience

The WHA may terminate this Agreement, in whole or in part, when such termination is deemed to be in the best interest of the WHA. In such case, the WHA may terminate this Agreement by giving thirty (30) days written notice of termination.

iv. Termination Due to Unavailability of Funds

The WHA may terminate this Agreement, in whole or in part, upon five (5) days written notice of termination based upon funding availability as described in clause 6.

b. Termination of Agreement by Contractor

1. In the event the WHA shall fail to fulfill its obligations under this Agreement, or in the event the WHA shall violate any of the terms, covenants and conditions of this Agreement, the Contractor shall, after an administrative hearing and determination that a breach exists, have the right to terminate this Agreement, by giving a thirty (30) day written notice of termination.

2. The administrative hearing shall be conducted by the WHA within fifteen (15) days of receipt of written hearing request.

8. Conditions of Termination

a. In any and all cases of termination of Agreement, as described above, all records, documents, assets, property and equipment purchased by the Contractor, on behalf of the WHA, with funds provided under this Agreement, shall at the option of the WHA become the property of the WHA.

b. In case of termination, the Contractor shall be entitled to receive compensation for any work satisfactorily completed or shall be entitled to costs incurred to the date of termination. Such compensation shall be as described in Section C, "Conditions of Compensation".

c. The Contractor, in case of such termination, as outlined in Clause 9, shall not be relieved of liability to the WHA for damages sustained for personal injury, property damage and/or by virtue of any breach of the Agreement by the Contractor.

d. Upon such termination, the WHA may withhold any payments to the Contractor for the purpose of set-off until such time as exact amount of damages to the WHA is determined.

9. Withholding of Payment

a. If the Contractor is found to be in non-compliance with any provision of this Agreement, the WHA will notify the Contractor in writing and the Contractor will be allowed fifteen (15) days to meet compliance requirements.

b. If, after said fifteen (15) day period, the Contractor fails to comply, the WHA may reduce or withhold payment to the Contractor until such compliance is rendered.

10. Assurances

The Contractor accepts sole responsibility for ensuring that all activities undertaken pursuant to this Agreement comply with all applicable State, state and local laws, rules and regulations.

11. Subcontracts

The Contractor shall not subcontract, assign or transfer any of the services provided under this Agreement without the prior written consent of the WHA.

12. Conflict of Interest

Issues of conflict of interest shall be resolved according to M.G.L. c. 268A and the requirements of any and all public funding source under this Agreement, whichever is more restrictive. It is the responsibility of the Contractor to ensure that all conflict-of-interest requirements are adhered to.

13. Reports and Record Keeping

a. The Contractor agrees to submit all written reports and financial invoices to the WHA as required and in accordance with all reporting formats provided and specified herein, if any.

b. The Contractor agrees to retain said reports, records and supporting documentation for six (6) years or until such time any issues in an open audit are resolved.

c. The Contractor agrees to comply with Massachusetts Public Records Law, M.G.L. c. 66, and relevant State and/or local statutes, rules or regulations, whichever is more restrictive, regarding record retention.

d. The Contractor hereby certifies and warrants the truth, accuracy and completeness of all required documents filed with the WHA in connection with this Agreement and incorporated by reference:

14. Indemnification

a. The Contractor shall indemnify and hold harmless the WHA, and its officers or agents, from any and all third-party claims arising from activities under this Agreement as set forth in M.G.L. c. 258, § 2 as amended.

b. The Contractor will hold harmless the WHA for damages arising from negligence, violation of the State/state funding authority requirements, and/or failure to secure required and necessary insurance.

c. The Contractor upon execution of this Agreement and throughout its term, unless otherwise provided by law shall procure workers' compensation, fire, theft, casualty, extended coverage, personal liability, and any other pertinent insurance for the purpose of insuring property purchased with public funds under this Agreement; for the protection of personnel employed by the Contractor as a result of this Agreement; and for individuals participating in agency activities as a result of this Agreement.

1. Public Liability Insurance. The Contractor shall provide the WHA with Certificates of Insurance covering public liability in an amount not less than \$500,000.00 for damages to one person and not less than \$1 million for all incidents.

2. Property Damage Insurance. The Contractor shall provide the WHA with Certificates of Insurance covering property damage in an amount not less than \$500,000.00 for one accident and not less than \$1 million for all accidents.

3. Workers' Compensation Insurance. The Contractor will furnish the WHA with Certificates of insurance covering all employees funded through this Agreement with the WHA, as being protected under the policy.

4. Professional Liability Insurance. The Contractor shall furnish the WHA with certificates showing coverage of \$1 million and indicating coverage includes errors and omissions.

5. Upon award of this Agreement, the Contractor shall submit copies of the Certificates of Insurance identifying the WHA as co-insured.

d. If the Contractor self-insures, as provided by the laws of the Commonwealth, the Contractor will provide certification of the value of said self-insurance, as well as certification that coverage is extended for the protection of personnel, program participants and property purchased with funds under this Agreement.

e. If the Contractor under Section C herein is required to procure fiduciary insurance, then the Contractor shall procure such fiduciary insurance from a responsible bonding company authorized to do business within the Commonwealth. The Contractor shall bond all personnel employed with financial responsibilities.

15. Copyright

No reports, maps or other documents produced in whole or in part under this Agreement shall be subject to a copyright, patent by or on behalf of the Contractor, unless the WHA is given unlimited license to use such copyright or patent.

16. Title to Equipment

a. Title to any equipment purchased with funds under this Agreement, and on behalf of the WHA, for its exclusive use, and valued over two hundred fifty dollars (\$250.00) shall be retained by the WHA. At the termination of this Agreement, and any subsequent Agreement regarding the continuation of program services, the WHA may take possession of the equipment to ensure its continued use in activities fully compatible with the goals and mission of the WHA.

b. The Contractor shall establish and keep current an inventory of all non-expendable supplies and equipment purchased by funds provided under this Agreement and on behalf of the WHA.

17. Personnel Procedures

a. Personnel employed by the Contractor under this Agreement shall not be considered employees of the WHA.

b. The Contractor shall not discriminate against any qualified employee or applicant for employment because of race, national origin, age, sex, religion or physical or mental handicap. The Contractor agrees to comply with all applicable State and state laws, rules and regulations prohibiting discrimination in employment.

18. Amendments

a. From time to time, either party to this Agreement may request changes in the scope of services, operational plan, conditions of compensation, budget or term of the Agreement. Such changes, which are mutually agreed upon by the WHA and the Contractor, must be incorporated into this Agreement by written amendment and duly executed by both parties.

b. In the event that State or state policies or procedures governing this Agreement are modified during the period of performance as described under clause 2, such modification shall be incorporated into this Agreement by reference to same.

19. Advertising

All advertising related to this Agreement, i.e. stationery, press releases, newspaper articles, pamphlets and flyers, must refer to the WHA as a funding source. Copies of such materials are to be sent to the WHA in advance of publication.

20. Severability

If any provision in this Agreement is determined to be illegal, unenforceable or void by a court of competent jurisdiction, then that provision shall be deemed severed from this Agreement. All other provisions of this Agreement shall continue in full force.

