

MATCH CHARTER PUBLIC SCHOOL

INVITATION FOR BIDS

PLUMBING SERVICES

**50/100/110 POYDRAS STREET, HYDE PARK, MA
215 FOREST HILLS STREET, JAMAICA PLAIN, MA
1001 COMMONWEALTH AVENUE, BOSTON, MA**

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SECTION I: INVITATION FOR WRITTEN RESPONSE

MATCH CHARTER PUBLIC SCHOOL

PLUMBING SERVICES

Match Charter Public School (“Match,” the “School,” or the “Awarding Authority”) invites written responses (herein referred to as “bids”) from qualified contractors (“contractors” or “bidders”) for plumbing services at Match schools (the “Schools”) located at the following addresses:

- Match Community Day - 50/100/110 Poydras Street, Hyde Park, MA 02136
- Match Middle School - 215 Forest Hills Street, Jamaica Plain, MA 02130
- Match High School - 1001 Commonwealth Avenue, Boston, MA 02215

The contractor shall supply all labor, materials and equipment necessary to complete the services (the “Work” or the “Project”) as more particularly described in the Scope and Specifications set forth in Section V (the “Scope and Specifications”).

All bids for this Project are subject to M.G.L. c. 149, §§44A—44J and to prevailing wage rates as required by M.G.L. c.149, §§26 to 27H inclusive. The prevailing wage rates are set forth in Attachment A to this Invitation for Bids.

Bids for the Plumbing services on the form of written response set forth in Section III will be received no later than 4:00 PM Eastern Time on Wednesday, May 27th, 2026.

The schedule for the procurement process is set forth below.

Wednesday, May 6th, 2026	Notice is posted (1) on www.matcheschool.org ; (2) on COMMBUYS; (3) in the Massachusetts Central Register; and (4) at the Schools located at 50/100/110 Poydras Street, Hyde Park, MA 02136; 215 Forest Hills Street, Jamaica Plain, MA 02130; and 1001 Commonwealth Avenue, Boston, MA 02215.
Friday, May 15, 2026 at 4:00 PM Eastern Time	Deadline for Questions
Friday, May 22, 2026 at 4:00 PM Eastern Time	Last Day for Issuance of Addenda
Wednesday, May 27th, 2026 at 4:00 PM	Bid Deadline. Bids due by hand or certified mail

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Eastern Time	to Match Business Office at 215 Forest Hills Street, Jamaica Plain, MA 02130.
Friday, May 29th, 2026 at 4:00 PM Eastern Time	Deadline for Withdrawal or Modification of Bids
Wednesday, June 10, 2026	Notification to Bidders
July 1, 2026	Estimated Contract Date

The cost of the contract for plumbing services is estimated to be approximately \$40,000. There may be unanticipated needs in connection with the Work that may necessitate costs in excess of this amount. These additional tasks will be included as change orders to the contract provided that (1) it is more economical and practical to include these tasks in the contract than to award another contract, and (2) the cost increase does not, in the aggregate, exceed twenty-five percent (25%) of the amount set forth above.

Contact Person(s) David Steefel-Moore, Chief Operating Officer (Procurement Officer)
Email: david.steefel-moore@matchschool.org

All questions relating to the Request for Bids must be submitted to Match no later than the Deadline for Questions set forth in the above schedule. Questions must be submitted in writing electronically to the Procurement Officer at the email address set forth above.

The Awarding Authority reserves the right to reject any and all written responses.

SECTION II: INSTRUCTIONS TO BIDDERS

MATCH CHARTER PUBLIC SCHOOL

PLUMBING SERVICES

1. STATUTES REGULATING COMPETITIVE BIDDING

- a. Bidding procedures and award of the contract shall be in accordance with the provisions of M.G.L. c. 30, §39M and c. 149, §§44A–44J, to the extent applicable.
- b. In the event of any discrepancy or inconsistency between the provisions of the documents included in this Invitation for Bids and the above-mentioned statutes, the provisions of the above-mentioned statutes shall govern. In such event, the application of all remaining provisions not in conflict to any circumstance other than that in which the conflict occurs shall not be affected thereby.

2. BIDDER QUALIFICATIONS

- a. To be entitled for consideration, bids must be properly completed in accordance with M.G.L. c. 149, §§44A–44J.

3. INTERPRETATION OF DOCUMENTS: NOTIFICATION OF ERRORS

- a. Interpretation of the provisions of this Invitation for Bids will be made by Match upon written request of any bidder, provided that such request is received by Match at least seven (7) business days prior to the deadline for bids. Oral or telephone interpretations will not generally be made, and if made, shall be strictly informal and not legally binding.
- b. Such written interpretations shall be in the form of Addenda to this Invitation for Bids.
- c. Bidders are urged to communicate all errors and discrepancies in this Invitation for Bids to Match in writing by email to the attention of the Procurement Officer as set forth in Section I above. Telephone calls regarding such errors or discrepancies will be not be binding.

4. EXAMINATION OF DOCUMENTS

- a. Each bidder shall carefully examine the Invitation for Bids and Addenda to obtain a thorough understanding of the Work in addition to work of related trades, if

applicable.

- b. Failure of any bidder to thoroughly examine this Invitation for Bids and Addenda shall in no way relieve the bidder of any obligation with respect to the bid or of any responsibility assigned under the contract to be entered into by the successful bidder (the “Contract”).

5. PRE-BID TOUR

- a. There is no scheduled pre-bid tour. Please reach out to the Procurement Officer if interested in touring the Schools.

6. MODIFICATION AND WITHDRAWAL OF WRITTEN RESPONSES

- a. Modifications or withdrawals of written responses will be permitted after submission of such responses, provided clearly written, readily understandable instructions for such modifications or withdrawals are received by Match no later than two (2) business days after the bid deadline set forth in this Invitation for Bids. No written responses may be withdrawn after that time, except as otherwise provided by law.

7. ADDENDA

- a. Addenda may be required during the bidding period to modify, clarify, or interpret this Invitation for Bids. Addenda shall be posted on Match’s website set forth in Section I. It is intended, but not guaranteed, that such Addenda shall also be emailed by Match to all parties to whom this Invitation for Bids was transmitted. Failure to receive such Addenda shall in no way relieve any bidder from the execution of its provisions. All bidders are cautioned to verify the number of Addenda which have been issued and to secure any needed Addenda from Match before submitting a bid. No Addenda will be issued within three (3) business days of the bid deadline.

8. FORM FOR WRITTEN RESPONSES; ONGOING VALIDITY

- a. Bids must be submitted on the Form of Written Response, Section III of this Invitation for Bids.
- b. All blank spaces provided on the forms shall be filled in with ink or typewriter. Where space is provided, sums shall be expressed in both words and figures. In case of discrepancy between the two, the written words shall govern.
- c. All written responses shall be valid for a period of no less than thirty (30) days after the bid due date unless modified or withdrawn in accordance with Section II.6 above.

9. SUBMISSION OF WRITTEN RESPONSE

- a. The Written Response Form shall be properly executed and enclosed in an envelope plainly marked on the outside with the following information:

RESPONSE TO INVITATION FOR BIDS FOR:

MATCH CHARTER PUBLIC SCHOOL
PLUMBING SERVICES
215 FOREST HILLS STREET
JAMAICA PLAIN, MA 02130

SUBMITTED BY:

(Name of bidder)

(Address of bidder)

(Email address and telephone number of bidder)

- b. If Written Responses are mailed, the above-required envelope shall be enclosed in a second envelope identified with the above markings and mailed to the Procurement Officer at Match Charter Public School, 215 Forest Hills Street, Jamaica Plain, MA 02130. Mailed Written Responses must be received before the bid deadline.

10. FOREIGN CORPORATIONS

- a. The attention of bidders is called to M.G.L. c. 30, §39L, under which the Awarding Authority may not enter into a contract with a foreign corporation (a corporation not organized under the Laws of Massachusetts), nor approve a foreign corporation as a subcontractor, unless the foreign corporation has filed with the Awarding Authority a certificate by the State Secretary stating that the foreign corporation has complied with M.G.L. c. 181, §§3 and 5, and stating the date of such compliance.

11. REVIEW AND AWARD OF CONTRACT

- a. Any written response which fails to meet the submission requirements will be found non-responsive without further evaluation unless Match, in its discretion, determines that the non-compliance is insubstantial and can be corrected. In these cases, Match may allow the contractor to make minor corrections to the submission.
- b. The Contract will be awarded to the lowest responsible and eligible bidder.

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12. COMMENCEMENT OF WORK

- a. The successful bidder, upon execution of the contract, shall commence the work of the contract within seven (7) calendar days from receipt of written Notice to Proceed issued by the Awarding Authority which shall be within fourteen (14) calendar days after said execution of the contract.

SECTION III: FORM OF WRITTEN RESPONSE

MATCH CHARTER PUBLIC SCHOOL

PLUMBING SERVICES

To: Match Charter Public School:

- A. Pursuant to and in compliance with your Invitation for Bids, the undersigned _____ (“bidder” or “contractor”) hereby offers and agrees to provide all labor and materials required for plumbing services for:

MATCH COMMUNITY DAY
50/100/110 POYDRAS STREET, HYDE PARK, MA 02136

MATCH MIDDLE SCHOOL
215 FOREST HILLS STREET, JAMAICA PLAIN, MA 02130

MATCH HIGH SCHOOL
1001 COMMONWEALTH AVENUE, BOSTON, MA 02215

to the satisfaction of Match Charter Public School and in accordance with the Invitation for Bids with all Addenda, for the Contract Price specified below, subject to additions and deductions according to the terms of the Invitation for Bids.

- B. The proposed Contract Price is below. This price is based on 180 estimated hours of work for the School during the contract term. This is Match’s best estimate of the amount of time it will take to complete the work detailed in Section V: Scope and Specifications and the estimated hours may vary.

Dollars \$[_____]

The hourly rate is \$[_____]. This rate shall apply to all work performed under the Contract during standard hours, whether within or in excess of the 180 estimated hours.

