

Town of Needham
Department of Public Works
Public Services Administration Building, 500 Dedham Avenue
Needham, Massachusetts 02492
Telephone (781) 455-7550

ACKNOWLEDGEMENT OF RECEIPT

Release Date	October 1, 2026
Bid Title	Purchase & Installation of RTS Truck Scale
Bid Number	27DPW122C
Number of Documents	The Bid Package consists of 2 PDF documents. Returning this form confirms receipt of all the documents.
Pre-Bid Meeting	October 8, 2026, at 1:30pm at the Recycling Transfer Station located at 1421 Central Ave. Needham, MA 02492
Questions Due	October 14, 2026, at 5:00pm
Bids are Due	October 22, 2026, at 1:30pm , Administration Office of the Department of Public Works located at the Public Services Administration Building, 500 Dedham Ave., Needham, MA, 02492
Please provide the requested information below as acknowledgment that you have received our bid package noted above. It is recommended that interested bidders complete this acknowledgment and return via email to dpwbids@needhamma.gov. Only by doing this, will the Town be able to provide notification of any addenda or answered questions relating to this bid. Only those companies or individuals shown on the Distribution Register will receive addenda to this bid. By completing and returning this acknowledgment will ensure you are recorded on the Distribution Register. Proposals from companies or individuals not acknowledging the addenda may be <u>rejected</u> as not responsive.	
Number of Company or Individual	
Name / Title of Contact	
Address	
City/Town, State, Zip Code	
Telephone Number	
Fax Number	
Email Address	
Signature	
Date	
Addenda will be posted to the Town's website. Please check the website for addenda before submitting your bid to the Town. Bidders who access the bid package from the Town's website are responsible for checking the website periodically for any addenda that may be issued by the Town.	

**Purchase & Installation of RTS Truck Scale
27DPW122C**



Release Date	October 1, 2026
Pre-Bid Conference	October 8, 2026, at 1:30pm at the Recycling Transfer Station located at 1421 Central Ave. Needham, MA 02492
Deadline for Questions	October 14, 2026, at 5:00pm
Bids Due	October 22, 2026, at 1:30pm Director of Administration Public Service Administration Building 500 Dedham Ave. Needham, MA 02492

(Advertised in the Hometown Weekly issue of Thursday October 1, 2026)
(Advertised on the MNPA's website, Thursday October 1, 2026)
(Published in Central Register issue of Wednesday September 30, 2026)
(Advertised in CommBuys on Thursday October 1, 2026)

LEGAL NOTICE

**Town of Needham
Invitation for Bid (IFB)
27DPW122C
Purchase & Installation of RTS Truck Scale**

The Town of Needham is accepting sealed bids for Purchase & Installation of RTS Truck Scale. Copies of the Invitation for Bid (IFB) package will be available beginning **October 1, 2026**, at the Administration Office of the Department of Public Works at 500 Dedham Ave., Needham, MA 02492 during normal business hours or from the Town's web site www.needhamma.gov/bids.aspx and will be available until submission deadline.

A pre-bid conference will be held on Thursday **October 8, 2026, at 1:30pm, at the Recycling Transfer Station located at 1421 Central Ave. Needham, MA 02492**. Attendance is strongly encouraged but not required.

Sealed bids must be submitted no later than **1:30PM, October 22, 2026**, to the Administration Office of the Public Works Department, Town of Needham, 500 Dedham Ave., Needham, MA 02492. All bids must be accompanied by a bid deposit in an amount that is not less than five percent (5%) of the value of the bid. LATE BIDS WILL NOT BE CONSIDERED. Bids will be publicly opened after submission deadline on **October 22, 2026, at 1:30pm**. The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities. This legal notice is also posted on the Massachusetts Newspaper Publishers Association's (MNPA) website at <http://masspublicnotices.org/>.

**Kathleen King
Town Manager
October 1, 2026**

27DPW122C
Purchase & Installation of RTS Truck Scale
Procurement in Brief

Primary Procurement Contact	Katie Bamber, Administrative Analyst 781-455-7550 x72229
Contract Manager	Matt DeMarrais, Superintendent: Recycling & Solid Waste Division
Bid Package Available	October 1, 2026 - Information and details of bidding requirements may be obtained at the Administration Office DPW, PSAB, 500 Dedham Ave., Needham, MA 02492, or online at the Town's web site https://www.needhamma.gov/bids.aspx
Pre-Bid Meeting	October 8, 2026, at 1:30pm - at the Recycling Transfer Station located at 1421 Central Ave. Needham, MA 02492
Bid Deposit	5% bid deposit is required as part of bid
Deadline for Written Questions	October 14, 2026, at 5:00pm By Mail: DPW - 500 Dedham Avenue Needham, MA 02492 By Email: dpwbids@needhamma.gov Questions are to be clearly labeled as: QUESTIONS - Purchase & Installation of RTS Truck Scale, 27DPW122C
Addenda	If any changes are made to this bid, an addendum will be issued. Addenda will be posted on the Town's webpage and emailed to all bidders on record as having received the bid package.
When and where bids are due	October 22, 2026, at 1:30pm, Administration Office DPW, PSAB, 500 Dedham Ave., Needham, MA 02492. LATE BIDS WILL NOT BE CONSIDERED
Where bids will be opened	Charles River Room, PSAB, 500 Dedham Ave., Needham, MA, 02492, after submission deadline
Number of Required Paper Copies	1 original
Contract Award	Anticipated October 2026 Approval of Town Manager and Town Counsel is REQUIRED
Contract Length	This Agreement shall be for a term commencing upon execution and ending March 31, 2027.

Upon Award of Contract	
Payment Bond	50% payment bond
Performance Bond	Will NOT be Required
Insurance	Refer to Contract Terms
* Submissions for written inquiries must be sent prior to the above date and time deadlines. Any delivery received after the due date and time will not be addressed. The time/date stamp located in the receiving office will govern for the date and time requirements mentioned in the table above and throughout this document. Please allow enough time for delivery. ** The time for award may be extended by the Town. The Town reserves the right to change, delay, cancel, or expedite the contract award date. The Bidder agrees that the offer is effective for (a) at least ninety (90) calendar days from the opening date of the bids (b) a contract is executed, or (c) this bid is cancelled, whichever of (a), (b) or (C) occurs first. The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.	