21. Governing Laws and Jurisdiction

The WHA and the Contractor do mutually agree that the laws of the Commonwealth of Massachusetts govern this Agreement, except as otherwise provided by State law, rules and regulations with respect to State funds. The parties further agree that jurisdiction over any dispute arising out of this Agreement shall be limited to any court of competent jurisdiction within the Commonwealth of Massachusetts.

IN WITNESS THEREOF the Worcester Housing Authority and the Contractor have executed this Agreement as of the Date first above written.

[CONTRACTOR NAME]

WORCESTER HOUSING AUTHORITY

By: _____

By: _____

Title: _____

Alex Corrales, Chief Executive Officer

Date: _____

Date: _____

LABOR AND MATERIAL PAYMENT BOND

NOW ALL BY THESE PRESENTS

That

(Name or legal title of Contractor)

(Address)

is Principal, hereinafter called Contractor
and

(Bonding Company)

a corporation duly organized under the laws of the Commonwealth of Massachusetts, as Surety, hereinafter called Surety, are held and firmly bound unto the Worcester Housing Authority (WHA) as Obligee, in the amount of:

_____ Dollars (\$ _____)

(Here insert a sum equal to the Contract price)

for payment whereof Contractor and Surety bind themselves, their heirs, executors, administrators, successors, and assigns, jointly and severally, firmly by these presents.

WHEREAS, Principal has by written agreement dated _____,
entered into the Contract with the WHA for

_____ in Worcester, Massachusetts.

(Describe project and insert project number)

NOW, THEREFORE, THE CONDITION OF THIS OBLIGATION is such that, if Principal shall promptly make payment to all claimants as hereinafter defined, for all labor and material used or reasonably required for use in the performance of the Contract, then this obligation shall be void; otherwise it shall remain in full force and effect, subject, however, to the following conditions:

1. A claimant is defined as one having a direct contract with the Principal or with a Subcontractor of the Principal for labor, material, or both, used or reasonably required for use in the performance of the Contract, labor and material being construed to include that part of water, gas, power, light, heat, oil, gasoline, telephone service, or rental of equipment directly applicable to the Contract.
2. The above-named Principal and Surety hereby jointly and severally agree with the WHA that every claimant as herein defined, who has not been paid in full before the expiration of a period of ninety (90) days after the date on which the last of such claimant's work or labor was done or performed, or materials were furnished by such claimant, may sue on this bond for the use of such claimant, prosecute the suit to final judgment for such sum

or sums as may be justly due claimant, and have execution thereon. The WHA shall not be liable for payment of any costs or expenses of any such suit.

3. No suit or action shall be commenced hereunder by any claimant:
- a) Unless claimant, other than one having a direct contract with the Principal, shall have given written notice to any two of the following: the Principal, the WHA, or the Surety above named, within ninety (90) days after such claimant did or furnished the last of the materials for which said claim is made, stating with substantial accuracy the amount claimed and the name of the party to whom the materials were furnished, or for whom the work or labor was done or performed. Such notice shall be personally served or served by mailing the same by registered mail or certified mail, postage prepaid, in an envelope addressed to the Principal at any place the Principal maintains an office or conducts its business.
 - b) After the expiration of one (1) year following the date on which the last of the labor was performed or material was supplied by the party bringing suit.
 - c) Other than in a court of competent jurisdiction for the county or district in which the construction contract was to be performed.
4. The amount of this bond shall be reduced by and to the extent of any payment or payments made in good faith hereunder, inclusive of the payment by Surety of mechanics' liens which may be filed of record against said improvement, whether or not claim for the amount of such lien be presented under and against this bond.

Signed and sealed this _____ day of _____, _____.

(Principal) (Seal)

(Witness)

(Title)

(Witness)

(BONDING COMPANY)

By _____

(Attorney-in-Fact)

The rate of premium on this bond is \$ _____ per thousand.

Total amount of premium is \$ _____.

(The above is to be filled in by the Surety Company and the Power of Attorney of person signing for Surety Company is attached).

END OF DOCUMENT



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

MAURA HEALEY
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: Worcester - Housing Authority **City/Town:** PITTSFIELD
Contract Number: 26-13
Description of Work: Painting services at vacated units in various state funded properties throughout Berkshire County.
Job Location: Worcester, MA

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	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	12/1/2025	\$35.04	\$10.65	\$9.75	\$6.28	\$0.00	\$61.72
LABORERS	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.28	\$0.00	\$64.22
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$39.96	\$10.65	\$9.75	\$6.28	\$0.00	\$66.64
	6/1/2027	\$41.36	\$10.65	\$9.75	\$6.28	\$0.00	\$68.04
	12/1/2027	\$42.76	\$10.65	\$9.75	\$6.28	\$0.00	\$69.44
	6/1/2028	\$44.26	\$10.65	\$9.75	\$6.28	\$0.00	\$70.94
	12/1/2028	\$45.76	\$10.65	\$9.75	\$6.28	\$0.00	\$72.44
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$35.96	\$10.65	\$9.75	\$6.60	\$0.00	\$62.96
LABORERS	6/1/2026	\$38.00	\$10.65	\$9.75	\$6.60	\$0.00	\$65.00
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.29	\$10.65	\$9.75	\$6.60	\$0.00	\$66.29
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS)	12/1/2025	\$40.32	\$14.50	\$4.30	\$6.25	\$0.00	\$65.37
HEAT & FROST INSULATORS LOCAL 6							
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							
ASPHALT RAKER	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$35.46	\$10.65	\$9.75	\$6.60	\$0.00	\$62.46
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$37.50	\$10.65	\$9.75	\$6.60	\$0.00	\$64.50
	12/1/2026	\$38.79	\$10.65	\$9.75	\$6.60	\$0.00	\$65.79

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

AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BARCO-TYPE JUMPING TAMPER LABORERS	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

BLOCK PAVER, RAMMER / CURB SETTER LABORERS	12/1/2025	\$35.04	\$10.65	\$9.75	\$6.28	\$0.00	\$61.72
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$37.54	\$10.65	\$9.75	\$6.28	\$0.00	\$64.22
	12/1/2026	\$39.96	\$10.65	\$9.75	\$6.28	\$0.00	\$66.64
	6/1/2027	\$41.36	\$10.65	\$9.75	\$6.28	\$0.00	\$68.04
	12/1/2027	\$42.76	\$10.65	\$9.75	\$6.28	\$0.00	\$69.44
	6/1/2028	\$44.26	\$10.65	\$9.75	\$6.28	\$0.00	\$70.94
	12/1/2028	\$45.76	\$10.65	\$9.75	\$6.28	\$0.00	\$72.44

For apprentice rates see "Apprentice- LABORER"

BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/1/2025	\$35.96	\$10.65	\$9.75	\$6.60	\$0.00	\$62.96
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HIGHWAY)	6/1/2026	\$38.00	\$10.65	\$9.75	\$6.60	\$0.00	\$65.00
LABORERS	12/1/2026	\$39.29	\$10.65	\$9.75	\$6.60	\$0.00	\$66.29
LABORERS - ZONE 4 (HEAVY & HIGHWAY)							