The hourly overtime rate is \$[_____]. This rate shall apply only to work performed outside standard hours with prior approval of the Facilities Manager or Operations Manager, as set forth in the Scope and Specifications.

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- C. The proposed markup on materials is [_____] % of contractor cost.
- D. Hazardous Materials: The undersigned shall comply with the requirements of the Scope and Specifications with respect to hazardous materials.
- E. Contract: The undersigned agrees that, if the bidder is selected for plumbing services, it will within five (5) days, Saturdays, Sundays, and legal holidays excluded, after presentation thereof by the Awarding Authority, execute the Contract in accordance with the terms of this bid.
- F. The undersigned hereby certifies that the bidder is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work and that it will comply fully with all laws and regulations applicable to awards made subject to M.G.L. c. 149, §44A.
- G. Match is exempt from sales and federal excise tax to the extent permitted under law; this bid does not include such taxes.
- H. The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.
- I. The undersigned agrees to commence work as outlined in the Scope and Specifications and to complete the Work as soon as reasonably practicable thereafter. In the event the Scope and Specifications includes a completion date, the undersigned shall complete the Work prior to such completion date.
- J. The undersigned understands that the Awarding Authority reserves the right to reject any and all bids.
- K. The undersigned further certifies under penalties of perjury that the undersigned is not presently debarred from performing public construction work in the Commonwealth of Massachusetts under the provisions of M.G.L. c. 29, §29F or any other applicable debarment provisions of any other federal or state law or any rule or regulation promulgated thereunder.
- L. The undersigned further certifies under penalties of perjury that all employees to be

employed at the worksite shall have successfully completed a course in construction safety approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time that the employee begins work.

- M. The undersigned agrees that this bid shall be good and may not be withdrawn for a period of thirty (30) days after the bid due date unless modified or withdrawn in accordance with Section II.6 of the Invitation for Bids.
- N. At the request of the Awarding Authority, the undersigned will provide Criminal Offender Record Information (CORI) for the undersigned's employees who are or will be working at the School.
- O. The undersigned shall comply with the affirmative marketing participation goals developed by the Massachusetts Division of Capital Asset Management and Maintenance in consultation with the Massachusetts Supplier Diversity Office in accordance with M.G.L. c. 7C, §6.
- P. The undersigned certifies that it has been regularly and actively engaged in the plumbing business, operating under the same business name and business organization structure for a period of [____] years.
- Q. References: The following three (3) references may be contacted regarding performance of work by the undersigned:

Date: _____, 20

(Name of Bidder)
(Business Address)
(Telephone)
(Email address)

(Name and Title of Person Signing Bid)

Signed: _____

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SECTION IV: FORM OF CONTRACT

MATCH CHARTER PUBLIC SCHOOL

PLUMBING SERVICES

This agreement (“Contract”) is made as of the [] day of [], 20[], by and between MATCH CHARTER PUBLIC SCHOOL, hereinafter called the “Awarding Authority”, with places of business at 50/100/110 Poydras Street, Hyde Park, MA 02136; 215 Forest Hills Street, Jamaica Plain, MA 02130; and 1001 Commonwealth Avenue, Boston, MA 02215, and [INSERT NAME OF CONTRACTOR], hereinafter called the “Contractor,” with a principal place of business at [insert contractor address].

The Awarding Authority and the Contractor agree as follows:

Article 1. Scope of Work. The Work under this Contract is defined as plumbing services at the Match Charter Public School (50/100/110 Poydras Street, Hyde Park, MA 02136; 215 Forest Hills Street, Jamaica Plain, MA 02130; and 1001 Commonwealth Avenue, Boston, MA 02215) in accordance with and as described in the attached Scope and Specifications.

Article 2. Term of Contract; Extension. The term of this Contract shall commence upon July 1, 2026 after Awarding Authority’s issuance of a Notice to Proceed and shall expire on June 30th, 2027. The Awarding Authority shall have the right to extend the term for four (4) periods of one (1) year each by notice to Contractor prior to the expiration of the Term or first extension period, as applicable. Time is of the essence of this Contract.

Article 3. Contract Price; Payment. Article 3. Contract Price; Payment. The Awarding Authority shall pay the Contractor at the following rates, subject to adjustment in the event this Contract is extended in accordance with the Scope and Specifications: :

- (a) Hourly rate : \$[]
- (b) Overtime hourly rate: \$[]
- (c) Markup on materials: []% of Contractor's cost

Overtime rates apply only to work performed outside the standard hours set forth in the Scope and Specifications and only with prior approval of the Facilities Manager or Operations

Manager. The rates set forth above shall be the rates submitted by the Contractor in its bid.

Each invoice issued by the Contractor's shall include at a minimum a description of the work performed, the period of time when it was performed, copies of any third party invoices, and a breakdown between labor and contractor cost and mark-up for parts and/or materials. In the event the Awarding Authority disapproves an invoice, it shall notify the Contractor of the reason(s) for such disapproval. In the event the Awarding Authority approves an invoice, it shall pay such invoice within thirty (30) days after receipt.

Article 4. Certifications. Pursuant to M.G.L. c. 62C, §49A, the individual signing this Contract on behalf of the Contractor hereby certifies, under the penalties of perjury, that to the best of his or her knowledge and belief the Contractor has complied with any and all applicable state and federal tax laws, reporting of employees and contractors and withholding and remitting of child support, and the Contractor is in good standing with respect to all returns due and taxes payable. The individual signing this Contract on behalf of the Contractor further certifies under penalties of perjury that the Contractor is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of M.G.L. c. 29, § 29F, or any other applicable debarment provisions of any federal or state law or any rule or regulation promulgated thereunder, and the Contractor is not presently debarred from doing public construction work by any agency of the United States. The individual signing this Contract on behalf of the Contractor further certifies that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and the Contractor shall furnish documentation of successful completion of said course with the first certified payroll report for each employee.

Article 5. The Contract Documents: The following documents form the Contract, are incorporated by reference herein, and are referred to as the "Contract Documents:"

- Section I: Invitation for Written Response
- Section II: Instructions to Bidders
- Section III: Form of Written Response
- Section IV: Form of Contract
- Section V: Scope and Specifications
- Section VI: Attachment A – Prevailing Wage Rates

Article 6. Insurance Provisions. The Contractor shall satisfy the insurance requirements set forth in the Scope and Specifications, including without limitation, liability and workers'

compensation insurance in the amounts set forth therein.

Article 7. Prevailing Wage. Contractor shall comply with the prevailing wage provisions set forth in Exhibit 1 attached hereto.

Article 8. CORI. At the request of the Awarding Authority, the Contractor shall provide Criminal Offender Record Information (CORI) for its employees who are or will be performing the Work.

Article 9. MBE/WBE Participation Goals. The Contractor shall comply with the affirmative marketing participation goals established pursuant to M.G.L. c. 7C, §6 to the extent applicable to the Work.

Article 10. Termination. Awarding Authority shall have the right to terminate this Contract without cause by thirty (30) days' notice to Contractor, and with cause by seven (7) days' notice to Contractor. Contractor shall be entitled to payment only through the effective date of such termination.

Article 11. Notice. All notices required or permitted hereunder shall be given by hand, by certified mail, or by overnight courier service to the following addresses:

If to Contractor: _____

If to Awarding
Authority: Match Charter Public School
215 Forest Hills Street
Jamaica Plain, MA 02130
Attn: Procurement Officer

Notice shall be deemed given upon receipt if given by hand, upon five (5) business days after deposit with the United States mail if given by certified mail, and upon one (1) business day after deposit with a nationally recognized overnight courier service if given by such service

Article 12. Assignment. This Contract shall not be assigned in whole or in part by the Contractor.

Article 13. Representatives: The Awarding Authority's representative in connection with this Contract shall be the Procurement Officer (David Steefel-Moore, email:

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david.steefel-moore@matchschool.org) or its designee (which for matters relating to execution of the Work may be the Facilities Manager (Collin Redman, email: collin.redman@matchschool.org)). The Contractor's representative in connection with this Contract shall be _____, email: _____. Either party may change its representative by notice to the other.

Article 14. Corporate Authority. Execution and delivery of this Contract has been duly authorized by the Contractor, and the party executing this Contract has been duly authorized to do so.

This contract is effective as of the date set forth above.

This instrument, together with endorsed supplements, and the other components of the Contract Documents, constitutes the entire Contract between the parties, with no agreements other than those incorporated herein.

[Signatures on following page.]

In witness whereof, the parties hereto have caused this instrument to be executed in triplicate under seal as of the date set forth above.

CONTRACTOR:

[_____]

By: _____

Name: _____

Title: _____

Date: _____

AWARDING AUTHORITY:

MATCH CHARTER PUBLIC SCHOOL

By: _____

Name: _____

Title: _____

Date: _____

EXHIBIT 1 to the Contract

Supplemental Contract Language Regarding Payment of Prevailing Wages

The Contractor agrees that it shall pay laborers to be employed in the Work wages in an amount no less than the applicable prevailing wage rates established for the project by the Massachusetts Department of Labor and Workforce Development. The Contractor shall indemnify the Awarding Authority for, from and against any loss, expense, damages, actions or claims, including any expense incurred in connection with any delay or stoppage of work, arising out of or as a result of (1) the failure of the Contractor’s bid to be based upon the payment of the said applicable prevailing wage rates or (2) the failure of the Contractor to pay laborers employed on the project the said applicable prevailing wage rates.

In accordance with the requirements of the M.G.L.c.149,§27B, the Contractor shall submit a record of hours and wages paid to laborers employed on this Work to the Awarding Authority on a weekly basis. All such weekly submissions shall be accompanied by the following certification:

The undersigned Contractor hereby certifies, under the pains and penalties of perjury, that the foregoing payroll records are true and accurate records of the wages paid to laborers employed on the project for the period stated and said project by the Massachusetts Department of Labor and Workforce Development. The undersigned Contractor agrees to indemnify the Awarding Authority for, from and against any loss, expense, damages, actions, or claims, including any expense incurred in connection with any delay or stoppage of the project work, arising out of or as a result of (1) the Contractor’s failure to pay laborers employed on the project the said applicable prevailing wage rates; (2) the failure of the foregoing payroll records to accurately state the said applicable prevailing wage rates; or (3) the failure of the foregoing payroll records to accurately represent the wages actually paid to laborers employed on the project.