PART 1 – GENERAL CONDITIONS AND SUBMISSION REQUIREMENTS

1.01 Intent

The Town of Needham (hereinafter referred to as the "Town"), acting through its Town Manager, invites highly qualified bidders to submit sealed bids to perform all labor necessary for Purchase & Installation of RTS Truck Scale.

All bids are subject to the provisions of M.G.L. Chapter 30, 39M. The Town will award the contract to the lowest responsible and eligible bidder as set forth in section 1.15. The Town of Needham reserves to itself the right to accept or reject any and all bids, or to allow or deny variations from these specifications. Such actions will be deemed to be in the best interest of the Town. Unless sooner rejected or accepted, all bid proposals must be firm and continue in effect for a minimum of ninety (90) calendar days from the date of bid opening.

1.02 Proposed Contract Term

The initial term of this agreement shall commence upon execution of the contract and end **March 31, 2027**. The awarded vendor will be expected to build, ship, install, and calibrate a new truck scale within 8 (eight) weeks of contract execution. The successful Bidder must enter into the Form Agreement prepared by Town Counsel (Sample Available Online).

The Town may terminate the Contract at any time upon written notice for any reason including its own convenience or for cause, including but not limited to, failure to perform the work required under the contract, failure to document satisfactorily to the Town amounts being charged, failure to have any necessary local, State or Federal licenses and/or permits, failure to pay any and all required taxes, failure to comply with any local, State or Federal regulations pertaining to services to be provided, failure to promptly correct any performance or lack of performance which conflicts with the Town's use, and failure for satisfactory behavior of all staff and management. In the case of a termination for cause, the Town shall give the Contractor a written notice as provided in the Agreement.

1.03 Pre-Bid Conference and Requests for Interpretation

A pre-bid conference will be held on **October 8, 2026, at 1:30pm** at the Recycling Transfer Station located at 1421 Central Ave. Needham, MA 02492. Attendance is strongly encouraged but not required.

Bidders shall promptly raise the issue of any ambiguity, inconsistency or error, which they may discover upon examination of the bid documents, the work site or any other conditions which apply to the work. Inquiries concerning any part of this Bid shall be directed to the individual(s) listed under the **Procurement in Brief**. Bidders should note that **oral communications are not binding on the Town and only written responses by the Town will be considered**. All requests/questions must be submitted in writing. Questions may be delivered by hand, or email as referenced under the **Procurement in Brief** by the deadline. Questions that may be asked during any pre-bid conference should also be sent in writing in order to receive an official response. Requests properly presented that in the opinion of the Town require interpretation, correction, or change in the Bid Documents will result in an issuance of an Addendum to the Bid Documents. Such Addendum shall subsequently become part of the contract. The Town will forward responses to all persons who are on record as receiving the bid package. Questions received after the due date will not be responded to unless the Town determines it is necessary. Bidders, please allow enough time for delivery.

1.04 Information About Changes to the Bid (Addenda)

In the event that changes/additions are made to this bid, an addendum will be issued to every person (entity) on record as receiving the bid package. Addenda will be emailed. Addenda will also be posted to the website. Please check back on the website for addendums before submitting your bid to the Town. Bidders may not be notified individually of Addendums.

1.05 Bid Submission

The bidder shall submit his/her proposal upon the bid forms supplied within these specifications. The bidder shall specify the unit prices as requested for each bid item. All bids shall be signed correctly with ink; in order to qualify, the bidder must provide bids for each required item within a section. All bids shall be submitted to the Director of Administration, Town of Needham, Administration Office, 500 Dedham Avenue, Needham, MA 02492. Each bid shall be sealed in an envelope on which is clearly indicated: **Name & Address of Bidder, IFB 27DPW122C, Purchase & Installation of RTS Truck Scale, due 1:30PM, October 22, 2026.** All submitted bids shall include Invitation for Bids, Bid Information, Bid Scope of Work, and all Addenda issued, and all portions of the BID FORMS must be completed and submitted in order for a submission to be deemed acceptable. Bidders will submit insurance certificates validating current coverage at the time of bid submission. Bids received at the Administration Office after the time of opening of bids designated in the IFB will be returned to the bidder unopened. Bids will be publicly opened and read aloud after the bid due date in the Charles River Room at the Public Services Administration Building, 500 Dedham Avenue, Needham, MA 02492.

1.06 Bid Deposit

All bids must be accompanied by a bid deposit in an amount that is not less than five percent (5%) of the value of the bid. They shall be made payable to the Town of Needham and shall be in the form of certified check, treasurer's or cashier's check issued by a responsible bank or trust company, or a bid bond issued by a surety licensed to do business in the Commonwealth of Massachusetts; and shall be conditioned upon the faithful performance by the principal of the agreements contained in the bid.

1.07 Bid Form

All bids must be made on the attached bid forms.

Bids shall be firm for the duration of the contract. No price adjustments will be allowed. Fuel surcharges or vehicle charges or adjustments will not be allowed. Payment for materials and/or service will be made only after satisfactory performance or all requirements of the specification and upon approval by the Director of Public Works or his designate. The Town reserves the right to accept or reject any or all bids, wholly or in part, and to make the award in the best interest of the Town.

1.08 Bond Requirements

If the value of the contract is over \$25,000 or more, the following shall apply:

LABOR & MATERIALS BOND (PAYMENT BOND)

Pursuant to M.G.L. c. 149, § 29, the Contractor shall furnish a payment bond from a surety company qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the Town, in an amount of one half of the total Contract price for payment for labor performed or furnished and materials used or employed therein, when the Contract is executed. The payment bond shall be on the form provided by the Town.

It is distinctly agreed and understood that any changes made in the drawings and specifications for this work, whether such changes increase or decrease the amount of work required, or any change in the manner or time of payments made by the OWNER to the CONTRACTOR, shall in no way void, release or affect the liability and surety on the bond given by the CONTRACTOR.