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

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)	2/1/2026	\$56.36	\$12.84	\$15.57	\$5.89	\$0.00	\$90.66
BRICKLAYERS LOCAL 3	8/1/2026	\$58.56	\$12.84	\$15.57	\$5.89	\$0.00	\$92.86
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	2/1/2027	\$59.96	\$12.84	\$15.57	\$5.89	\$0.00	\$94.26

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	\$28.18	\$12.84	\$15.57	\$5.89	\$0.00	\$62.48
2	60.00	\$33.82	\$12.84	\$15.57	\$5.89	\$0.00	\$68.12
3	70.00	\$39.45	\$12.84	\$15.57	\$5.89	\$0.00	\$73.75
4	80.00	\$45.09	\$12.84	\$15.57	\$5.89	\$0.00	\$79.39
5	90.00	\$50.72	\$12.84	\$15.57	\$5.89	\$0.00	\$85.02

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.28	\$12.84	\$15.57	\$5.89	\$0.00	\$63.58
2	60.00	\$35.14	\$12.84	\$15.57	\$5.89	\$0.00	\$69.44
3	70.00	\$40.99	\$12.84	\$15.57	\$5.89	\$0.00	\$75.29
4	80.00	\$46.85	\$12.84	\$15.57	\$5.89	\$0.00	\$81.15
5	90.00	\$52.70	\$12.84	\$15.57	\$5.89	\$0.00	\$87.00

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:5							
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS	12/1/2025	\$49.10	\$10.65	\$9.75	\$9.80	\$0.00	\$79.30
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.65	\$10.65	\$9.75	\$9.80	\$0.00	\$80.85
	12/1/2026	\$52.15	\$10.65	\$9.75	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER LABORERS	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70
	12/1/2026	\$51.00	\$10.65	\$9.75	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN LABORERS	12/1/2025	\$48.28	\$10.65	\$9.75	\$9.80	\$0.00	\$78.48
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$49.83	\$10.65	\$9.75	\$9.80	\$0.00	\$80.03
	12/1/2026	\$51.33	\$10.65	\$9.75	\$9.80	\$0.00	\$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR LABORERS	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	3/1/2026	\$43.81	\$9.19	\$11.25	\$6.90	\$0.00	\$71.15
CARPENTERS	9/1/2026	\$44.76	\$9.19	\$11.25	\$6.90	\$0.00	\$72.10
CARPENTERS LOCAL 336 - BERKSHIRE COUNTY	3/1/2027	\$45.66	\$9.19	\$11.25	\$6.90	\$0.00	\$73.00

Apprentice: CARPENTER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.71	\$9.19	\$0.00	\$1.38	\$0.00	\$30.28

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

COMPRESSOR OPERATOR	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CRANE OPERATOR	12/1/2023	\$43.06	\$13.78	\$12.15	\$3.00	\$0.00	\$71.99
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

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	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS	6/1/2026	\$49.55	\$10.65	\$9.75	\$9.65	\$0.00	\$79.60
LABORERS - ZONE 4 (BUILDING & SITE)	12/7/2026	\$51.05	\$10.65	\$9.75	\$9.65	\$0.00	\$81.10
	6/7/2027	\$52.65	\$10.65	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.25	\$10.65	\$9.75	\$9.65	\$0.00	\$84.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/5/2028	\$55.93	\$10.65	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.60	\$10.65	\$9.75	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS	12/1/2025	\$49.00	\$10.65	\$9.75	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$50.55	\$10.65	\$9.75	\$9.65	\$0.00	\$80.60
	12/7/2026	\$52.05	\$10.65	\$9.75	\$9.65	\$0.00	\$82.10
	6/7/2027	\$53.65	\$10.65	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.25	\$10.65	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.93	\$10.65	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.60	\$10.65	\$9.75	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS	12/1/2025	\$48.75	\$10.65	\$9.75	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$50.30	\$10.65	\$9.75	\$9.65	\$0.00	\$80.35
	12/7/2026	\$51.80	\$10.65	\$9.75	\$9.65	\$0.00	\$81.85
	6/7/2027	\$53.40	\$10.65	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.00	\$10.65	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.68	\$10.65	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.35	\$10.65	\$9.75	\$9.65	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER LABORERS	12/1/2025	\$49.00	\$10.65	\$9.75	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$50.55	\$10.65	\$9.75	\$9.65	\$0.00	\$80.60
	12/7/2026	\$52.05	\$10.65	\$9.75	\$9.65	\$0.00	\$82.10
	6/7/2027	\$53.65	\$10.65	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.25	\$10.65	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.93	\$10.65	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.60	\$10.65	\$9.75	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: JACKHAMMER OPERATOR LABORERS	12/1/2025	\$48.75	\$10.65	\$9.75	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$50.30	\$10.65	\$9.75	\$9.65	\$0.00	\$80.35
	12/7/2026	\$51.80	\$10.65	\$9.75	\$9.65	\$0.00	\$81.85
	6/7/2027	\$53.40	\$10.65	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.00	\$10.65	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.68	\$10.65	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.35	\$10.65	\$9.75	\$9.65	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: WRECKING LABORER LABORERS	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$49.55	\$10.65	\$9.75	\$9.65	\$0.00	\$79.60
	12/7/2026	\$51.05	\$10.65	\$9.75	\$9.65	\$0.00	\$81.10
	6/7/2027	\$52.65	\$10.65	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.25	\$10.65	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.93	\$10.65	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.60	\$10.65	\$9.75	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DIVER PILE DRIVER LOCAL 56	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PILE DRIVER LOCAL 56 (ZONE 3)							
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	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							
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 3)							
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 3)							
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 (Including Core Drilling)	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
ELECTRICIANS LOCAL 7	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

Apprentice: ELECTRICIAN (Including Core Drilling)							
Effective Date: 12/28/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice: ELECTRICIAN (Including Core Drilling)							
Effective Date: 6/28/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.76	\$7.80	\$0.63	\$0.00	\$0.00	\$30.19
2	45.00	\$24.48	\$7.80	\$0.70	\$0.00	\$0.00	\$32.98
3	50.00	\$27.21	\$14.00	\$7.53	\$0.00	\$0.00	\$48.74
4	55.00	\$29.93	\$14.00	\$7.61	\$0.00	\$0.00	\$51.54
5	65.00	\$35.37	\$14.00	\$9.84	\$0.00	\$0.00	\$59.21
6	70.00	\$38.09	\$14.00	\$11.30	\$0.00	\$0.00	\$63.39

Apprentice to Journeyworker Ratio: 2:3

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR	1/1/2026	\$69.23	\$16.38	\$11.06	\$10.70	\$0.00	\$107.37
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$72.23	\$16.48	\$11.16	\$11.00	\$0.00	\$110.87
ELEVATOR CONSTRUCTORS LOCAL 41							

Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.62	\$16.38	\$0.00	\$0.00	\$0.00	\$51.00
2	55.00	\$38.08	\$16.38	\$11.06	\$10.70	\$0.00	\$76.22
3	65.00	\$45.00	\$16.38	\$11.06	\$10.70	\$0.00	\$83.14
4	70.00	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
5	80.00	\$55.38	\$16.38	\$11.06	\$10.70	\$0.00	\$93.52

Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$36.12	\$16.48	\$0.00	\$0.00	\$0.00	\$52.60
2	55.00	\$39.73	\$16.48	\$11.16	\$11.00	\$0.00	\$78.37
3	65.00	\$46.95	\$16.48	\$11.16	\$11.00	\$0.00	\$85.59
4	70.00	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
5	80.00	\$57.78	\$16.48	\$11.16	\$11.00	\$0.00	\$96.42

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER	1/1/2026	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
ELEVATOR CONSTRUCTORS LOCAL 41							

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & BEAM RAIL ERECTOR LABORERS	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$39.21	\$10.65	\$9.75	\$6.28	\$0.00	\$65.89
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$45.26	\$10.65	\$9.75	\$6.28	\$0.00	\$71.94

For apprentice rates see "Apprentice- LABORER"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$35.46	\$10.65	\$9.75	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$37.50	\$10.65	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$38.79	\$10.65	\$9.75	\$6.60	\$0.00	\$65.79

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

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	6/1/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$0.00	\$27.74
OPERATING ENGINEERS LOCAL 98							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	6/1/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	6/1/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$0.00	\$31.23
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7 ELECTRICIANS LOCAL 7	12/28/2025 6/28/2026 1/3/2027	\$53.26 \$54.41 \$55.56	\$13.75 \$14.00 \$14.25	\$8.40 \$8.43 \$8.47	\$6.96 \$7.03 \$7.09	\$0.00 \$0.00 \$0.00	\$82.37 \$83.87 \$85.37
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS LOCAL 7 ELECTRICIANS LOCAL 7	12/28/2025 6/28/2026 1/3/2027	\$53.26 \$54.41 \$55.56	\$13.75 \$14.00 \$14.25	\$8.40 \$8.43 \$8.47	\$6.96 \$7.03 \$7.09	\$0.00 \$0.00 \$0.00	\$82.37 \$83.87 \$85.37
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96

Apprentice: FIREMAN							
Effective Date: 12/1/2023							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$23.42	\$13.78	\$12.15	\$3.00	\$0.00	\$52.35
2	70.00	\$27.32	\$13.78	\$12.15	\$3.00	\$0.00	\$56.25
3	80.00	\$31.22	\$13.78	\$12.15	\$3.00	\$0.00	\$60.15
4	90.00	\$35.13	\$13.78	\$12.15	\$3.00	\$0.00	\$64.06

Apprentice to Journeyworker Ratio: 1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2025 6/1/2026 12/1/2026	\$28.09 \$29.21 \$29.21	\$10.65 \$10.65 \$10.65	\$9.75 \$9.75 \$9.75	\$6.60 \$6.60 \$6.60	\$0.00 \$0.00 \$0.00	\$55.09 \$56.21 \$56.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FLOORCOVERER FLOORCOVERERS LOCAL 2168 FLOORCOVERERS LOCAL 2168 ZONE III	3/1/2026 9/1/2026 3/1/2027	\$44.34 \$45.29 \$46.19	\$8.56 \$8.56 \$8.56	\$11.25 \$11.25 \$11.25	\$6.90 \$6.90 \$6.90	\$0.00 \$0.00 \$0.00	\$71.05 \$72.00 \$72.90

Apprentice: FLOORCOVERER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$29.89
2	45.00	\$19.95	\$8.56	\$0.00	\$1.38	\$0.00	\$29.89
3	55.00	\$24.39	\$8.56	\$0.00	\$2.76	\$0.00	\$35.71

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER)	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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

HVAC MECHANIC	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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

HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/1/2025	\$35.96	\$10.65	\$9.75	\$6.60	\$0.00	\$62.96
LABORERS	6/1/2026	\$38.00	\$10.65	\$9.75	\$6.60	\$0.00	\$65.00
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$39.29	\$10.65	\$9.75	\$6.60	\$0.00	\$66.29

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

INSULATOR (PIPES & TANKS)	9/1/2025	\$48.27	\$14.75	\$9.52	\$10.09	\$0.00	\$82.63
HEAT & FROST INSULATORS LOCAL 6	9/1/2026	\$51.01	\$14.75	\$9.52	\$10.09	\$0.00	\$85.37
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)							

Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.14	\$14.75	\$9.27	\$5.05	\$0.00	\$53.21
2	60.00	\$28.96	\$14.75	\$9.32	\$6.05	\$0.00	\$59.08
3	70.00	\$33.79	\$14.75	\$9.37	\$7.06	\$0.00	\$64.97
4	80.00	\$38.62	\$14.75	\$9.42	\$8.07	\$0.00	\$70.86

Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.51	\$14.75	\$9.27	\$5.05	\$0.00	\$54.58
2	60.00	\$30.61	\$14.75	\$9.32	\$6.05	\$0.00	\$60.73
3	70.00	\$35.71	\$14.75	\$9.37	\$7.06	\$0.00	\$66.89
4	80.00	\$40.81	\$14.75	\$9.42	\$8.07	\$0.00	\$73.05

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:4							
IRONWORKER/WELDER	1/1/2025	\$39.50	\$5.50	\$14.28	\$4.55	\$0.00	\$63.83
IRONWORKERS LOCAL 12							
IRONWORKERS LOCAL 12							

Apprentice: IRONWORKER/WELDER							
Effective Date: 1/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	\$23.50	\$5.75	\$0.00	\$3.75	\$0.00	\$33.00
2	0.00	\$25.50	\$5.75	\$10.00	\$3.75	\$0.00	\$45.00
3	0.00	\$27.50	\$5.75	\$11.42	\$3.75	\$0.00	\$48.42
4	0.00	\$29.50	\$5.75	\$12.85	\$3.75	\$0.00	\$51.85

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

LABORER	12/1/2025	\$34.29	\$10.65	\$9.75	\$6.28	\$0.00	\$60.97
LABORERS	6/1/2026	\$36.79	\$10.65	\$9.75	\$6.28	\$0.00	\$63.47
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$39.21	\$10.65	\$9.75	\$6.28	\$0.00	\$65.89
	6/1/2027	\$40.61	\$10.65	\$9.75	\$6.28	\$0.00	\$67.29
	12/1/2027	\$42.01	\$10.65	\$9.75	\$6.28	\$0.00	\$68.69
	6/1/2028	\$43.51	\$10.65	\$9.75	\$6.28	\$0.00	\$70.19
	12/1/2028	\$45.01	\$10.65	\$9.75	\$6.28	\$0.00	\$71.69

Apprentice: LABORER							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$21.47	\$10.15	\$9.50	\$5.53	\$0.00	\$46.65
2	70.00	\$25.05	\$10.15	\$9.50	\$5.53	\$0.00	\$50.23

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$42.01	\$10.65	\$9.75	\$6.28	\$0.00	\$68.69
	6/1/2028	\$43.51	\$10.65	\$9.75	\$6.28	\$0.00	\$70.19
	12/1/2028	\$45.01	\$10.65	\$9.75	\$6.28	\$0.00	\$71.69