Dated: _____, 20__

Contractor: _____

By: _____

Name: _____

Title: _____

SECTION V: SCOPE AND SPECIFICATIONS

MATCH CHARTER PUBLIC SCHOOL

PLUMBING SERVICES

1. SCOPE OF WORK AND STANDARDS

Contractor shall furnish all labor, materials, equipment, and supervision necessary for performance of plumbing services at the Site as directed by Match Charter Public School's Procurement Officer. All work shall be performed by an experienced and licensed plumber.

Services may be scheduled by Match Charter Public School, or at Match Charter Public School's option, may be scheduled by Contractor.

All workmanship shall conform to the best practice in the trade and be performed by skilled and licensed labor in the field and shall comply with the plans, directions and instructions of Match Charter Public School and all federal, state and municipal laws and regulations including without limitation the Massachusetts Building Code. Contractor shall protect all walls, floors, ceiling, and furniture from any damage. Damage to the building caused by the Contractor shall be repaired or replaced at the Contractor's expense. All material and debris from the work shall be removed by the Contractor. The Site shall be left clean at all times.

Match Charter Public School may reject any unsatisfactory services.

2. MANDATORY CONTRACTOR REQUIREMENTS

It is mandatory that the Contractor meet the following requirements:

- 1) Have been regularly and actively engaged in the plumbing contracting business, operating under the same business name and business organization structure; and performing the type of work described above under "SCOPE OF WORK" for a minimum of five (5) years.
- 2) Carry the required amount of insurance as shown by the insurance requirement enclosed herewith. Certification of insurance shall be provided to Match Charter Public School prior to commencement of work and not later than fifteen (15) calendar days from notice of contract award. Insurance shall remain in force during the full term of the contractual agreement and/or until work is completed and accepted by Match Charter Public School, whichever is later.
- 3) Provide at least three (3) current references that are satisfactory to Match Charter Public

School and will serve to illustrate the ability of your firm to act as the primary conveyor to accomplish plumbing services in accordance with specifications. References used for this purpose shall be public agencies, commercial or industrial accounts that your firm has provided plumbing services for while serving in the capacity as the “primary” plumbing contractor, versus a subcontractor, and has maintained a contractual work agreement for accomplishing plumbing services for a period not less than twelve (12) consecutive months. The School shall also be a reference where applicable.

- 4) Rate per hour of the wages to be paid under this particular contractual agreement shall be not less than the applicable rate of wages as determined by the Commissioner of Labor and Industries and announced in the “Prevailing Wage Rates Schedule” enclosed herewith.

3. GENERAL

The contractor must check in and out with the Facilities Manager or Operations Team (or other authorized school employee) to determine the exact scope of the task required. The invoice must show the labor hours and costs, the contractor cost and mark-up of all materials used, and any other miscellaneous charges.

4. HOURS OF WORK

It is intended that the Contractor shall accomplish the majority of work during normal business hours and on a straight time basis. Work shall not be accomplished on an overtime basis unless prior approval has been obtained from the facilities manager or operations manager. Payment of overtime requires approval of the facilities manager or operations manager. Standard hours of work shall be Monday-Friday 7:00 AM until 5:00 PM. All routine work will be scheduled as to minimize disruption during school hours.

5. QUALITY OF WORK

All work is to be quality work and shall be performed according to the standards of the industry and according to the plans, directions and instructions as presented by the authorized representatives of Match Charter Public School.

6. CONTRACTOR’S PERSONNEL; NUMBER OF WORKERS

The Contractor shall only use trained personnel who are directly employed and supervised by the Contractor unless prior approval is obtained (See Subcontracting).

The hourly rates reflect the amount a contractor will charge per hour only--not per hour per person. Only one tradesman shall be assigned to work on a job. Prior permission must be received before the contractor can assign more than one worker per job, including apprentices/helpers. The School reserves the right to question whether additional personnel are warranted on a particular job based upon each job quote/proposal and performance status.

Special attention will be given to allow for assistance when needed, or an unexpected parts acquisition is needed during a job to contain costs. However, the contractor must arrive at any routine job that he has quoted prepared with the appropriate personnel; equipment and supplies to perform the project with minor off-site time and travel.

7. MATERIALS SAFETY DATA SHEETS

The contractor must supply all applicable MSDS forms as requested by Match Charter Public School pursuant to M.G. L. Ch. 111F, ss. 8, 9, 10. Any vendor who receives a contract resulting from this invitation agrees to submit a Material Safety Data Sheet for each toxic or hazardous substance or mixture containing such substance when deliveries are made. The vendor agrees to comply with all requirements set forth in the pertinent laws.

8. RESPONSE TIMES

- 1) **Urgent Repairs:** The contractor shall acknowledge all service calls within one (1) business day. Urgent repairs must commence within two (2) business days of receipt of a work order initiated by the Facilities Manager, his designee, other appropriate site manager, or another authorized/designated employee of Match Charter Public School, unless otherwise agreed to by the School.
- 2) **Non-Urgent Repairs:** The contractor shall acknowledge all service calls within two (2) business days. Non-urgent repairs must commence within seven (7) business days of receipt of a work order initiated by the Facilities Manager, his designee, other appropriate site manager, or another authorized/designated employee of Match Charter Public School, unless otherwise agreed to by the School.

9. SUBCONTRACTING

The Contractor shall not subcontract or sublet any portion of the work without the written consent of the Facilities Manager. The qualifications, which apply to the Contractor will apply to all subcontractors. Subcontractor wages are subject to prevailing wage rates determined by the Massachusetts Dept. of Labor and Industries pursuant to M.G.L. Chapter 149, §§ 26 and 27.

10. PERMITS AND LICENSES

The Contractor shall be responsible to obtain any necessary permits for work directed under this contract. Payments for such will be made on the basis of billed cost to the Contractor without mark-up. This pay provision relates to permits that are exclusive, and a “one time use” type permit for work performed under this contract.

11. INSPECTION

Match Charter Public School reserves the right to inspect any and all work in progress or

completed. Any omission or failure on the part of Match Charter Public School's representative to disapprove or reject inferior or defective work or materials shall not be construed to be an acceptance of such work or material. If any defective work or material is found during inspection, the contractor shall remove or repair, at his/her own expense, such defective work or material rejected and shall rebuild and/or replace same without extra charge.

If the contract documents or any laws, ordinances or regulations of any public authority require any work to be tested or approved, Contractor shall give the School timely notice of its readiness for inspection by the proper authorities. If any such work shall be covered up without approval or consent, it must, if required by the proper authorities, be uncovered for examination at Contractor's expense.

12. WORKING TIME

Charges incurred by the Contractor for the time spent in transit (portal-to-portal) from the Contractor's place of business to the job site and back are not part of the Contract and will not be paid by Match Charter Public School. Computation of the number of hours worked shall include only those hours spent at the job site excluding meal times.

13. INVOICES AND PAYMENT

The contractor will be paid per approved invoice. The Contractor shall submit, for each job, a detailed invoice listing the materials used and labor hours expended. Materials shall be invoiced at actual cost plus the contracted percentage surcharge and invoices shall show quantities and unit costs. Copies of the Contractor's own material invoices shall be included in Contractor's invoices, or, at Match Charter Public School's option, made available to Match Charter Public School upon request. Labor shall be invoiced at the contracted hourly rates and shall include only the actual time expended on the job and shall not include travel time. Invoices shall be submitted within fifteen (15) days of completion of services to accountspayable@matcheducation.org or Match Education Business Office, Attn: Accounts Payable, 215 Forest Hills Street, Jamaica Plain, MA 02130.

14. REPORTING

The Contractor shall maintain and keep current accurate books and records with respect to the work. Such records shall include a summary report that will reflect cumulative dollar figures for work invoiced. This report shall be made available to Match Charter Public School, upon request, and shall reflect cumulative dollar figures for each wage/labor category, Contractor cost and applicable markup for parts and/or materials and costs for equipment rental.

15. CHARGES FOR EQUIPMENT RENTAL

Any equipment that is rented by the Contractor in the performance of this Contract shall be charged to Match Charter Public School at the same rate as invoiced by the rental company.

16. MATCH CHARTER PUBLIC SCHOOL AS PUBLIC INSTRUMENTALITY

The Contractor shall comply with all law applicable to the Contract because of Match Charter Public School’s status as a public instrumentality, including, to the extent applicable, M.G.L. c. 149, c. 30, §39M, and c. 30B.

17. REJECTION OF BIDS

Match Charter Public School reserves the right to reject any and all bids.

18. CANCELLATION OF CONTRACT

Match Charter Public School reserves the right to cancel and terminate the contract in the event that the services provided by the Contractor prove to be unsatisfactory.

19. CONTRACT VALUE

Work to be performed and material to be supplied under this contract will be paid as invoiced and approved. Blanket contract costs not to exceed \$50,000.

20. BASIS FOR DETERMINING LOW BIDDER

The lowest Bid shall be determined based on the proposed Contract Price set forth in the Form of Written Response (Section III.B), which is calculated using the hourly rate proposed by the bidder and the estimated 180 hours of work over the contract term. In the event two or more bids propose the same Contract Price, the Awarding Authority may consider the proposed markup on materials (Section III.C) and the hourly overtime rate as tiebreakers.

21. BASIS FOR AWARD OF CONTRACT

Award of this contract shall be made to the lowest responsible and eligible general bidder within thirty days, Saturdays, Sundays and legal holidays excluded, after the opening of the bids. The School reserves the right to reject any and all bids if deemed in the School’s best interest.

22. CONTRACT LENGTH

The Contract shall cover the period from July 1, 2026 through June 30, 2027. The School has the option to extend the contract for four (4) one-year extensions subject to appropriation.

23. INSURANCE REQUIREMENTS

The Contractor shall provide the following insurance for the Awarding Authority naming Match Charter Public School as an additional insured.