1.09 Insurance Requirement

Insurance Certificates indicating coverage for general liability, property damage, and workers' compensation as outlined in Sample Agreement available online and must include the Town of Needham as additionally insured (at time of award). The selected bidder shall take out and maintain during the life of this contract Workers' Compensation Insurance for all employees employed on the site of this project,

in a manner and to the extent provided by Chapter 152 of the General Laws and shall provide the Town with written evidence showing compliance with this statute at the time of award.

The selected Bidder shall indemnify and save the Town harmless from and against all claims, suits, damages and outlays resulting from or by reason of loss, damage or injury of or to any person or property, wherever located which shall be caused by any action or operation under this agreement.

1.10 OSHA Training

The bidder certifies that all employees to be employed at the worksite shall have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least ten (10) hours in duration at the time the employee begins work and shall furnish documentation of successful completion of said course with the first certified payroll report for each employee (Chapter 306 of the Acts of 2004).

1.11 DCAMM Certification

DCAMM Certification as a General Contractor for this project is not required.

1.12 Statement of Compliance

The CONTRACTOR shall submit a Statement of Compliance stating that persons employed by the award recipient are paid in accordance with the provisions of Sections 26 to 27H of Chapter 149 of the General Laws (i.e. "The Prevailing Wage Law"). The selected Bidder will not be permitted to either assign or underlet the contract, nor assign either legally or equitably any monies there under, or its claim thereto without the previous written consent of the Town.

1.13 Prevailing Wage Rates

The state prevailing wage law, MGL Chapter 149, Section 27B requires contractors and subcontractors to submit certified payroll records to the Town. Contractors and subcontractors must submit weekly payroll records either by (1) first class mail, or (2) electronic mail. Furthermore, every weekly submittal of payroll records must contain a signed statement by the employer that indicates (1) that the records are correct, and (2) the rate of wages that each worker receives. Please feel free to contact the Department of Labor Standards at (617) 626-6953 if you have any questions. Questions about enforcement of the prevailing wage law may be directed to the Attorney General's Fair Labor and Business Practices Division at (617) 727-3465.

1.14 Duration of Bid Prices

All bids are to remain valid for 90 days after the opening of the bids.

1.15 Contractor Selection

The Town will review all bids and will award the contract to the lowest responsible and eligible bidder.

The Town reserves to itself the right to accept or reject any and all bids, or to allow or deny variations from these specifications.

In the event that there is a **tie bid** between two (2) responsible and eligible bidders, the award of the contract will be determined by a coin toss. The bidder's whose submission was received earliest shall be assigned "Heads" in the coin toss. In the event that there is a **tie bid** with three (3) or more responsible and eligible bidders, the award shall be made by a draw by lot limited to those bidders. The coin toss/draw by lot shall be scheduled within two (2) business days from when it was determined by the Town to be a tie bid. The bidders involved shall be given an opportunity to attend. The coin toss/drawing shall be witnessed by at least three (3) Town officials. The tie breaker event shall be held at the location of bid submission during regular business hours.

Upon Vendor selection, the Town of Needham will mail to the selected Vendor(s), three (3) contracts to be executed by the Vendor(s) and returned to the Town of Needham with the appropriate insurance certificates. The Town of Needham will then counter execute the three (3) contracts and return one complete contract to the Vendor(s). The Town's Standard Contract is available online. Bidders are expected to review the sample contract "Short Form Agreement". Unless otherwise noted by the Town, the terms and conditions contained therein are **NOT** negotiable.

It is the intention of the Town of Needham not to award a contract under this or any other proposal if the Contractor cannot furnish satisfactory evidence that he/she has the ability and experience to perform this class of work and that he/she has sufficient capital and equipment to enable them to prosecute the work successfully and to complete it within the time named in the contract. The Town of Needham reserves the right to reject this or any other proposal or to award the contract as is deemed to be to the best interest of said Town.

1.16 General Safety, Licenses, & Performance

The contractor's personnel working on this project must hold all necessary licenses and permits to perform the work required under this contract as required by the Town of Needham under the Commonwealth of Massachusetts regulations. The contractor must submit the names and all qualifying materials of the site supervisor that will be assigned to this project. All work will be done in accordance with applicable industry standards, codes and regulations, and/or manufacturer's specifications. Contractor is responsible for providing adequate safety measures during work to ensure protection of life and property. Any Town buildings, grounds and surrounding property damaged by the selected contractor will be restored to its original state, at the cost of the selected contractor.

The contractor shall be informed that there is a thirty (30) day cancellation clause in this contract for improper service. Complaints not rectified within a reasonable length of time from day of notice as determined by the Town may cause the Town to notify the contractor by registered or certified mail that the contract will be cancelled thirty days from the date of the letter. Any defective workmanship shown to be caused by improper or faulty installation shall cause the Contractor to correct, repair and/or replace all material and labor at no cost to the Town. The Contractor will warrant that all workmanship shall be first class and shall be performed by persons qualified and licensed in their respective trades.

Any additional work that is performed beyond this agreement must be approved by the appropriate Town authority. The absence of approval from the appropriate Town authority will be considered a violation of the contract.

1.17 Site Maintenance and Inspection

The selected contractor will be responsible for maintaining the work site in a safe and orderly fashion on a daily basis. The contractor is responsible for the proper securing of all items associated with the project, including but not limited to debris, tools, material, scaffolding, ladders, etc. The contractor is responsible for the repair or replacement of any item, equipment, space or area which may be damaged by the contractor during the execution of this project. The contractor is responsible for the removal and disposal of all debris and materials generated from this project.

1.18 Private Property

Before any work is performed on private property, the Contractor must have in his/her possession a RIGHT OF ENTRY form signed by the property owner. The Town may assist the Contractor in obtaining permission.

1.19 Dig Safe Law

Before proceeding with excavation operations, the Contractor shall notify the State of Massachusetts Underground Plant Damage Prevention System (Dig Safe) at 1-888-344-7233, and shall make such

supplemental investigations.

1.20 Private Utilities Coordination

Coordination with private utilities is the sole responsibility of the contractor (including natural gas, electricity, telephone, cable, etc.). The contractor shall be responsible for notifying Dig Safe prior to any start of work. Any assistance the Town may offer in coordinating with private utilities shall not absolve the contractor's responsibility to coordinate with private utilities as necessary to accomplish the contract work. The contractor shall be responsible and liable for all damages to the existing utilities and structures.