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS	12/1/2025	\$34.29	\$10.65	\$9.75	\$6.28	\$0.00	\$60.97
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$36.79	\$10.65	\$9.75	\$6.28	\$0.00	\$63.47
	12/1/2026	\$39.21	\$10.65	\$9.75	\$6.28	\$0.00	\$65.89
	6/1/2027	\$40.61	\$10.65	\$9.75	\$6.28	\$0.00	\$67.29
	12/1/2027	\$42.01	\$10.65	\$9.75	\$6.28	\$0.00	\$68.69
	6/1/2028	\$43.51	\$10.65	\$9.75	\$6.28	\$0.00	\$70.19
	12/1/2028	\$45.01	\$10.65	\$9.75	\$6.28	\$0.00	\$71.69

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS	12/1/2025	\$33.88	\$10.65	\$9.75	\$5.41	\$0.00	\$59.69
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$35.92	\$10.65	\$9.75	\$5.41	\$0.00	\$61.73
	12/1/2026	\$37.21	\$10.65	\$9.75	\$5.41	\$0.00	\$63.02
	6/1/2027	\$38.51	\$10.65	\$9.75	\$5.41	\$0.00	\$64.32
	12/1/2027	\$39.81	\$10.65	\$9.75	\$5.41	\$0.00	\$65.62
	6/5/2028	\$41.16	\$10.65	\$9.75	\$5.41	\$0.00	\$66.97
	12/4/2028	\$42.51	\$10.65	\$9.75	\$5.41	\$0.00	\$68.32

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER LABORERS	12/1/2025	\$36.29	\$10.65	\$9.75	\$6.28	\$0.00	\$62.97
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$38.79	\$10.65	\$9.75	\$6.28	\$0.00	\$65.47
	12/1/2026	\$41.21	\$10.65	\$9.75	\$6.28	\$0.00	\$67.89
	6/1/2027	\$42.61	\$10.65	\$9.75	\$6.28	\$0.00	\$69.29
	12/1/2027	\$44.01	\$10.65	\$9.75	\$6.28	\$0.00	\$70.69
	6/1/2028	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19
	12/1/2028	\$47.01	\$10.65	\$9.75	\$6.28	\$0.00	\$73.69

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$35.46	\$10.65	\$9.75	\$6.60	\$0.00	\$62.46
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	6/1/2026	\$37.50	\$10.65	\$9.75	\$6.60	\$0.00	\$64.50
	12/1/2026	\$38.79	\$10.65	\$9.75	\$6.60	\$0.00	\$65.79

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

LABORER: MULTI-TRADE TENDER LABORERS	12/1/2025	\$34.29	\$10.65	\$9.75	\$6.28	\$0.00	\$60.97
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$36.79	\$10.65	\$9.75	\$6.28	\$0.00	\$63.47
	12/1/2026	\$39.21	\$10.65	\$9.75	\$6.28	\$0.00	\$65.89
	6/1/2027	\$40.61	\$10.65	\$9.75	\$6.28	\$0.00	\$67.29
	12/1/2027	\$42.01	\$10.65	\$9.75	\$6.28	\$0.00	\$68.69
	6/1/2028	\$43.51	\$10.65	\$9.75	\$6.28	\$0.00	\$70.19
	12/1/2028	\$45.01	\$10.65	\$9.75	\$6.28	\$0.00	\$71.69

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER LABORERS	12/1/2025	\$34.29	\$10.65	\$9.75	\$6.28	\$0.00	\$60.97
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$36.79	\$10.65	\$9.75	\$6.28	\$0.00	\$63.47
	12/1/2026	\$39.21	\$10.65	\$9.75	\$6.28	\$0.00	\$65.89
	6/1/2027	\$40.61	\$10.65	\$9.75	\$6.28	\$0.00	\$67.29

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$42.01	\$10.65	\$9.75	\$6.28	\$0.00	\$68.69
	6/1/2028	\$43.51	\$10.65	\$9.75	\$6.28	\$0.00	\$70.19
	12/1/2028	\$45.01	\$10.65	\$9.75	\$6.28	\$0.00	\$71.69

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	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$35.46	\$10.65	\$9.75	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$37.50	\$10.65	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$38.79	\$10.65	\$9.75	\$6.60	\$0.00	\$65.79

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

MARBLE & TILE FINISHERS	2/1/2026	\$45.56	\$12.84	\$15.10	\$5.41	\$0.00	\$78.91
BRICKLAYERS LOCAL 3	8/1/2026	\$47.32	\$12.84	\$15.10	\$5.41	\$0.00	\$80.67
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$48.44	\$12.84	\$15.10	\$5.41	\$0.00	\$81.79

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$22.78	\$12.84	\$15.10	\$5.41	\$0.00	\$56.13
2	60.00	\$27.34	\$12.84	\$15.10	\$5.41	\$0.00	\$60.69
3	70.00	\$31.89	\$12.84	\$15.10	\$5.41	\$0.00	\$65.24
4	80.00	\$36.45	\$12.84	\$15.10	\$5.41	\$0.00	\$69.80
5	90.00	\$41.00	\$12.84	\$15.10	\$5.41	\$0.00	\$74.35

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.66	\$12.84	\$15.10	\$5.41	\$0.00	\$57.01
2	60.00	\$28.39	\$12.84	\$15.10	\$5.41	\$0.00	\$61.74

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	\$33.12	\$12.84	\$15.10	\$5.41	\$0.00	\$66.47
4	80.00	\$37.86	\$12.84	\$15.10	\$5.41	\$0.00	\$71.21
5	90.00	\$42.59	\$12.84	\$15.10	\$5.41	\$0.00	\$75.94

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANIC/WELDER/BOOM TRUCK OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 MILLWRIGHTS LOCAL 1121 - Zone 3	1/5/2026	\$45.20	\$10.58	\$11.47	\$9.75	\$0.00	\$77.00
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Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$24.86	\$10.58	\$0.00	\$5.36	\$0.00	\$40.80
2	65.00	\$29.38	\$10.58	\$0.00	\$6.34	\$0.00	\$46.30
3	75.00	\$33.90	\$10.58	\$11.47	\$7.31	\$0.00	\$63.26
4	85.00	\$38.42	\$10.58	\$11.47	\$8.29	\$0.00	\$68.76

Apprentice Notes
Step 1&2 Appr. indentured after 1/6/2020 receive no pension.

Apprentice to Journeyworker Ratio: 1:4

MORTAR MIXER LABORERS	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS - ZONE 4 (BUILDING & SITE)	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

OILER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.02	\$13.78	\$12.15	\$3.00	\$0.00	\$63.95
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$32.74	\$13.78	\$12.15	\$3.00	\$0.00	\$61.67
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 3	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
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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) *	1/1/2026	\$42.03	\$10.35	\$12.00	\$8.35	\$0.00	\$72.73
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* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used.