General Liability	\$1,000,000 per occurrence \$3,000,000 aggregate
Automobile Liability	\$1,000,000 Combined Single Limit (C.S.L.)
Workers' Compensation	Per statutory limits with Employer's Liability minimum limits of \$500,000
Excess Liability Umbrella	\$5,000,000 per occurrence

All policies shall contain waivers of the insurer's subrogation rights against the Awarding Authority. Such insurance policies shall be written by reputable, financially sound companies qualified to do business in the Commonwealth of Massachusetts and reasonably satisfactory to the Awarding Authority. Each policy of insurance shall provide that it may not be cancelled, endorsed, or reissued to effect a change in coverage without giving thirty (30) days' notice to the Awarding Authority. The Contractor shall provide certificates evidencing such insurance prior to commencement of the work.

24. WEATHER PROTECTION

To the extent applicable, the Contractor shall install weather protection and furnish adequate heat in the area so protected during the months of November through March in accordance with M.G.L. c. 149, §44G(D).

25. WARRANTY

Contractor warrants that it has thoroughly reviewed the Contract Documents and visited the Site, that all materials and equipment furnished under the Contract shall be new and of good quality unless approved by the Awarding Authority, that the work will be free from defects, and that the work will conform to the requirements of the Contract Documents.

26. CONTRACTOR'S INDEMNIFICATION

Contractor shall, to the maximum extent permitted by law, indemnify and hold harmless the Awarding Authority, its officers, agents and employees from and against any and all damages,

liabilities, actions, suits, proceedings, claims, demands, losses, costs and expenses (including reasonable attorney's fees) that may arise out of or in connection with the work being performed or to be performed by the Contractor, its employees, agents, subcontractors or materialmen. The existence of insurance shall in no way limit the scope of this indemnification. The Contractor further agrees to reimburse the Awarding Authority for damage to its property caused by the Contractor, its employees, agents, subcontractors or materialmen, including damages caused by the use of faulty, defective or unsuitable material or equipment, unless the damage is caused by gross negligence or willful misconduct on the part of the Awarding Authority or its officers, agents or employees.

27. ESCALATION CLAUSE

The Contract Price shall remain firm. In the event the Contract is extended in accordance with the terms thereof, the Contract Price may be adjusted annually based on the Contractor's prevailing cost of labor compared to cost at the beginning of the past year. Written notice of such adjustment shall be sent to the Awarding Authority at least sixty (60) days prior to the date after which it would become effective. Proof of increased costs to the Contractor shall be submitted with any such request for a price increase. The Awarding Authority reserves the right to reject an increase if it is deemed to be excessive.

SECTION VI: ATTACHMENT A - PREVAILING WAGE RATES

Match Charter Public School, 215 Forest Hills Street, Jamaica Plain, MA 02130
Plumbing Services Invitation For Bids – May 6, 2026



**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: Match Charter School **City/Town:** BOSTON
Contract Number:
Description of Work: Plumbing Services for Match Charter Public School
Job Location: 215 Forest Hills Street Jamaica Plain MA 02130

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	12/1/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$0.00	\$79.24
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$0.00	\$80.24
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$0.00	\$80.74
	12/1/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT	12/1/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$0.00	\$78.31
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$0.00	\$80.31
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$0.00	\$80.81
	12/1/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/1/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$0.00	\$79.43
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$0.00	\$80.43
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$0.00	\$80.93
	12/1/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT	1/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	12/1/2025	\$48.60	\$10.65	\$9.75	\$9.65	\$0.00	\$78.65
LABORERS	6/1/2026	\$49.40	\$10.65	\$9.75	\$9.65	\$0.00	\$79.45
LABORERS - ZONE 1	12/1/2026	\$51.65	\$10.65	\$9.75	\$9.65	\$0.00	\$81.70
	6/1/2027	\$53.25	\$10.65	\$9.75	\$9.65	\$0.00	\$83.30
	12/1/2027	\$54.85	\$10.65	\$9.75	\$9.65	\$0.00	\$84.90
	6/1/2028	\$56.53	\$10.65	\$9.75	\$9.65	\$0.00	\$86.58
	12/1/2028	\$58.20	\$10.65	\$9.75	\$9.65	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$48.70	\$10.65	\$9.75	\$9.65	\$0.00	\$78.75
LABORERS	6/1/2026	\$50.25	\$10.65	\$9.75	\$9.65	\$0.00	\$80.30
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	\$51.75	\$10.65	\$9.75	\$9.65	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/1/2025	\$44.80	\$14.50	\$4.30	\$6.75	\$0.00	\$70.35
HEAT & FROST INSULATORS LOCAL 6							
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)							
ASPHALT RAKER	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
LABORERS - ZONE 1	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	12/1/2025	\$48.20	\$10.65	\$9.75	\$9.65	\$0.00	\$78.25
LABORERS	6/1/2026	\$49.75	\$10.65	\$9.75	\$9.65	\$0.00	\$79.80
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	\$51.25	\$10.65	\$9.75	\$9.65	\$0.00	\$81.30

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/1/2025	\$58.68	\$16.55	\$13.35	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.98	\$16.55	\$13.35	\$3.25	\$0.00	\$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.43	\$16.55	\$13.35	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	12/1/2025	\$58.68	\$16.55	\$13.35	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.98	\$16.55	\$13.35	\$3.25	\$0.00	\$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.43	\$16.55	\$13.35	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
LABORERS - ZONE 1	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER	12/1/2025	\$48.60	\$10.65	\$9.75	\$9.65	\$0.00	\$78.65
LABORERS	6/1/2026	\$49.40	\$10.65	\$9.75	\$9.65	\$0.00	\$79.45
LABORERS - ZONE 1	12/1/2026	\$51.65	\$10.65	\$9.75	\$9.65	\$0.00	\$81.70
	6/1/2027	\$53.25	\$10.65	\$9.75	\$9.65	\$0.00	\$83.30
	12/1/2027	\$54.85	\$10.65	\$9.75	\$9.65	\$0.00	\$84.90
	6/1/2028	\$56.53	\$10.65	\$9.75	\$9.65	\$0.00	\$86.58
	12/1/2028	\$58.20	\$10.65	\$9.75	\$9.65	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2025	\$48.70	\$10.65	\$9.75	\$9.65	\$0.00	\$78.75
LABORERS	6/1/2026	\$50.25	\$10.65	\$9.75	\$9.65	\$0.00	\$80.30
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	\$51.75	\$10.65	\$9.75	\$9.65	\$0.00	\$81.80
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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: BOILER MAKER							
Effective Date: 1/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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	\$67.95	\$12.84	\$15.57	\$8.02	\$0.00	\$104.38
BRICKLAYERS LOCAL 3	8/1/2026	\$70.15	\$12.84	\$15.57	\$8.02	\$0.00	\$106.58
BRICKLAYERS LOCAL 3 (BOSTON)	2/1/2027	\$71.55	\$12.84	\$15.57	\$8.02	\$0.00	\$107.98

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	\$33.98	\$12.84	\$15.57	\$8.02	\$0.00	\$70.41
2	60.00	\$40.77	\$12.84	\$15.57	\$8.02	\$0.00	\$77.20
3	70.00	\$47.57	\$12.84	\$15.57	\$8.02	\$0.00	\$84.00
4	80.00	\$54.36	\$12.84	\$15.57	\$8.02	\$0.00	\$90.79
5	90.00	\$61.16	\$12.84	\$15.57	\$8.02	\$0.00	\$97.59

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	\$35.08	\$12.84	\$15.57	\$8.02	\$0.00	\$71.51
2	60.00	\$42.09	\$12.84	\$15.57	\$8.02	\$0.00	\$78.52
3	70.00	\$49.11	\$12.84	\$15.57	\$8.02	\$0.00	\$85.54
4	80.00	\$56.12	\$12.84	\$15.57	\$8.02	\$0.00	\$92.55
5	90.00	\$63.14	\$12.84	\$15.57	\$8.02	\$0.00	\$99.57

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89

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
LABORERS	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	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70

Construction

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

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	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							

CARPENTER	3/1/2026	\$62.19	\$10.58	\$11.47	\$8.50	\$0.00	\$92.74
CARPENTERS	9/1/2026	\$63.69	\$10.58	\$11.47	\$8.50	\$0.00	\$94.24
CARPENTERS -ZONE 1 (Metro Boston)	3/1/2027	\$65.19	\$10.58	\$11.47	\$8.50	\$0.00	\$95.74

Apprentice: CARPENTER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$27.99	\$11.08	\$0.00	\$1.73	\$0.00	\$40.80
2	45.00	\$27.99	\$11.08	\$0.00	\$1.73	\$0.00	\$40.80
3	55.00	\$34.20	\$11.08	\$0.00	\$3.40	\$0.00	\$48.68
4	55.00	\$34.20	\$11.08	\$0.00	\$3.40	\$0.00	\$48.68
5	70.00	\$43.53	\$11.08	\$11.41	\$5.10	\$0.00	\$71.12
6	70.00	\$43.53	\$11.08	\$11.41	\$5.10	\$0.00	\$71.12
7	80.00	\$49.75	\$11.08	\$11.44	\$6.80	\$0.00	\$79.07
8	80.00	\$49.75	\$11.08	\$11.44	\$6.80	\$0.00	\$79.07

Apprentice: CARPENTER							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$28.66	\$11.08	\$0.00	\$1.73	\$0.00	\$41.47
2	45.00	\$28.66	\$11.08	\$0.00	\$1.73	\$0.00	\$41.47
3	55.00	\$35.03	\$11.08	\$0.00	\$3.40	\$0.00	\$49.51
4	55.00	\$35.03	\$11.08	\$0.00	\$3.40	\$0.00	\$49.51
5	70.00	\$44.58	\$11.08	\$11.41	\$5.10	\$0.00	\$72.17
6	70.00	\$44.58	\$11.08	\$11.41	\$5.10	\$0.00	\$72.17
7	80.00	\$50.95	\$11.08	\$11.44	\$6.80	\$0.00	\$80.27
8	80.00	\$50.95	\$11.08	\$11.44	\$6.80	\$0.00	\$80.27