1.21 Public Utilities Coordination

Coordination with public utilities is the sole responsibility of the contractor (including water, sewer, and drain). The contractor shall be responsible to call the Water, Sewer & Drain Inspectors at least 48 hours prior to the start of work to schedule said inspections at 781-455-7550, Mon.-Fri. during regular business hours. The Water Sewer & Drains Inspectors must inspect the work. Any assistance the Town may offer in coordinating the public utilities shall not absolve the contractor's responsibility to coordinate with public utilities as necessary to accomplish the contract work. The contractor shall be responsible and liable for all damages to the existing utilities and structures. At the contractors request the Town will supply water from hydrants for work. The use and operation of Town of Needham fire hydrants is restricted to Town employees only. The Town will set up a fire hydrant connection assembly each day to supply water as needed. The contractor is responsible for proper connection to the hydrant assembly and may operate the click valve only.

1.22 Traffic Controls

The Contractor shall furnish all local Police Officers to direct traffic and to keep the traffic off any part of the roadway in which construction is being carried out on, as, in the opinion of the Town Engineer are necessary for such purpose. Arrangements for officers shall be made well in advance of the work schedule for each day. If for any reason the Contractor cancels work for that day, and the Needham Police Department is not given advance notice, the Contractor will be responsible for that officer's wages. If the contractor has performed work that has not been accepted by the town and has to be redone to meet the specification, then the contractor is responsible for the expense of the police details due to poor workmanship or warrantee issues. Except in the instance above, the Owner will reimburse the Contractor for all other police details. The contractor must submit payments directly to the Needham Police Department or other police department's that have supplied officers to the job site and supply copies of invoices showing invoice has been paid to the Department of Public Works as proof of payment.

1.23 Material Disposal

The Contractor, at no additional cost to the Town, shall dispose of all material that has been removed from each location.

1.24 Quantities

Unless otherwise stated, the quantities set forth herein are ESTIMATES ONLY. Any quantities indicated on the Bid Price Form or elsewhere in the bid package are estimates only and are given solely as a basis for the comparison of bids. The Vendor shall have no claim for additional compensation, or refuse to do the work called for, or provide the requested items, by reason of the actual quantities involved being greater or lesser by any amount than those called for in the bid.

1.25 Subcontracting

The Contractor shall keep the work under his personal control and shall not assign by power of attorney or otherwise, or sublet the work or any part thereof, without the previous written consent of the Owner. Should the Contractor require the services of one or more sub-contractors, the Contractor shall submit to the Owner, at the time of submittal of bids, the name and references for the sub-contractor(s) for review

and approval by the Owner. Said sub-contractor(s) shall not begin any work or bring any equipment, etc., onto the site until such approval is given. Under no circumstances shall the Contractor sub-contract more than forty percent of the work on the project. The Contractor shall be responsible for the operations of any sub-contractor(s) and the sub-contractor shall be subject to the directions of the Contractor's Project Supervisor.

1.26 Invoices & Reporting

Upon verification that the work has been completed, invoices must be sent to Town of Needham, Administration Division, Department of Public Works, 500 Dedham Avenue, Needham, MA 02492 or submitted electronically to **dpwadmin@needhamma.gov**. Each bill shall contain a cover sheet listing the broken out labor and materials cost, and back-up documents including materials costs, and other relevant information. Certified payroll will be required. Invoices shall not be processed for payment until the above information is provided in a format acceptable to the Director of Administration or their designee. Invoices for on-call services must specify the cost of labor, hours worked, and cost of materials for each project. Invoices shall be itemized by units and by location or project.

1.27 Payment

Payment shall be made on the amount of work performed based upon the unit prices placed on the bid forms. Payment shall be made upon submission of an invoice and acceptance of the work by the Director of Public Works, or his designated agent. The payment of these amounts shall be considered full and complete payment for all labor, material and equipment necessary, including traffic control, to perform the specified work.

The Town will not be responsible for payment of any charges not itemized to the Town's satisfaction. Pre-payment is NOT allowed. Invoices must include the Town's purchase order number.

Invoices for additional services must include the date and times of the work, the type of the services performed; the number of hours or units to be charged, and the name of the person who authorized the work.

1.28 CORI/SORI

See Article 30 of Sample Agreement.

1.29 Supplemental Equal Opportunity Anti-Discrimination & Affirmative Action Program

This contract is subject to the Supplemental Equal Opportunity Anti-Discrimination and Affirmative Action Program (EEO/AA) provisions attached to the Project Manual.

1.30 Submission Requirements

Quality Requirements

- ✓ **All bidders must furnish proof of a minimum of three (3) continuous years in business.**
- ✓ **All bidders must provide owner contact information for five (5) projects of similar nature and scope completed within the last five (5) years.**
- ✓ The bidder shall submit their proposal upon the bid forms supplied within these specifications. The bidder shall specify the unit prices as requested for each bid item. All bids shall be signed correctly with ink; in order to qualify, the bidder must provide bids for each required item within a section.

Submission Requirements

1. The bid is to be submitted and addressed as follows: Director of Administration, PSAB, 500 Dedham Ave., Needham, MA 02492.
2. The bid is to be clearly marked: **IFB 27DPW122C, Purchase & Installation of RTS Truck Scale.**
3. Bidder must acknowledge all addenda related to this IFB, if any.
4. Bidder must submit a completed **Bid Form A: Bid Form** or an exact copy, signed by an individual authorized to negotiate for and contractually bind the Bidder. All prices must be reflective of all costs for delivery. No price adjustments will be allowed. Fuel surcharges or vehicle surcharges or adjustments will not be allowed.
5. Bidder must submit a completed **Bid Form B: Bidder Information Response** form.
6. Bidder must submit a completed **Bid Form C: Authentication Form.**
7. Bidder must submit a signed **Bid Form D: Certificate of Good Faith.**
8. Bidder must submit a completed **Bid Form E: Certificate of Compliance with Massachusetts Tax Laws** or Certificate of Good Standing issued by the Massachusetts Department of Revenue.
9. Bidder must submit a completed **Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00.**
10. Bidder must provide the required number of references. For each, provide the following: a contact person and title, customer's name, address, telephone number, email, and a brief description of the actual services provided (sample format included in bid package).
11. Bidder must submit a completed **Bid Form H: Certificate of Authority** (attached) or **Corporate Resolution**; if applicable.
12. Bids must be received and time stamped no later than the deadline stated in the **Procurement Schedule** (Where and When Bids are Due). LATE BIDS WILL NOT BE CONSIDERED.
13. A **Bid Deposit** is required.
14. Delivery will be at the expense of the Bidder. Any and all damages that may occur due to packaging or shipping will be at the sole responsibility of the Bidder.
15. Any additional requirements as required in the Scope of Service.