PAINTERS LOCAL 35

PAINTERS LOCAL 35 - ZONE 3

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	\$21.02	\$10.35	\$0.00	\$0.00	\$0.00	\$31.37
2	55.00	\$23.12	\$10.35	\$0.00	\$4.59	\$0.00	\$38.06
3	60.00	\$25.22	\$10.35	\$0.00	\$5.01	\$0.00	\$40.58
4	65.00	\$27.32	\$10.35	\$0.00	\$5.43	\$0.00	\$43.10
5	70.00	\$29.42	\$10.35	\$12.00	\$5.85	\$0.00	\$57.62

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTER / TAPER (BRUSH, REPAINT)	1/1/2026	\$37.95	\$10.35	\$12.00	\$8.35	\$0.00	\$68.65
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 3							

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	\$18.98	\$10.35	\$0.00	\$0.00	\$0.00	\$29.33
2	55.00	\$20.87	\$10.35	\$0.00	\$4.59	\$0.00	\$35.81
3	60.00	\$22.77	\$10.35	\$0.00	\$5.01	\$0.00	\$38.13
4	65.00	\$24.67	\$10.35	\$0.00	\$5.43	\$0.00	\$40.45
5	70.00	\$26.57	\$10.35	\$12.00	\$5.85	\$0.00	\$54.77
6	75.00	\$28.46	\$10.35	\$12.00	\$6.26	\$0.00	\$57.07
7	80.00	\$30.36	\$10.35	\$12.00	\$6.68	\$0.00	\$59.39
8	90.00	\$34.16	\$10.35	\$12.00	\$7.52	\$0.00	\$64.03

Apprentice to Journeyworker Ratio: 1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/1/2025	\$35.21	\$10.65	\$9.75	\$6.60	\$0.00	\$62.21
LABORERS	6/1/2026	\$37.25	\$10.65	\$9.75	\$6.60	\$0.00	\$64.25
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$38.54	\$10.65	\$9.75	\$6.60	\$0.00	\$65.54

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

PANEL & PICKUP TRUCKS DRIVER	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	8/1/2024	\$49.19	\$10.08	\$11.62	\$12.67	\$0.00	\$83.56
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 3)							

Apprentice: PILE DRIVER							
Effective Date: 8/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$22.14	\$10.08	\$0.00	\$2.53	\$0.00	\$34.75
2	55.00	\$27.05	\$10.08	\$0.00	\$5.07	\$0.00	\$42.20
3	70.00	\$34.43	\$10.08	\$11.62	\$7.60	\$0.00	\$63.73
4	80.00	\$39.35	\$10.08	\$11.62	\$10.14	\$0.00	\$71.19

Apprentice to Journeyworker Ratio: 1:5

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIPELAYER	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
LABORERS	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/1/2025	\$35.46	\$10.65	\$9.75	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$37.50	\$10.65	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$38.79	\$10.65	\$9.75	\$6.60	\$0.00	\$65.79

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

PLUMBER & PIPEFITTER	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$54.76	\$13.50	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 3/17/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.74	\$13.50	\$10.85	\$0.00	\$0.00	\$48.09
2	50.00	\$26.38	\$13.50	\$10.85	\$0.00	\$0.00	\$50.73
3	55.00	\$29.02	\$13.50	\$10.85	\$0.00	\$0.00	\$53.37
4	60.00	\$31.66	\$13.50	\$10.85	\$0.00	\$0.00	\$56.01
5	65.00	\$34.29	\$13.50	\$10.85	\$0.00	\$0.00	\$58.64
6	70.00	\$36.93	\$13.50	\$10.85	\$0.00	\$0.00	\$61.28
7	75.00	\$39.57	\$13.50	\$10.85	\$0.00	\$0.00	\$63.92
8	80.00	\$42.21	\$13.50	\$10.85	\$0.00	\$0.00	\$66.56
9	85.00	\$44.85	\$13.50	\$10.85	\$7.10	\$0.00	\$76.30
10	85.00	\$44.85	\$13.50	\$10.85	\$7.10	\$0.00	\$76.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.56	\$13.78	\$12.15	\$3.00	\$0.00	\$68.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER TEAMSTERS 404 - Construction Service (Northampton) TEAMSTERS 404 - Construction Service (Northampton)	5/1/2024	\$26.14	\$11.82	\$7.25	\$0.00	\$0.00	\$45.21
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS LABORERS - ZONE 4 (BUILDING & SITE)	12/1/2025	\$34.54	\$10.65	\$9.75	\$6.28	\$0.00	\$61.22
	6/1/2026	\$37.04	\$10.65	\$9.75	\$6.28	\$0.00	\$63.72
	12/1/2026	\$39.46	\$10.65	\$9.75	\$6.28	\$0.00	\$66.14
	6/1/2027	\$40.86	\$10.65	\$9.75	\$6.28	\$0.00	\$67.54
	12/1/2027	\$42.26	\$10.65	\$9.75	\$6.28	\$0.00	\$68.94
	6/1/2028	\$43.76	\$10.65	\$9.75	\$6.28	\$0.00	\$70.44
	12/1/2028	\$47.26	\$9.90	\$9.25	\$5.53	\$0.00	\$71.94
	6/1/2205	\$34.29	\$9.90	\$0.00	\$0.00	\$0.00	\$44.19
	12/1/2205	\$36.79	\$9.90	\$9.25	\$5.53	\$0.00	\$61.47
	6/1/2206	\$39.29	\$9.90	\$9.25	\$5.53	\$0.00	\$63.97
	12/1/2206	\$41.46	\$9.90	\$9.25	\$5.53	\$0.00	\$66.14
	6/1/2207	\$43.11	\$9.90	\$9.25	\$5.53	\$0.00	\$67.79
	12/1/2207	\$44.51	\$9.90	\$9.25	\$5.53	\$0.00	\$69.19
	6/1/2208	\$46.01	\$9.90	\$9.25	\$5.53	\$0.00	\$70.69
	12/1/2208	\$45.51	\$10.65	\$9.75	\$6.28	\$0.00	\$72.19
For apprentice rates see "Apprentice- LABORER"							
ROLLER OPERATOR OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Coal tar pitch) ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025	\$44.73	\$10.60	\$8.70	\$10.00	\$0.00	\$74.03
	7/16/2026	\$46.73	\$10.60	\$8.70	\$10.00	\$0.00	\$76.03
For apprentice rates see "Apprentice- ROOFER"							
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025	\$44.23	\$10.60	\$8.70	\$10.00	\$0.00	\$73.53
	7/16/2026	\$46.23	\$10.60	\$8.70	\$10.00	\$0.00	\$75.53
ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248 ROOFERS LOCAL 248	10/2/2025	\$44.73	\$10.60	\$8.70	\$10.00	\$0.00	\$74.03
	7/16/2026	\$46.73	\$10.60	\$8.70	\$10.00	\$0.00	\$76.03
For apprentice rates see "Apprentice- ROOFER"							
SCRAPER OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$39.03	\$13.78	\$12.15	\$3.00	\$0.00	\$67.96
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98 OPERATING ENGINEERS LOCAL 98	12/1/2023	\$35.80	\$13.78	\$12.15	\$3.00	\$0.00	\$64.73
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