Apprentice to Journeyworker Ratio: 1:5

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME	4/1/2026	\$39.39	\$8.29	\$4.47	\$5.00	\$0.00	\$57.15
CARPENTERS	10/1/2026	\$40.19	\$8.29	\$4.47	\$5.00	\$0.00	\$57.95
CARPENTERS -ZONE 1 (Wood Frame)	4/1/2027	\$40.99	\$8.29	\$4.47	\$5.00	\$0.00	\$58.75

All Aspects of New Wood Frame Work

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 4/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$19.70	\$8.29	\$0.00	\$0.00	\$0.00	\$27.99
2	50.00	\$19.70	\$8.29	\$0.00	\$0.00	\$0.00	\$27.99
3	55.00	\$21.66	\$8.29	\$0.00	\$2.00	\$0.00	\$31.95
4	55.00	\$21.66	\$8.29	\$0.00	\$2.00	\$0.00	\$31.95
5	70.00	\$27.57	\$8.29	\$4.47	\$3.00	\$0.00	\$43.33
6	70.00	\$27.57	\$8.29	\$4.47	\$3.00	\$0.00	\$43.33
7	80.00	\$31.51	\$8.29	\$4.47	\$4.00	\$0.00	\$48.27
8	80.00	\$31.51	\$8.29	\$4.47	\$4.00	\$0.00	\$48.27

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$20.10	\$8.29	\$0.00	\$0.00	\$0.00	\$28.39
2	50.00	\$20.10	\$8.29	\$0.00	\$0.00	\$0.00	\$28.39
3	55.00	\$22.10	\$8.29	\$0.00	\$2.00	\$0.00	\$32.39
4	55.00	\$22.10	\$8.29	\$0.00	\$2.00	\$0.00	\$32.39
5	70.00	\$28.13	\$8.29	\$4.47	\$3.00	\$0.00	\$43.89
6	70.00	\$28.13	\$8.29	\$4.47	\$3.00	\$0.00	\$43.89
7	80.00	\$32.15	\$8.29	\$4.47	\$4.00	\$0.00	\$48.91
8	80.00	\$32.15	\$8.29	\$4.47	\$4.00	\$0.00	\$48.91

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING	1/1/2026	\$53.24	\$13.35	\$16.43	\$7.78	\$1.80	\$92.60
PLASTERERS AND CEMENT MASONS LOCAL 534	7/1/2026	\$54.49	\$13.35	\$16.43	\$7.78	\$1.80	\$93.85
Plasterers and Cement Masons - Zone 1	1/1/2027	\$55.94	\$13.35	\$16.43	\$7.78	\$1.80	\$95.30
	7/1/2027	\$57.29	\$13.35	\$16.43	\$7.78	\$1.80	\$96.65
	1/1/2028	\$58.64	\$13.35	\$16.43	\$7.78	\$1.80	\$98.00

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.62	\$13.35	\$16.43	\$0.00	\$0.00	\$56.40
2	60.00	\$31.94	\$13.35	\$16.43	\$7.78	\$1.80	\$71.30
3	65.00	\$34.61	\$13.35	\$16.43	\$7.78	\$1.80	\$73.97

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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 LABORERS	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 1	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"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS	12/1/2025	\$49.00	\$10.65	\$9.75	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 1	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 1	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 1	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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	12/1/2025	\$48.75	\$10.65	\$9.75	\$9.65	\$0.00	\$78.80
LABORERS	6/1/2026	\$50.30	\$10.65	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS - ZONE 1	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	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 1	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"							
DIRECTIONAL DRILL MACHINE OPERATOR	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$10.04	\$0.00	\$109.85
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							
ELECTRICIAN	3/1/2026	\$66.86	\$13.00	\$14.64	\$9.00	\$0.00	\$103.50
ELECTRICIANS LOCAL 103	9/1/2026	\$68.78	\$13.00	\$14.69	\$9.00	\$0.00	\$105.47
ELECTRICIANS LOCAL 103	3/1/2027	\$69.97	\$13.00	\$14.73	\$9.00	\$0.00	\$106.70

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	9/1/2027	\$71.88	\$13.00	\$14.79	\$9.00	\$0.00	\$108.67
	3/1/2028	\$73.08	\$13.00	\$14.82	\$9.00	\$0.00	\$109.90

Apprentice: ELECTRICIAN							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$26.74	\$13.00	\$0.80	\$0.00	\$0.00	\$40.54
2	40.00	\$26.74	\$13.00	\$0.80	\$0.00	\$0.00	\$40.54
3	45.00	\$30.09	\$13.00	\$13.53	\$4.05	\$0.00	\$60.67
4	45.00	\$30.09	\$13.00	\$13.53	\$4.05	\$0.00	\$60.67
5	50.00	\$33.43	\$13.00	\$13.63	\$4.50	\$0.00	\$64.56
6	55.00	\$36.77	\$13.00	\$13.73	\$4.95	\$0.00	\$68.45
7	60.00	\$40.12	\$13.00	\$13.83	\$5.40	\$0.00	\$72.35
8	65.00	\$43.46	\$13.00	\$13.93	\$5.85	\$0.00	\$76.24
9	70.00	\$46.80	\$13.00	\$14.03	\$6.30	\$0.00	\$80.13
10	75.00	\$50.15	\$13.00	\$14.13	\$6.75	\$0.00	\$84.03

Apprentice: ELECTRICIAN							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$27.51	\$13.00	\$0.83	\$0.00	\$0.00	\$41.34
2	40.00	\$27.51	\$13.00	\$0.83	\$0.00	\$0.00	\$41.34
3	45.00	\$30.95	\$13.00	\$13.56	\$4.05	\$0.00	\$61.56
4	45.00	\$30.95	\$13.00	\$13.56	\$4.05	\$0.00	\$61.56
5	50.00	\$34.39	\$13.00	\$13.66	\$4.50	\$0.00	\$65.55
6	55.00	\$37.83	\$13.00	\$13.76	\$4.95	\$0.00	\$69.54
7	60.00	\$41.27	\$13.00	\$13.87	\$5.40	\$0.00	\$73.54
8	65.00	\$44.71	\$13.00	\$13.97	\$5.85	\$0.00	\$77.53
9	70.00	\$48.15	\$13.00	\$14.07	\$6.30	\$0.00	\$81.52
10	75.00	\$51.59	\$13.00	\$14.18	\$6.75	\$0.00	\$85.52

Apprentice Notes
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Apprentice to Journeyworker Ratio: 2:3

ELEVATOR CONSTRUCTOR	1/1/2026	\$77.26	\$16.38	\$11.06	\$10.70	\$0.00	\$115.40
ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2027	\$80.55	\$16.48	\$11.16	\$11.00	\$0.00	\$119.19
ELEVATOR CONSTRUCTORS LOCAL 4							

Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$38.63	\$0.00	\$0.00	\$0.00	\$0.00	\$38.63
2	55.00	\$42.49	\$16.38	\$11.06	\$10.70	\$0.00	\$80.63
3	65.00	\$50.22	\$16.38	\$11.06	\$10.70	\$0.00	\$88.36
4	70.00	\$54.08	\$16.38	\$11.06	\$10.70	\$0.00	\$92.22
5	80.00	\$61.81	\$16.38	\$11.06	\$10.70	\$0.00	\$99.95
Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$40.28	\$0.00	\$0.00	\$0.00	\$0.00	\$40.28
2	55.00	\$44.30	\$16.48	\$11.16	\$11.00	\$0.00	\$82.94
3	65.00	\$52.36	\$16.48	\$11.16	\$11.00	\$0.00	\$91.00
4	70.00	\$56.39	\$16.48	\$11.16	\$11.00	\$0.00	\$95.03
5	80.00	\$64.44	\$16.48	\$11.16	\$11.00	\$0.00	\$103.08
Apprentice to Journeyworker Ratio: 1:1							
ELEVATOR CONSTRUCTOR HELPER	1/1/2026	\$54.08	\$16.38	\$11.06	\$10.07	\$0.00	\$91.59
ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2027	\$56.39	\$16.48	\$11.16	\$11.00	\$0.00	\$95.03
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/1/2025	\$48.20	\$10.65	\$9.75	\$9.65	\$0.00	\$78.25
LABORERS	6/1/2026	\$49.75	\$10.65	\$9.75	\$9.65	\$0.00	\$79.80
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	\$51.25	\$10.65	\$9.75	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/1/2025	\$53.56	\$16.05	\$13.25	\$3.25	\$0.00	\$86.11
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$55.00	\$16.05	\$13.25	\$3.25	\$0.00	\$87.55
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$56.29	\$16.05	\$13.25	\$3.25	\$0.00	\$88.84
	5/1/2027	\$57.72	\$16.05	\$13.25	\$3.25	\$0.00	\$90.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/1/2025	\$55.17	\$16.05	\$13.25	\$3.25	\$0.00	\$87.72
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$56.62	\$16.05	\$13.25	\$3.25	\$0.00	\$89.17
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$57.92	\$16.05	\$13.25	\$3.25	\$0.00	\$90.47
	5/1/2027	\$59.37	\$16.05	\$13.25	\$3.25	\$0.00	\$91.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/1/2025	\$26.03	\$16.05	\$13.25	\$3.25	\$0.00	\$58.58
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$26.88	\$16.05	\$13.25	\$3.25	\$0.00	\$59.43
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$27.64	\$16.05	\$13.25	\$3.25	\$0.00	\$60.19
	5/1/2027	\$28.49	\$16.05	\$13.25	\$3.25	\$0.00	\$61.04