The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.

PART 2 – SCOPE OF WORK

2.01 General

The Town of Needham is requesting bids for a replacement truck scale. The scale shall be furnished and installed completely, including the platform, load cells, indicators, surge voltage protection system, and integration with the existing office scale instrumentation and printer.

The equipment furnished and installed under this section shall be assembled, erected, and placed in proper operating condition in full conformity with the drawings, specifications, engineering data, instructions, and recommendations of the equipment manufacturer, unless otherwise noted by the Engineer.

The truck scale shall be a manufactured precast concrete truck scale and shall be furnished as a complete, integrated system by a manufacturer experienced in the design, construction, manufacture, and operation of electronic truck scale systems.

All equipment furnished under this section shall comply with the General Equipment Stipulations.

2.02 Governing Standards

The scale system shall have been issued a Certificate of Conformance by the National Type Evaluation Program (NTEP) and shall conform to all applicable federal, state, local, and industrial standards, including, but not limited to:

- National Institute of Standards and Technology (NIST), Handbook 44, "Specifications, Tolerances, and Technical Requirements for Weighing and Measuring Devices."
- Applicable Massachusetts regulations governing commercial weighing devices.
- American Welding Society AWS D1.1, 2008.
- Weighbridge structural steel and structural steel embedments shall conform to ASTM A36.
- Reinforcing steel shall conform to ASTM A615, Grade 60.
- Concrete mix for the scale deck shall be tested in accordance with applicable ASTM standards for air entrainment (ASTM C231), slump (ASTM C143), temperature (ASTM C1064), and compressive strength (ASTM C39).
- Concrete flatwork for the scale deck shall be placed, consolidated, and finished in accordance with ACI 301. Finishing work shall conform to ACI CP-10 and shall be supervised by an ACI-certified concrete flatwork technician.

2.03 Materials, Finishes, and Electrical Requirements

All anchor bolts, nuts, and washers shall be carbon steel or comparable material and may be plated.

Sharp projections of cut or sheared ferrous metal edges that are not to be welded shall be ground as required to ensure proper paint adhesion.

All ferrous metal surfaces, except stainless steel or plated steel, shall be blast cleaned in the shop in accordance with the paint manufacturer's recommendations. All mill scale, rust, and contaminants shall be completely removed before shop primer is applied. Components of each module shall be cleaned to an SSPC-SP6 finish prior to painting.

All steel surfaces, except stainless steel or plated steel, shall be coated with PPG AUE-370 high-solids acrylic urethane, a two-component chemically cross-linked commercial coating system. The paint system shall be applied in accordance with the manufacturer's recommendations and the attached data sheet.

Field painting beyond touch-up of damaged surfaces shall not be required.

Unless otherwise specified, the power supply to the equipment shall be a dedicated 120-volt, single-phase, 60 Hz connection. Where control voltages lower than the power supply voltage are required, suitable control power transformers shall be furnished.

2.04 Surge and Lightning Protection

The complete scale system shall be surge and lightning protected. Protection shall include a surge protection device that plugs into a standard 115 VAC outlet. Load cells shall be optically isolated and surge protected.

The scale shall have a dual-point ground rod system for grounding the weighbridge, power supply, and sectional controllers. Electrical diagrams showing the scale grounding and surge protection system shall be provided with the submittals.

The surge protection package shall be provided as a complete unit and shall be tested and approved by the scale manufacturer. Surge protection devices or components that are not designed or tested by the scale manufacturer as a complete system shall not be acceptable.

2.05 Submittals and Certified Drawings

Complete foundation and installation drawings, together with detailed specifications and data covering all materials, parts, devices, and accessories forming a part of the equipment furnished, shall be submitted in accordance with the Submittals section.

Drawings shall include all scale components, foundation details, pier loading information, and other information necessary for the design and installation of the scale foundation.

The new foundation installation shall be accompanied by six (6) sets of certified drawings prepared and certified by the manufacturer, provided in both hard copy and PDF format.

PART 3 – PRODUCTS

3.01 Scale Design and General Description

The scale shall be a 34-foot by 10-foot precast concrete deck, fully electronic truck scale with rocker-column load cells. The scale shall be a flat-top orthotropic design and shall not require side beams above the surface of the deck.

The equipment shall consist of components designed to function as an integrated system by a manufacturer experienced in the design, construction, manufacture of electronic components, and operation of equipment for the intended application.

3.02 Scale Capacity and Concentrated Load Capacity

The NTEP-approved scale shall have a minimum capacity of 75 tons and a minimum concentrated load capacity (CLC) of 80,000 pounds.

The maximum deflection for legal highway loads shall not exceed 1/1300th of the span, and bending stress in any member shall not exceed 20,000 psi at the rated CLC of 80,000 pounds.

3.03 Weighbridge Design and Construction

The platform shall be 34 feet long and 10 feet wide and shall consist of a nominal 6-inch factory-poured and cured concrete deck reinforced by 8-inch structural steel wide-flange beam stringers running the full length of the module.

Side beams shall be 12-inch structural steel members with Nelson studs attached to the internal sides of each beam to create a composite connection between the concrete and steel.

The scale shall be an open-bottom design. Corrugated sheeting shall not be entombed within the modules. Understructure components consisting of formed U's, bent plates, or a bottom pan shall not be used.

Steel deck scales and poured-in-place concrete deck scales will not be considered.