SHEETMETAL WORKER	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

Apprentice: SHEETMETAL WORKER							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.82	\$4.95	\$0.00	\$0.85	\$31.19
2	50.00	\$21.74	\$6.47	\$5.51	\$0.00	\$0.94	\$34.66
3	55.00	\$23.91	\$7.12	\$9.91	\$0.00	\$1.15	\$42.09
4	60.00	\$26.09	\$7.76	\$9.91	\$0.00	\$1.23	\$44.99
5	65.00	\$28.26	\$8.41	\$9.91	\$0.00	\$1.31	\$47.89
6	70.00	\$30.44	\$9.06	\$9.91	\$0.00	\$1.39	\$50.80
7	75.00	\$32.61	\$9.71	\$9.91	\$0.00	\$1.47	\$53.70
8	80.00	\$34.78	\$10.35	\$9.91	\$8.72	\$1.78	\$65.54
9	85.00	\$36.96	\$11.00	\$9.91	\$8.72	\$1.86	\$68.45
10	90.00	\$39.13	\$11.65	\$9.91	\$8.72	\$1.94	\$71.35

Apprentice: SHEETMETAL WORKER							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.96	\$4.95	\$0.00	\$0.85	\$31.33
2	50.00	\$21.74	\$6.62	\$5.51	\$0.00	\$0.94	\$34.81
3	55.00	\$23.91	\$7.28	\$9.91	\$0.00	\$1.15	\$42.25
4	60.00	\$26.09	\$7.94	\$9.91	\$0.00	\$1.23	\$45.17
5	65.00	\$28.26	\$8.60	\$9.91	\$0.00	\$1.31	\$48.08
6	70.00	\$30.44	\$9.27	\$9.91	\$0.00	\$1.39	\$51.01
7	75.00	\$32.61	\$9.93	\$9.91	\$0.00	\$1.47	\$53.92
8	80.00	\$34.78	\$10.59	\$9.91	\$9.92	\$1.78	\$66.98
9	85.00	\$36.96	\$11.25	\$9.91	\$9.92	\$1.86	\$69.90
10	90.00	\$39.13	\$11.92	\$9.91	\$9.92	\$1.94	\$72.82

Apprentice to Journeyworker Ratio: 1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
SPRINKLER FITTER	4/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	7/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	10/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	1/1/2027	\$56.54	\$14.55	\$7.50	\$9.41	\$0.00	\$88.00
	4/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	7/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	10/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	1/1/2028	\$59.83	\$15.50	\$7.55	\$9.41	\$0.00	\$92.29

Apprentice: SPRINKLER FITTER							
Effective Date: 4/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$28.36	\$9.64	\$0.00	\$0.00	\$0.00	\$38.00
2	48.00	\$31.66	\$9.64	\$0.00	\$0.00	\$0.00	\$41.30
3	52.00	\$34.29	\$13.60	\$7.45	\$1.15	\$0.00	\$56.49
4	56.00	\$36.93	\$13.60	\$7.45	\$1.15	\$0.00	\$59.13
5	59.00	\$38.91	\$13.60	\$7.45	\$1.40	\$0.00	\$61.36
6	64.00	\$42.21	\$13.60	\$7.45	\$1.40	\$0.00	\$64.66
7	68.00	\$44.85	\$13.60	\$7.45	\$1.40	\$0.00	\$67.30
8	72.00	\$47.48	\$13.60	\$7.45	\$1.40	\$0.00	\$69.93
9	76.00	\$50.12	\$13.60	\$7.45	\$1.40	\$0.00	\$72.57
10	80.00	\$52.76	\$13.60	\$7.45	\$1.40	\$0.00	\$75.21

Apprentice: SPRINKLER FITTER							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$28.36	\$9.64	\$0.00	\$0.00	\$0.00	\$38.00
2	48.00	\$31.66	\$9.64	\$0.00	\$0.00	\$0.00	\$41.30
3	52.00	\$34.29	\$13.60	\$7.45	\$1.15	\$0.00	\$56.49
4	56.00	\$36.93	\$13.60	\$7.45	\$1.15	\$0.00	\$59.13
5	59.00	\$38.91	\$13.60	\$7.45	\$1.40	\$0.00	\$61.36
6	64.00	\$42.21	\$13.60	\$7.45	\$1.40	\$0.00	\$64.66
7	68.00	\$44.85	\$13.60	\$7.45	\$1.40	\$0.00	\$67.30
8	72.00	\$47.48	\$13.60	\$7.45	\$1.40	\$0.00	\$69.93
9	76.00	\$50.12	\$13.60	\$7.45	\$1.40	\$0.00	\$72.57
10	80.00	\$52.76	\$13.60	\$7.45	\$1.40	\$0.00	\$75.21

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:1							
TELECOMMUNICATION TECHNICIAN	12/28/2025	\$53.26	\$13.75	\$8.40	\$6.96	\$0.00	\$82.37
TELECOMMUNICATION TECHNICIAN	6/28/2026	\$54.41	\$14.00	\$8.43	\$7.03	\$0.00	\$83.87
ELECTRICIANS LOCAL 7	1/3/2027	\$55.56	\$14.25	\$8.47	\$7.09	\$0.00	\$85.37

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 12/28/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.30	\$7.65	\$0.63	\$0.00	\$0.00	\$29.58
2	45.00	\$23.97	\$7.65	\$0.70	\$0.00	\$0.00	\$32.32
3	50.00	\$26.63	\$13.75	\$7.53	\$0.00	\$0.00	\$47.91
4	55.00	\$29.29	\$13.75	\$7.61	\$0.00	\$0.00	\$50.65
5	65.00	\$34.62	\$13.75	\$9.84	\$0.00	\$0.00	\$58.21
6	70.00	\$37.28	\$13.75	\$11.30	\$0.00	\$0.00	\$62.33

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 6/28/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$21.76	\$7.80	\$0.63	\$0.00	\$0.00	\$30.19
2	45.00	\$24.48	\$7.80	\$0.70	\$0.00	\$0.00	\$32.98
3	50.00	\$27.21	\$14.00	\$7.53	\$0.00	\$0.00	\$48.74
4	55.00	\$29.93	\$14.00	\$7.61	\$0.00	\$0.00	\$51.54
5	65.00	\$35.37	\$14.00	\$9.84	\$0.00	\$0.00	\$59.21
6	70.00	\$38.09	\$14.00	\$11.30	\$0.00	\$0.00	\$63.39

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	2/10/2026	\$66.89	\$12.84	\$15.57	\$8.02	\$0.00	\$103.32
BRICKLAYERS LOCAL 3	8/1/2026	\$69.09	\$12.84	\$15.57	\$8.02	\$0.00	\$105.52
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$70.49	\$12.84	\$15.57	\$8.02	\$0.00	\$106.92

Apprentice: TERRAZZO FINISHERS							
Effective Date: 2/10/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$12.84	\$15.57	\$8.02	\$0.00	\$69.88
2	60.00	\$40.13	\$12.84	\$15.57	\$8.02	\$0.00	\$76.56
3	70.00	\$46.82	\$12.84	\$15.57	\$8.02	\$0.00	\$83.25
4	80.00	\$53.51	\$12.84	\$15.57	\$8.02	\$0.00	\$89.94
5	90.00	\$60.20	\$12.84	\$15.57	\$8.02	\$0.00	\$96.63