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	3/1/2026	\$66.86	\$13.00	\$14.64	\$9.00	\$0.00	\$103.50
ELECTRICIANS LOCAL 103	9/1/2026	\$68.78	\$13.00	\$14.69	\$9.00	\$0.00	\$105.47
ELECTRICIANS LOCAL 103	3/1/2027	\$69.97	\$13.00	\$14.73	\$9.00	\$0.00	\$106.70
	9/1/2027	\$71.88	\$13.00	\$14.79	\$9.00	\$0.00	\$108.67
	3/1/2028	\$73.08	\$13.00	\$14.82	\$9.00	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	3/1/2026	\$53.49	\$13.00	\$14.23	\$7.20	\$0.00	\$87.92
/ COMMISSIONING	9/1/2026	\$55.02	\$13.00	\$14.28	\$7.20	\$0.00	\$89.50
ELECTRICIANS LOCAL 103	3/1/2027	\$55.98	\$13.00	\$14.31	\$7.20	\$0.00	\$90.49
ELECTRICIANS LOCAL 103	9/1/2027	\$57.50	\$13.00	\$14.36	\$7.20	\$0.00	\$92.06
	3/1/2028	\$58.46	\$13.00	\$14.38	\$7.20	\$0.00	\$93.04
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN (ASST. ENGINEER)	12/1/2025	\$47.09	\$16.55	\$13.35	\$3.25	\$0.00	\$80.24
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$48.15	\$16.55	\$13.35	\$3.25	\$0.00	\$81.30
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$49.33	\$16.55	\$13.35	\$3.25	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/1/2025	\$28.09	\$10.65	\$9.75	\$9.65	\$0.00	\$58.14
LABORERS	6/1/2026	\$29.21	\$10.65	\$9.75	\$9.65	\$0.00	\$59.26
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	\$29.21	\$10.65	\$9.75	\$9.65	\$0.00	\$59.26
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FLOORCOVERER	3/1/2026	\$59.24	\$10.33	\$11.47	\$8.80	\$0.00	\$89.84
FLOORCOVERERS LOCAL 2168	9/1/2026	\$60.74	\$10.33	\$11.47	\$8.80	\$0.00	\$91.34
FLOORCOVERERS LOCAL 2168 ZONE I	3/1/2027	\$62.24	\$10.33	\$11.47	\$8.80	\$0.00	\$92.84

Apprentice: FLOORCOVERER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$26.66	\$10.33	\$0.00	\$1.76	\$0.00	\$38.75
2	45.00	\$26.66	\$10.33	\$0.00	\$1.76	\$0.00	\$38.75
3	55.00	\$32.58	\$10.33	\$0.00	\$3.52	\$0.00	\$46.43
4	55.00	\$32.58	\$10.33	\$0.00	\$3.52	\$0.00	\$46.43
5	70.00	\$41.47	\$10.33	\$11.47	\$5.28	\$0.00	\$68.55
6	70.00	\$41.47	\$10.33	\$11.47	\$5.28	\$0.00	\$68.55
7	80.00	\$47.39	\$10.33	\$11.47	\$7.04	\$0.00	\$76.23
8	80.00	\$47.39	\$10.33	\$11.47	\$7.04	\$0.00	\$76.23

Apprentice: FLOORCOVERER							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.98	\$16.55	\$13.35	\$3.25	\$0.00	\$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.43	\$16.55	\$13.35	\$3.25	\$0.00	\$94.58

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.88	\$0.00	\$0.00	\$0.00	\$0.00	\$32.88
2	60.00	\$35.87	\$16.05	\$13.25	\$3.25	\$0.00	\$68.42
3	65.00	\$38.86	\$16.05	\$13.25	\$3.25	\$0.00	\$71.41
4	70.00	\$41.85	\$16.05	\$13.25	\$3.25	\$0.00	\$74.40
5	75.00	\$44.84	\$16.05	\$13.25	\$3.25	\$0.00	\$77.39
6	80.00	\$47.82	\$16.05	\$13.25	\$3.25	\$0.00	\$80.37
7	85.00	\$50.81	\$16.05	\$13.25	\$3.25	\$0.00	\$83.36
8	90.00	\$53.80	\$16.05	\$13.25	\$3.25	\$0.00	\$86.35

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$32.99	\$0.00	\$0.00	\$0.00	\$0.00	\$32.99
2	60.00	\$35.99	\$16.55	\$13.35	\$3.25	\$0.00	\$69.14
3	65.00	\$38.99	\$16.55	\$13.35	\$3.25	\$0.00	\$72.14
4	70.00	\$41.99	\$16.55	\$13.35	\$3.25	\$0.00	\$75.14
5	75.00	\$44.99	\$16.55	\$13.35	\$3.25	\$0.00	\$78.14
6	80.00	\$47.98	\$16.55	\$13.35	\$3.25	\$0.00	\$81.13
7	85.00	\$50.98	\$16.55	\$13.35	\$3.25	\$0.00	\$84.13
8	90.00	\$53.98	\$16.55	\$13.35	\$3.25	\$0.00	\$87.13

Apprentice to Journeyworker Ratio: 1:6

HVAC (DUCTWORK)	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
SHEETMETAL WORKERS LOCAL 17							
SHEETMETAL WORKERS LOCAL 17 - A							
For apprentice rates see "Apprentice- SHEET METAL WORKER"							

HVAC (ELECTRICAL CONTROLS)	3/1/2026	\$66.86	\$13.00	\$14.64	\$9.00	\$0.00	\$103.50
ELECTRICIANS LOCAL 103	9/1/2026	\$68.78	\$13.00	\$14.69	\$9.00	\$0.00	\$105.47
ELECTRICIANS LOCAL 103	3/1/2027	\$69.97	\$13.00	\$14.73	\$9.00	\$0.00	\$106.70
	9/1/2027	\$71.88	\$13.00	\$14.79	\$9.00	\$0.00	\$108.67
	3/1/2028	\$73.08	\$13.00	\$14.82	\$9.00	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							

HVAC (TESTING AND BALANCING - AIR)	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
SHEETMETAL WORKERS LOCAL 17							
SHEETMETAL WORKERS LOCAL 17 - A							
For apprentice rates see "Apprentice- SHEET METAL WORKER"							

HVAC (TESTING AND BALANCING -WATER)	3/1/2026	\$70.58	\$13.95	\$14.00	\$9.55	\$0.00	\$108.08
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	3/1/2026	\$70.58	\$13.95	\$14.00	\$9.55	\$0.00	\$108.08
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS LABORERS LABORERS - ZONE 1	12/1/2025	\$48.60	\$10.65	\$9.75	\$9.65	\$0.00	\$78.65
	6/1/2026	\$49.40	\$10.65	\$9.75	\$9.65	\$0.00	\$79.45
	12/1/2026	\$51.65	\$10.65	\$9.75	\$9.65	\$0.00	\$81.70
	6/1/2027	\$53.25	\$10.65	\$9.75	\$9.65	\$0.00	\$83.30
	12/1/2027	\$54.85	\$10.65	\$9.75	\$9.65	\$0.00	\$84.90
	6/1/2028	\$56.53	\$10.65	\$9.75	\$9.65	\$0.00	\$86.58
	12/1/2028	\$58.20	\$10.65	\$9.75	\$9.65	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025	\$48.70	\$10.65	\$9.75	\$9.65	\$0.00	\$78.75
	6/1/2026	\$50.25	\$10.65	\$9.75	\$9.65	\$0.00	\$80.30
	12/1/2026	\$51.75	\$10.65	\$9.75	\$9.65	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	9/1/2025	\$60.34	\$14.75	\$9.52	\$10.09	\$0.00	\$94.70
	9/1/2026	\$63.76	\$14.75	\$9.52	\$10.09	\$0.00	\$98.12

Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$30.17	\$14.75	\$9.27	\$5.05	\$0.00	\$59.24
2	60.00	\$36.20	\$14.75	\$9.32	\$6.05	\$0.00	\$66.32
3	70.00	\$42.24	\$14.75	\$9.37	\$7.06	\$0.00	\$73.42
4	80.00	\$48.27	\$14.75	\$9.42	\$8.07	\$0.00	\$80.51

Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$31.88	\$14.75	\$9.27	\$5.05	\$0.00	\$60.95
2	60.00	\$38.26	\$14.75	\$9.32	\$6.05	\$0.00	\$68.38
3	70.00	\$44.63	\$14.75	\$9.37	\$7.06	\$0.00	\$75.81
4	80.00	\$51.01	\$14.75	\$9.42	\$8.07	\$0.00	\$83.25

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7	9/16/2025	\$57.87	\$9.05	\$12.75	\$14.50	\$0.00	\$94.17
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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IRONWORKERS LOCAL 7 (BOSTON AREA)

Apprentice: IRONWORKER/WELDER							
Effective Date: 9/16/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$34.72	\$9.05	\$12.75	\$4.50	\$0.00	\$61.02
2	75.00	\$43.40	\$9.05	\$12.75	\$4.50	\$0.00	\$69.70
3	85.00	\$49.19	\$9.05	\$12.75	\$4.50	\$0.00	\$75.49
4	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
LABORERS - ZONE 1	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

LABORER	12/1/2025	\$47.85	\$10.65	\$9.75	\$9.65	\$0.00	\$77.90
LABORERS	6/1/2026	\$49.40	\$10.65	\$9.75	\$9.65	\$0.00	\$79.45
LABORERS - ZONE 1	12/1/2026	\$50.90	\$10.65	\$9.75	\$9.65	\$0.00	\$80.95
	6/1/2027	\$52.50	\$10.65	\$9.75	\$9.65	\$0.00	\$82.55
	12/1/2027	\$54.10	\$10.65	\$9.75	\$9.65	\$0.00	\$84.15
	6/1/2028	\$55.78	\$10.65	\$9.75	\$9.65	\$0.00	\$85.83
	12/1/2028	\$57.45	\$10.65	\$9.75	\$9.65	\$0.00	\$87.50

Apprentice: LABORER							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$28.71	\$10.65	\$9.75	\$9.65	\$0.00	\$58.76
2	70.00	\$33.50	\$10.65	\$9.75	\$9.65	\$0.00	\$63.55
3	80.00	\$38.28	\$10.65	\$9.75	\$9.65	\$0.00	\$68.33
4	90.00	\$43.07	\$10.65	\$9.75	\$9.65	\$0.00	\$73.12

Apprentice: LABORER							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$29.64	\$10.65	\$9.75	\$9.65	\$0.00	\$59.69