The scale shall be constructed to be installed in the existing 34-foot by 10-foot foundation as constructed. No structural modifications to the existing foundation shall be required to accept the new scale unless specifically identified in the contract documents.

The truck scale deck shall be factory poured and steam cured and shall be delivered to the site ready for installation. The factory-poured deck shall have an ultimate compressive strength of 8,000 psi.

The weighbridge deck concrete system shall contain silica fume at a rate of at least 10 percent of the cementitious material and shall contain steel fiber reinforcement for tensile strength and impact protection.

A poured-in-place design will not be accepted. A weighbridge poured in place on-site and subsequently transported into the existing foundation will also not be permitted.

3.04 Galvanizing

The structural steel weighbridge, stringers, base plates, checking assembly, retrofit bumper plates, associated hardware, bumper bolts, and clamp plates shall be hot-dip galvanized steel.

The manufacturer shall provide cold galvanizing touch-up paint with delivery of the scale.

3.05 Manways

The scale deck shall incorporate two manways providing technician access to the interior of the pit. Manways shall be located at the 20-foot end of each end module.

Each manway shall measure 24 inches by 24 inches and shall incorporate a 1/4-inch galvanized steel deck plate for egress into the existing pit foundation.

3.06 Checking System

The scale shall utilize longitudinal and lateral bumper checking and shall be completely self-checking.

Check rods and flexure checking plates shall not be used. Checking components shall be mechanically isolated from the load cells and load cell stands/base plates.

3.07 Load Cells, Controllers, and Diagnostics

The scale shall utilize rocker-column load cells. Each rocker-column load cell shall have a minimum gross rated capacity of 66,000 pounds.

Load cells shall be constructed of stainless steel, completely hermetically sealed against moisture intrusion, and nitrogen filled to retard internal corrosion.

The load cells shall meet or exceed the following minimum specifications:

- Minimum capacity: 66,000 lbs.
- Design: Rocker column
- Rated output: $2 \pm 0.1\%$ mV/V
- NTEP accuracy class: IIIL, 10,000 divisions
- Combined error: $\leq \pm 0.0200\%$ RO
- Temperature effect on sensitivity: $\leq \pm 0.0166\%/^{\circ}\text{C}$
- Excitation voltage: 5 to 15 volts
- Zero balance: $\leq \pm 5.0\%$ RO
- Insulation resistance: $\geq 5,000$ megohms
- Compensated temperature range: -10°C to $+40^{\circ}\text{C}$
- Operating temperature range: -40°C to $+80^{\circ}\text{C}$
- Safe load limit: 200% of capacity
- Ultimate load: 300% of capacity
- Load cell material: Stainless steel
- Sealing: Hermetically sealed; cable entry sealed by glass-to-metal header
- Protection: NEMA 6P/IP69K

Each load cell shall be provided with shielded four-conductor cable with a polyurethane jacket. Load cell cabling shall be protected by stainless steel braided armor to protect against abrasion and rodent damage.

Load cell cables shall be hardwired to the load cells. Quick-disconnect load cell cable connectors on load cells or junction boxes shall not be acceptable.

Load cells shall have a 25-year warranty, including damage resulting from surge or lightning while the scale is being serviced by an authorized manufacturer's agent.

Load cell output shall be a DC analog signal. Digital-output load cells shall not be acceptable.

Each load cell shall be optically isolated through a smart sectional controller. PC boards shall be encapsulated in epoxy or similar material and housed in a Type 304 stainless steel enclosure rated NEMA 4X.

Access to the encapsulated board within the smart sectional controller enclosure shall be possible without the use of tools. Bolts, screws, or other hardware shall not be required to seal the smart sectional controller enclosure.

The scale shall have self-diagnostic capabilities capable of identifying load cell problems and failures and predicting potential failures to minimize downtime. Diagnostics shall measure load cell counts, not weight, and shall be used to determine reliability.

In the event of a load cell failure, the instrumentation shall identify the specific failed load cell. All troubleshooting shall be capable of being performed from within the scale house.

The new scale shall integrate with and utilize the existing instrumentation and printer.

3.08 Delivery

The awarded contractor will be expected to build, ship, install, and calibrate a new truck scale within 8 (eight) weeks of contract execution.

PART 4 – EXISTING SCALE REMOVAL AND FOUNDATION PREPARATION

4.01 Existing Scale Removal and Foundation Preparation

The scale contractor shall remove the existing 34-foot by 10-foot steel weighbridge and place it on-site for the Town of Needham to re-purpose or scrap.

Removal of the existing weighbridge shall include disconnection and removal from the existing foundation by qualified scale technicians. Crane service required for removal shall be included in the contractor's scope.

Existing base plates and bolts shall be removed, and the existing piers shall be prepared by the manufacturer's technicians for installation of the new scale in the existing foundation.

Any sediment within the existing pit shall be removed by the Town of Needham.

Existing conduit shall be reused for load cell cabling where feasible.

PART 5 – EXECUTION

5.01 Installation Requirements

The scale shall be manufactured, furnished, and installed by a scale manufacturer with a minimum of 25 years of experience installing similar truck scale systems.

The scale manufacturer shall configure the scale system in accordance with the manufacturer's certified drawings. Anchor bolts shall be installed as required by the manufacturer's drawings.

Installation shall be performed by a scale company with a physical servicing address located no more than 50 miles from the project location.

5.02 Off-Loading and Installation

The scale manufacturer shall be responsible for off-loading and setting the new scale in the prepared foundation. A minimum 60-ton crane shall be provided as necessary for the installation.

The contractor shall coordinate removal of the existing scale, foundation preparation, delivery, off-loading, and installation so that the existing foundation is ready to receive the new weighbridge and load cells upon delivery.

5.03 Manufacturer's Field Services and Testing

Where scheduled, an experienced, competent, and authorized representative of the manufacturer shall provide field services for equipment furnished under this section.

An authorized manufacturer's representative shall provide the required scale certification for capacity and accuracy to the Engineer in accordance with applicable requirements of the Massachusetts Department of Weights and Measures and any other applicable state or county agency.