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO FINISHERS							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.55	\$12.84	\$15.57	\$8.02	\$0.00	\$70.98
2	60.00	\$41.45	\$12.84	\$15.57	\$8.02	\$0.00	\$77.88
3	70.00	\$48.36	\$12.84	\$15.57	\$8.02	\$0.00	\$84.79
4	80.00	\$55.27	\$12.84	\$15.57	\$8.02	\$0.00	\$91.70
5	90.00	\$62.18	\$12.84	\$15.57	\$8.02	\$0.00	\$98.61
Apprentice to Journeyworker Ratio: 1:5							
TERRAZZO MECHANIC	2/1/2026	\$67.97	\$12.84	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3	8/1/2026	\$70.17	\$12.84	\$15.57	\$7.99	\$0.00	\$106.57
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	2/1/2027	\$71.57	\$12.84	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: TERRAZZO MECHANIC							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$12.84	\$15.57	\$7.99	\$0.00	\$70.39
2	60.00	\$40.78	\$12.84	\$15.57	\$7.99	\$0.00	\$77.18
3	70.00	\$47.58	\$12.84	\$15.57	\$7.99	\$0.00	\$83.98
4	80.00	\$54.38	\$12.84	\$15.57	\$7.99	\$0.00	\$90.78
5	90.00	\$61.17	\$12.84	\$15.57	\$7.99	\$0.00	\$97.57

Apprentice: TERRAZZO MECHANIC							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.09	\$12.84	\$15.57	\$7.99	\$0.00	\$71.49
2	60.00	\$42.10	\$12.84	\$15.57	\$7.99	\$0.00	\$78.50
3	70.00	\$49.12	\$12.84	\$15.57	\$7.99	\$0.00	\$85.52
4	80.00	\$56.14	\$12.84	\$15.57	\$7.99	\$0.00	\$92.54
5	90.00	\$63.15	\$12.84	\$15.57	\$7.99	\$0.00	\$99.55

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER LABORERS	12/1/2025	\$51.95	\$10.65	\$9.75	\$9.80	\$0.00	\$82.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$53.50	\$10.65	\$9.75	\$9.80	\$0.00	\$83.70
	12/1/2026	\$55.00	\$10.65	\$9.75	\$9.80	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER LABORERS	12/1/2025	\$48.07	\$10.65	\$9.75	\$9.80	\$0.00	\$78.27
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$49.62	\$10.65	\$9.75	\$9.80	\$0.00	\$79.82
	12/1/2026	\$51.12	\$10.65	\$9.75	\$9.80	\$0.00	\$81.32

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.00	\$10.65	\$9.75	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS	12/1/2023	\$38.42	\$13.78	\$12.15	\$3.00	\$0.00	\$67.35
OPERATING ENGINEERS LOCAL 98							
OPERATING ENGINEERS LOCAL 98							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
TUNNEL WORK - COMPRESSED AIR	12/1/2025	\$60.18	\$10.65	\$9.75	\$10.25	\$0.00	\$90.83
LABORERS	6/1/2026	\$61.73	\$10.65	\$9.75	\$10.25	\$0.00	\$92.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$63.23	\$10.65	\$9.75	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/1/2025	\$62.18	\$10.65	\$9.75	\$10.25	\$0.00	\$92.83
LABORERS	6/1/2026	\$63.73	\$10.65	\$9.75	\$10.25	\$0.00	\$94.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$65.23	\$10.65	\$9.75	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	12/1/2025	\$52.25	\$10.65	\$9.75	\$10.25	\$0.00	\$82.90
LABORERS	6/1/2026	\$53.80	\$10.65	\$9.75	\$10.25	\$0.00	\$84.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$55.30	\$10.65	\$9.75	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/1/2025	\$54.25	\$10.65	\$9.75	\$10.25	\$0.00	\$84.90
LABORERS	6/1/2026	\$55.80	\$10.65	\$9.75	\$10.25	\$0.00	\$86.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$57.30	\$10.65	\$9.75	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	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
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$35.46	\$10.65	\$9.75	\$6.60	\$0.00	\$62.46
LABORERS	6/1/2026	\$37.50	\$10.65	\$9.75	\$6.60	\$0.00	\$64.50
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/1/2026	\$38.79	\$10.65	\$9.75	\$6.60	\$0.00	\$65.79
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WATER METER INSTALLER	3/17/2026	\$52.76	\$13.50	\$10.85	\$7.10	\$0.00	\$84.21
PLUMBERS & PIPEFITTERS LOCAL 104	9/17/2026	\$56.26	\$12.00	\$10.85	\$7.10	\$0.00	\$86.21
PLUMBERS & PIPEFITTERS LOCAL 104	3/17/2027	\$58.26	\$12.00	\$10.85	\$7.10	\$0.00	\$88.21
	9/17/2027	\$60.26	\$12.00	\$10.85	\$7.10	\$0.00	\$90.21

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	3/17/2028	\$62.26	\$12.00	\$10.85	\$7.10	\$0.00	\$92.21
	9/17/2028	\$64.26	\$12.00	\$10.85	\$7.10	\$0.00	\$94.21
	3/17/2029	\$66.26	\$12.00	\$10.85	\$7.10	\$0.00	\$96.21

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.

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §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 available from the Department of Labor Standards (DLS) at www.mass.gov/dols/pw and includes all the 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.

On a weekly basis, every contractor and subcontractor is required to submit a certified copy of their weekly payroll records to the awarding authority; this includes the payroll forms and the Statement of Compliance form. The certified payroll records must be submitted either by regular mail or by e-mail to the awarding authority. Once collected, the awarding authority is required to preserve those records for three years from the date of completion of the project.

Each such contractor and subcontractor shall furnish weekly **and** within 15 days after completion of its portion of the work, to the awarding authority directly by first-class mail or e-mail, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form, accompanied by their payroll:

STATEMENT OF COMPLIANCE

_____, 20_____

I, _____, _____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____

Title _____

MASSACHUSETTS WEEKLY CERTIFIED PAYROLL REPORT FORM



Company's Name:	Address:	Phone No.:	Payroll No.:
Employer's Signature:	Title:	Contract No:	Tax Payer ID Number
Awarding Authority's Name:	Public Works Project Name:	Public Works Project Location:	Min. Wage Rate Sheet Number

General / Prime Contractor's Name:		Subcontractor's Name:		"Employer" Hourly Fringe Benefit Contributions															
Employee Name & Complete Address	Work Classification:	Employee is OSHA 10 certified (?)	Appr. Rate (%)	Hours Worked							Project Hours (A) All Other Hours	Hourly Base Wage (B)	Health & Welfare Insurance (C)	ERISA Pension Plan (D)	Supp. Unemp. (E)	Total Hourly Prev. Wage (F)	(B+C+D+E) (A x F)		Check No. (H)
				Su.	Mo.	Tu.	We.	Th.	Fr.	Sa.							Total Gross Wages	Project Gross Wages	

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards? YES NO

For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued by the Massachusetts Department of Labor Standards / Division of Apprentice Standards. No apprentices are identified above

NOTE: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a **true and accurate** copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Date Received by Awarding Authority / /
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