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: LABORER							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	70.00	\$34.58	\$10.65	\$9.75	\$9.65	\$0.00	\$64.63
3	80.00	\$39.52	\$10.65	\$9.75	\$9.65	\$0.00	\$69.57
4	90.00	\$44.46	\$10.65	\$9.75	\$9.65	\$0.00	\$74.51

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY)	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.65	\$0.00	\$78.00
LABORERS	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.65	\$0.00	\$79.55
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	\$51.00	\$10.65	\$9.75	\$9.65	\$0.00	\$81.05

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 12/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$29.22	\$10.15	\$9.50	\$9.65	\$0.00	\$58.52
2	70.00	\$34.09	\$10.15	\$9.50	\$9.65	\$0.00	\$63.39
3	80.00	\$38.96	\$10.15	\$9.50	\$9.65	\$0.00	\$68.26
4	90.00	\$43.83	\$10.15	\$9.50	\$9.65	\$0.00	\$73.13

Apprentice: LABORER (HEAVY & HIGHWAY)							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$29.70	\$10.65	\$9.75	\$9.65	\$0.00	\$59.75
2	70.00	\$34.65	\$10.65	\$9.75	\$9.65	\$0.00	\$64.70
3	80.00	\$39.60	\$10.65	\$9.75	\$9.65	\$0.00	\$69.65
4	90.00	\$44.55	\$10.65	\$9.75	\$9.65	\$0.00	\$74.60

Apprentice to Journeyworker Ratio: 1:5

LABORER: CARPENTER TENDER	12/1/2025	\$47.85	\$10.65	\$9.75	\$9.65	\$0.00	\$77.90
LABORERS	6/1/2026	\$49.40	\$10.65	\$9.75	\$9.65	\$0.00	\$79.45
LABORERS - ZONE 1	12/1/2026	\$50.90	\$10.65	\$9.75	\$9.65	\$0.00	\$80.95
	6/1/2027	\$52.50	\$10.65	\$9.75	\$9.65	\$0.00	\$82.55
	12/1/2027	\$54.10	\$10.65	\$9.75	\$9.65	\$0.00	\$84.15
	6/1/2028	\$55.78	\$10.65	\$9.75	\$9.65	\$0.00	\$85.83
	12/1/2028	\$57.45	\$10.65	\$9.75	\$9.65	\$0.00	\$87.50

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER	12/1/2025	\$47.85	\$10.65	\$9.75	\$9.65	\$0.00	\$77.90
LABORERS	6/1/2026	\$49.40	\$10.65	\$9.75	\$9.65	\$0.00	\$79.45
LABORERS - ZONE 1	12/1/2026	\$50.90	\$10.65	\$9.75	\$9.65	\$0.00	\$80.95
	6/1/2027	\$52.50	\$10.65	\$9.75	\$9.65	\$0.00	\$82.55

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$54.10	\$10.65	\$9.75	\$9.65	\$0.00	\$84.15
	6/1/2028	\$55.78	\$10.65	\$9.75	\$9.65	\$0.00	\$85.83
	12/1/2028	\$57.45	\$10.65	\$9.75	\$9.65	\$0.00	\$87.50

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 1	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"

LABORER: MASON TENDER LABORERS	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$48.20	\$10.65	\$9.75	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$49.75	\$10.65	\$9.75	\$9.65	\$0.00	\$79.80
	12/1/2026	\$51.25	\$10.65	\$9.75	\$9.65	\$0.00	\$81.30

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

LABORER: MULTI-TRADE TENDER LABORERS	12/1/2025	\$47.85	\$10.65	\$9.75	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1	6/1/2026	\$49.40	\$10.65	\$9.75	\$9.65	\$0.00	\$79.45
	12/1/2026	\$50.90	\$10.65	\$9.75	\$9.65	\$0.00	\$80.95
	6/1/2027	\$52.50	\$10.65	\$9.75	\$9.65	\$0.00	\$82.55
	12/1/2027	\$54.10	\$10.65	\$9.75	\$9.65	\$0.00	\$84.15
	6/1/2028	\$55.78	\$10.65	\$9.75	\$9.65	\$0.00	\$85.83
	12/1/2028	\$57.45	\$10.65	\$9.75	\$9.65	\$0.00	\$87.50

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER LABORERS	12/1/2025	\$47.85	\$10.65	\$9.75	\$9.65	\$0.00	\$77.90
LABORERS - ZONE 1	6/1/2026	\$49.40	\$10.65	\$9.75	\$9.65	\$0.00	\$79.45
	12/1/2026	\$50.90	\$10.65	\$9.75	\$9.65	\$0.00	\$80.95
	6/1/2027	\$52.50	\$10.65	\$9.75	\$9.65	\$0.00	\$82.55
	12/1/2027	\$54.10	\$10.65	\$9.75	\$9.65	\$0.00	\$84.15
	6/1/2028	\$55.78	\$10.65	\$9.75	\$9.65	\$0.00	\$85.83
	12/1/2028	\$57.45	\$10.65	\$9.75	\$9.65	\$0.00	\$87.50

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 LABORERS	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$48.20	\$10.65	\$9.75	\$9.65	\$0.00	\$78.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$49.75	\$10.65	\$9.75	\$9.65	\$0.00	\$79.80
	12/1/2026	\$51.25	\$10.65	\$9.75	\$9.65	\$0.00	\$81.30

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

MARBLE & TILE FINISHERS	2/1/2026	\$52.08	\$12.84	\$15.57	\$5.78	\$0.00	\$86.27
BRICKLAYERS LOCAL 3	8/1/2026	\$53.84	\$12.84	\$15.57	\$5.78	\$0.00	\$88.03
BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2027	\$54.96	\$12.84	\$15.57	\$5.78	\$0.00	\$89.15

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.04	\$12.84	\$15.57	\$5.78	\$0.00	\$60.23
2	60.00	\$31.25	\$12.84	\$15.57	\$5.78	\$0.00	\$65.44
3	70.00	\$36.46	\$12.84	\$15.57	\$5.78	\$0.00	\$70.65
4	80.00	\$41.66	\$12.84	\$15.57	\$5.78	\$0.00	\$75.85
5	90.00	\$46.87	\$12.84	\$15.57	\$5.78	\$0.00	\$81.06

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.92	\$12.84	\$15.57	\$5.78	\$0.00	\$61.11
2	60.00	\$32.30	\$12.84	\$15.57	\$5.78	\$0.00	\$66.49
3	70.00	\$37.69	\$12.84	\$15.57	\$5.78	\$0.00	\$71.88
4	80.00	\$43.07	\$12.84	\$15.57	\$5.78	\$0.00	\$77.26
5	90.00	\$48.46	\$12.84	\$15.57	\$5.78	\$0.00	\$82.65

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	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 - MARBLE & TILE	2/1/2027	\$71.57	\$12.84	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: MARBLE MASONS, TILELAYERS & TERRAZZO MECH							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
MORTAR MIXER LABORERS	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS)	12/1/2025	\$25.08	\$16.55	\$13.35	\$3.25	\$0.00	\$58.23
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$25.67	\$16.55	\$13.35	\$3.25	\$0.00	\$58.82
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$26.34	\$16.55	\$13.35	\$3.25	\$0.00	\$59.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)	12/1/2025	\$31.05	\$16.55	\$13.35	\$3.25	\$0.00	\$64.20
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$31.77	\$16.55	\$13.35	\$3.25	\$0.00	\$64.92
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$32.57	\$16.55	\$13.35	\$3.25	\$0.00	\$65.72

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 1							

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	\$56.25	\$10.35	\$12.00	\$12.60	\$0.00	\$91.20
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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 1

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PILE DRIVER							
Effective Date: 8/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$25.11	\$10.08	\$0.00	\$2.53	\$0.00	\$37.72
2	55.00	\$30.68	\$10.08	\$0.00	\$5.07	\$0.00	\$45.83
3	70.00	\$39.05	\$10.08	\$11.62	\$7.60	\$0.00	\$68.35
4	80.00	\$44.63	\$10.08	\$11.62	\$10.14	\$0.00	\$76.47
Apprentice to Journeyworker Ratio: 1:5							
PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	3/1/2026	\$70.58	\$13.95	\$14.00	\$9.55	\$0.00	\$108.08
Apprentice: PIPEFITTER & STEAMFITTER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$28.23	\$13.95	\$0.30	\$9.55	\$0.00	\$52.03
2	45.00	\$31.76	\$13.95	\$14.00	\$9.55	\$0.00	\$69.26
3	60.00	\$42.35	\$13.95	\$14.00	\$9.55	\$0.00	\$79.85
4	70.00	\$49.41	\$13.95	\$14.00	\$9.55	\$0.00	\$86.91
5	80.00	\$56.46	\$13.95	\$14.00	\$9.55	\$0.00	\$93.96
Apprentice to Journeyworker Ratio: 1:3							
PIPELAYER LABORERS LABORERS - ZONE 1	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2025	\$48.20	\$10.65	\$9.75	\$9.65	\$0.00	\$78.25
	6/1/2026	\$49.75	\$10.65	\$9.75	\$9.65	\$0.00	\$79.80
	12/1/2026	\$51.25	\$10.65	\$9.75	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12 PLUMBERS & GASFITTERS LOCAL 12	3/2/2026	\$72.64	\$15.32	\$12.61	\$8.00	\$0.00	\$108.57
	8/31/2026	\$74.79	\$15.32	\$12.61	\$8.00	\$0.00	\$110.72
	3/1/2027	\$76.94	\$15.32	\$12.61	\$8.00	\$0.00	\$112.87
	8/30/2027	\$79.09	\$15.32	\$12.61	\$8.00	\$0.00	\$115.02
	2/28/2028	\$81.29	\$15.32	\$12.61	\$8.00	\$0.00	\$117.22
	9/4/2028	\$83.49	\$15.32	\$12.61	\$8.00	\$0.00	\$119.42
	3/5/2029	\$85.69	\$15.32	\$12.61	\$8.00	\$0.00	\$121.62

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	9/3/2029	\$87.89	\$15.32	\$12.61	\$8.00	\$0.00	\$123.82
	3/4/2030	\$89.84	\$15.32	\$12.61	\$8.00	\$0.00	\$125.77