5.04 Preventative Maintenance/ Calibration Agreement

The selected scale manufacturer must include pricing for a 5-year pre-paid maintenance agreement, which coincides with warranty. This shall include one scheduled visit per year with heavy capacity test unit with calibrations to state tolerances, paperwork deeming the scale is "legal for trade", paperwork both emailed and written on-site illustrating calibration reports, seal on scale indicator, and any adjustments as required. This shall be priced as a lump sum for 5 years.

5.05 Personnel Training

An experienced, competent, and authorized representative of the manufacturer shall train the Owner's personnel in the operation, maintenance, and repair of the equipment specified in this section.

5.06 Warranty

The load cells shall be warranted for a minimum of 25 years, including damage resulting from lightning, while serviced by an authorized manufacturer's agent.

The weighbridge shall include a minimum five-year warranty.

All warranties shall be provided in accordance with the manufacturer's warranty statement and shall apply while the equipment is serviced by an authorized manufacturer's agent.

5.07 Installation Schedule and Freight

The new scale shall be installed and operational within two (2) consecutive working days following delivery, provided that the existing scale has been removed and the existing foundation is ready to receive the new scale.

Upon delivery of the new scale, the existing scale shall have been removed and the existing foundation shall be ready to accept the new weighbridge and load cells.

Freight costs shall be clearly identified and included as part of the bid price. Freight shall remain a fixed component of the bid price.

PART 3 – CHECKLIST AND REQUIRED FORMS FOR SUBMISSION

Purchase & Installation of RTS Truck Scale 27DPW122C

Company Name: _____

- ☐ Bidder has completed and returned the **Acknowledgment of Receipt** form (via email).
- ☐ Bidder has completed, signed, and enclosed the **Bid Form A: Bid Price Form** or an exact copy.
- ☐ Bidder has completed, signed, and enclosed the **Bid Form B: Bidder Information Response** form.
- ☐ Bidder has completed, signed, and enclosed the **Bid Form C: Authentication Form**.
- ☐ Bidder has completed, signed, and enclosed the **Bid Form D: Certificate of Good Faith**.
- ☐ Bidder has completed, signed, and enclosed the **Bid Form E: Certificate of Compliance with Massachusetts Tax Laws** or Certificate of Good Standing issued by the Massachusetts Department of Revenue.
- ☐ Bidder has completed, signed, and enclosed the **Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00**.
- ☐ Bidder has provided at least five (5) references on the **Bid Form G: Professional Reference Form** of which at least three (3) are governmental units (municipal/county/regional district/state agency/special district).
- ☐ If the bid submission is signed by someone other than the Owner/President of the company, a completed **Bid Form H: Certificate of Authority of Corporate Resolution** for the person who signed the proposal or a valid Corporate Resolution stating the individual has the authority to submit the proposal on behalf of the Company and can bind the Company to the contract if awarded.
- ☐ The Bid Deposit (Bond) enclosed.
- ☐ Bidder acknowledged all addenda, if any
Addendum Number 1 dated _____
Addendum Number 2 dated _____
Addendum Number 3 dated _____
Addendum Number 4 dated _____
Addendum Number 5 dated _____

This form must be completed and filed with bid submission

Bid Form A: Bid Sheet
Purchase & Installation of RTS Truck Scale
27DPW122C

27DPW122C - Purchase & Installation of RTS Truck Scale		
A	Precast Truck Scale: 34'x10', 75-Ton Capacity (Lump Sum including fabrication, installation, calibration, manways, & removal of old scale)	
B	5-Year Preventative Maintenance/ Calibration Agreement (Lump Sum)	
C	Total Proposed Contract Price (Lump Sum)	
D	Time of Completion (calendar days)	

Bidder Acknowledges Addenda #: _____

Company Name: _____ Number of Years in Business: _____

Address: _____

Authorized Signature: _____

Printed Name & Title: _____

This form must be completed and filed with bid submission

**Bid Form B: Bidder Information Response
Purchase & Installation of RTS Truck Scale
27DPW122C**

Legal Name of the Bidder: _____

Company Name: _____

Company Address: _____

City State Zip: _____

Company Web Address: _____

Company Telephone: _____ Company Fax Number: _____

State of Incorporation (Date): _____

If the bidder is a partnership, give full names and addresses of all partners; and if an individual, give residential address if different from business address.

Company Contacts – Required

Individual submitting the bid: (This is the individual who should sign the Certificate of Good Faith)

Name: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax Number: _____

Email Address: _____

Individual to be contacted about the bid: (If different from the individual submitting the bid)

Name: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax Number: _____

Email Address: _____

Best Times to Contact: _____

Individual authorized to contractually bind the company: (This will be the individual whose name and title will appear in the contract documents and will execute the contract if the contract is awarded to the company)

Name: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax Number: _____

Email Address: _____

Best Times to Contact: _____

1. Has the bid been signed by a person legally authorized to commit the Bidder (Company) to the contract, if awarded? ☐ **Yes** ☐ **No**
2. Is the Bidder prepared to provide the insurances as required? ☐ **Yes** ☐ **No**
3. Has the Bidder placed any conditions or restrictions with its bid to the Town which conflict with the Scope of Services? (If yes, the bid may be deemed conditional.) ☐ **Yes** ☐ **No**
4. Has the Bidder identified any and all exceptions to the Town's specifications and are they included in the submission? ☐ **Yes** ☐ **No**
5. Is the Bidder prepared to execute the Town's contract, if awarded? ☐ **Yes** ☐ **No**

Signature of the Bidder: _____

Printed Name and Title of Signatory: _____

Date: _____

This form must be completed and filed with bid submission

Bid Form C: Authentication Form
Purchase & Installation of RTS Truck Scale
27DPW122C

The undersigned agrees that, if selected as the contractor for any or all of the above bid items, the contractor shall be obligated to provide those services in accordance with the terms of these specifications at the bid price upon receipt of a fully executed contract.

Name of Bidder: _____

Address: _____

Authorized Signature: _____

Printed Name and Title: _____

Date: _____ Phone Number: _____

Fax Number: _____ Email: _____

This form must be completed and filed with bid submission

**Bid Form D: Certificate of Good Faith
Purchase & Installation of RTS Truck Scale
27DPW122C**

The undersigned hereby certifies that s/he will comply with all laws and regulations applicable to awards made subject to Massachusetts General Laws, Chapter 30 Section 39M.