Apprentice: PLUMBERS & GASFITTERS							
Effective Date: 3/2/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$25.42	\$15.32	\$4.61	\$2.80	\$0.00	\$48.15
2	40.00	\$29.06	\$15.32	\$5.22	\$3.20	\$0.00	\$52.80
3	55.00	\$39.95	\$15.32	\$7.07	\$4.40	\$0.00	\$66.74
4	65.00	\$47.22	\$15.32	\$8.30	\$5.20	\$0.00	\$76.04
5	75.00	\$54.48	\$15.32	\$9.53	\$6.00	\$0.00	\$85.33

Apprentice: PLUMBERS & GASFITTERS							
Effective Date: 8/31/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$26.18	\$15.32	\$4.61	\$2.80	\$0.00	\$48.91
2	40.00	\$29.92	\$15.32	\$5.22	\$3.20	\$0.00	\$53.66
3	55.00	\$41.13	\$15.32	\$7.07	\$5.20	\$0.00	\$68.72
4	65.00	\$48.61	\$15.32	\$8.30	\$5.20	\$0.00	\$77.43
5	75.00	\$56.09	\$15.32	\$9.53	\$6.00	\$0.00	\$86.94

Apprentice to Journeyworker Ratio: 1:2

PNEUMATIC CONTROLS (TEMP.)	3/1/2026	\$70.58	\$13.95	\$14.00	\$9.55	\$0.00	\$108.08
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							

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

PNEUMATIC DRILL/TOOL OPERATOR	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
LABORERS - ZONE 1	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$48.20	\$10.65	\$9.75	\$9.65	\$0.00	\$78.25
LABORERS	6/1/2026	\$49.75	\$10.65	\$9.75	\$9.65	\$0.00	\$79.80
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	\$51.25	\$10.65	\$9.75	\$9.65	\$0.00	\$81.30

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

POWDERMAN & BLASTER	12/1/2025	\$48.85	\$10.65	\$9.75	\$9.65	\$0.00	\$78.90
LABORERS	6/1/2026	\$50.40	\$10.65	\$9.75	\$9.65	\$0.00	\$80.45
LABORERS - ZONE 1	12/1/2026	\$51.90	\$10.65	\$9.75	\$9.65	\$0.00	\$81.95
	6/1/2027	\$53.50	\$10.65	\$9.75	\$9.65	\$0.00	\$83.55
	12/1/2027	\$55.10	\$10.65	\$9.75	\$9.65	\$0.00	\$85.15

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	6/1/2028	\$56.78	\$10.65	\$9.75	\$9.65	\$0.00	\$86.83
	12/1/2028	\$58.45	\$10.65	\$9.75	\$9.65	\$0.00	\$88.50
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$48.95	\$10.65	\$9.75	\$9.65	\$0.00	\$79.00
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	6/1/2026	\$50.50	\$10.65	\$9.75	\$9.65	\$0.00	\$80.55
	12/1/2026	\$52.00	\$10.65	\$9.75	\$9.65	\$0.00	\$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.68	\$16.55	\$13.35	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.98	\$16.55	\$13.35	\$3.25	\$0.00	\$93.13
	12/1/2026	\$61.43	\$16.55	\$13.35	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER) OPERATING ENGINEERS LOCAL 4	12/1/2025	\$37.37	\$16.55	\$13.35	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$38.23	\$16.55	\$13.35	\$3.25	\$0.00	\$71.38
	12/1/2026	\$39.18	\$16.55	\$13.35	\$3.25	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY MIX CONCRETE DRIVERS after 4/30/12 (Drivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate TEAMSTERS 25 (Metro) - Aggregate	8/1/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$0.00	\$57.56
READY-MIX CONCRETE DRIVER TEAMSTERS 25 (Metro) - Aggregate TEAMSTERS 25 (Metro) - Aggregate	8/1/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$0.00	\$61.57
RECLAIMERS OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS - ZONE 1	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg) ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	\$53.53	\$14.53	\$12.67	\$9.03	\$0.00	\$89.76

Apprentice: ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.77	\$14.53	\$6.52	\$9.03	\$0.00	\$56.85
2	60.00	\$32.12	\$14.53	\$12.67	\$9.03	\$0.00	\$68.35
3	65.00	\$34.79	\$14.53	\$12.67	\$9.03	\$0.00	\$71.02
4	75.00	\$40.15	\$14.53	\$12.67	\$9.03	\$0.00	\$76.38
5	85.00	\$45.50	\$14.53	\$12.67	\$9.03	\$0.00	\$81.73

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

Apprentice to Journeyworker Ratio: 1:5

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	\$53.78	\$14.53	\$12.67	\$9.03	\$0.00	\$90.01
For apprentice rates see "Apprentice- ROOFER"							

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
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Apprentice: SHEETMETAL WORKER							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	42.00	\$26.43	\$14.91	\$6.19	\$0.00	\$0.00	\$47.53
2	42.00	\$26.43	\$14.91	\$6.19	\$0.00	\$0.00	\$47.53
3	47.00	\$29.58	\$14.91	\$10.93	\$1.25	\$1.62	\$58.29
4	47.00	\$29.58	\$14.91	\$10.93	\$1.25	\$1.62	\$58.29
5	52.00	\$32.72	\$14.91	\$11.66	\$1.50	\$1.74	\$62.53
6	52.00	\$32.72	\$14.91	\$11.66	\$1.75	\$1.75	\$62.79
7	60.00	\$37.76	\$14.91	\$12.84	\$2.00	\$1.93	\$69.44
8	65.00	\$40.90	\$14.91	\$13.58	\$2.25	\$2.04	\$73.68
9	75.00	\$47.20	\$14.91	\$15.06	\$2.75	\$2.28	\$82.20
10	85.00	\$53.49	\$14.91	\$16.53	\$2.75	\$2.49	\$90.17

Apprentice to Journeyworker Ratio: 1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$0.00	\$79.53
	6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
	12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/1/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$0.00	\$79.82
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$0.00	\$80.82
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$0.00	\$81.32
	12/1/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$0.00	\$83.06
SPRINKLER FITTER	1/1/2026	\$72.05	\$13.45	\$7.45	\$18.25	\$0.00	\$111.20
SPRINKLER FITTERS LOCAL 550							
SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1							

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

Apprentice Notes
 Apprentice entered prior 9/30/10:

Apprentice to Journeyworker Ratio: 1:3

STEAM BOILER OPERATOR	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

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							
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
For apprentice rates see "Apprentice- LABORER"							
TEST BORING 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"							
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.02	\$16.55	\$13.35	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.30	\$16.55	\$13.35	\$3.25	\$0.00	\$92.45
	12/1/2026	\$60.74	\$16.55	\$13.35	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10	12/1/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$0.00	\$80.11
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	6/1/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$0.00	\$81.11
	8/1/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$0.00	\$81.61
	12/1/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$0.00	\$83.35
TUNNEL WORK - COMPRESSED AIR LABORERS	12/1/2025	\$60.18	\$10.65	\$9.75	\$10.25	\$0.00	\$90.83
LABORERS (COMPRESSED AIR)	6/1/2026	\$61.73	\$10.65	\$9.75	\$10.25	\$0.00	\$92.38
	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) LABORERS	12/1/2025	\$62.18	\$10.65	\$9.75	\$10.25	\$0.00	\$92.83
LABORERS (COMPRESSED AIR)	6/1/2026	\$63.73	\$10.65	\$9.75	\$10.25	\$0.00	\$94.38
	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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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"							
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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"							
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VAC-HAUL	12/1/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$0.00	\$79.53
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$0.00	\$80.53
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
	12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77
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WAGON DRILL OPERATOR	12/1/2025	\$48.10	\$10.65	\$9.75	\$9.65	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.65	\$10.65	\$9.75	\$9.65	\$0.00	\$79.70
LABORERS - ZONE 1	12/1/2026	\$51.15	\$10.65	\$9.75	\$9.65	\$0.00	\$81.20
	6/1/2027	\$52.75	\$10.65	\$9.75	\$9.65	\$0.00	\$82.80
	12/1/2027	\$54.35	\$10.65	\$9.75	\$9.65	\$0.00	\$84.40
	6/1/2028	\$56.03	\$10.65	\$9.75	\$9.65	\$0.00	\$86.08
	12/1/2028	\$57.70	\$10.65	\$9.75	\$9.65	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"							
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WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$48.20	\$10.65	\$9.75	\$9.65	\$0.00	\$78.25
LABORERS	6/1/2026	\$49.75	\$10.65	\$9.75	\$9.65	\$0.00	\$79.80
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/1/2026	\$51.25	\$10.65	\$9.75	\$9.65	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
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WASTE WATER PUMP OPERATOR	12/1/2025	\$58.68	\$16.55	\$13.35	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.98	\$16.55	\$13.35	\$3.25	\$0.00	\$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.43	\$16.55	\$13.35	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
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WATER METER INSTALLER	3/2/2026	\$72.64	\$15.32	\$12.61	\$8.00	\$0.00	\$108.57
PLUMBERS & GASFITTERS LOCAL 12	8/31/2026	\$74.79	\$15.32	\$12.61	\$8.00	\$0.00	\$110.72
PLUMBERS & GASFITTERS LOCAL 12	3/1/2027	\$76.94	\$15.32	\$12.61	\$8.00	\$0.00	\$112.87
	8/30/2027	\$79.09	\$15.32	\$12.61	\$8.00	\$0.00	\$115.02
	2/2/2028	\$81.29	\$15.32	\$12.61	\$8.00	\$0.00	\$117.22
	9/4/2028	\$83.49	\$15.32	\$12.61	\$8.00	\$0.00	\$119.42
	3/5/2029	\$85.69	\$15.32	\$12.61	\$8.00	\$0.00	\$121.62
	9/3/2029	\$87.89	\$15.32	\$12.61	\$8.00	\$0.00	\$123.82
	3/4/2030	\$89.84	\$15.32	\$12.61	\$8.00	\$0.00	\$125.77
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.