The undersigned certifies under 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 paragraph the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

Bidder Name: _____ Date: _____

Signature of Individual Submitting Bid: _____

Individual Full Name and Title: _____

Business Address: _____

This form must be completed and filed with bid submission

**Bid Form E: Certificate of Compliance with Massachusetts Tax Laws
Purchase & Installation of RTS Truck Scale
27DPW122C**

Certificate of Good Standing issued by the Massachusetts Department of Revenue dated no earlier than 90 days before the bid submission deadline may be submitted in place of this certificate.

Pursuant to M.G.L. c.62C, §49A , the undersigned acting on behalf of the Contractor* certifies under the penalties of perjury that the Contractor is in compliance with all laws of the Commonwealth relating to taxes including payment of all local taxes, fees, assessments, betterments and any other local or municipal charges (unless the Contractor has a pending abatement application or has entered into a payment agreement with the entity to which such charges were owed), reporting of employees and contractors, and withholding and remitting child support.**

(1) Contractor: _____ Date: _____

Print Name: _____

Social Security Number: _____

Corporation, Association, or Partnership: _____

Federal Tax ID Number or Social Security Number: _____

(2) By: _____ Date: _____
(Authorized Corporate Signature)

Name and Title: _____

Note to Contractor***: Please sign at (1) or (2), whichever applies.

In order to comply with all laws of the Commonwealth relating to taxes, the undersigned certifies that Contractor (check applicable item):

1. _____ has filed all tax returns and paid all taxes required by law; or
2. _____ has filed a pending application for abatement of such tax; or
3. _____ has a pending petition before the appellate tax board contesting such tax; or
4. _____ does not derive taxable income from Massachusetts Sources such that it is subject to taxation by the Commonwealth

* As used in this certification, the word "Contractor" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

* The provision in this Certification relating to child support applies only when the Contractor is an individual.

*** Approval of a contract or other agreement will not be granted until the Town of Needham receives a signed copy of this Certification.

**Bid Form F: Certificate of Compliance for Public Construction More than \$10,000.00
Purchase & Installation of RTS Truck Scale
27DPW122C**

The undersigned agrees that, if selected as Contractor, s/he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the Town, execute a contract in accordance with the terms of this bid. The undersigned hereby certifies that s/he 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's/he will comply fully with all laws and regulations applicable to awards made subject to M.G.L. Chapter 30 39M. The undersigned agrees that, if selected as the contractor for any or all of the above bid items, he/she shall be obligated to provide those services in accordance with the terms of these specifications at the bid price upon receipt of a fully executed contract.

The undersigned certifies, under pains and penalties of perjury that:

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

Name of Company: _____

Signature: _____

Printed Name and Title of Signatory: _____

Business Address: _____

City, State, Zip: _____

Telephone: _____ Fax: _____

Email Address: _____

Bid Form G: Professional References
Purchase & Installation of RTS Truck Scale
27DPW122C

Customer: _____

Mailing Address: _____

Period of Service (MM/YYYY): _____ through _____

Is this a Municipal or other Governmental Unit?: ☐ Yes ☐ No

Project Name: _____

Primary Contact: _____ Title: _____

Telephone: _____ Ext: _____

Email: _____

Customer: _____

Mailing Address: _____

Period of Service (MM/YYYY): _____ through _____

Is this a Municipal or other Governmental Unit?: ☐ Yes ☐ No

Project Name: _____

Primary Contact: _____ Title: _____

Telephone: _____ Ext: _____

Email: _____

(Make as many copies as necessary. A minimum of 5 references required)

**THIS FORM OR SUBSTITUTE WITH THE REQUESTED
INFORMATION MUST BE FILED WITH BID SUBMISSION**

**Bid Form H: Certificate of Authority
Purchase & Installation of RTS Truck Scale
27DPW122C**

Complete Only If Applicable

1. I hereby certify that I am the Clerk/Secretary of _____
(insert full name of Corporation)
2. corporation, and that _____
(insert the name of officer who signed the contract and bonds.)
3. is the duly elected _____
(insert the title of the officer in line 2)
4. of said corporation, and that on _____
(insert a date that is **ON OR BEFORE** the date the officer signed the
contract and bonds.)

at a duly authorized meeting of the Board of Directors of said corporation, at which all the directors were present or waived notice, it was voted that

5. _____ the _____
(insert name from line 2) (insert title from line 3)

of this corporation be and hereby is authorized to execute contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below.

6. ATTEST: _____ AFFIX CORPORATE
(Signature of Clerk or Secretary)* SEAL HERE

7. Name: _____
(Please print or type name in line 6)*

8. Date: _____
(insert a date that is **ON OR AFTER** the date the
officer signed the **contract and bonds.**)

The name and signature inserted in lines 6 & 7 must be that of the Clerk or Secretary of the corporation.



DTM Polyurethane

AUE-370

AUE-370 is a surface tolerant, high solid, high build, two component acrylic urethane formulated for direct-to-metal applications. The product is easy to mix and apply for airless or air-assisted spray applications.

This product is compliant for applications in areas with VOC requirements of less than 2.8 lbs/gal (340 g/l).

Features and benefits:

- Apply direct-to-metal
- Airless or Air-assisted application capable
- 2.8 VOC capable

Associated Products:

- AUE-3501, 2K High Solids Urethane Hardener
- GXH-1086, Urethane Hardener
- UA-11, Urethane Accelerator

Physical Constants*:

	With AUE-3501	With GXH1086
Weight per gallon (US)	9.43 - 10.50 lbs/gal	9.33 - 10.35 lbs/gal
Percent solids (by weight)	61.0 - 68.2%	59.5 - 66.7
Percent solids (by volume)	57.0 - 61.3%	55 - 59.1%
Flashpoint	86°F (30°C) – AUE-370	86°F (30°C) – AUE-370
VOC	2.25 - 2.65 lbs/gal (RTS, unreduced)	2.44 - 2.8 lbs/gal (RTS, unreduced)
HAPs	<0.1 lb/gal (RTS, unreduced)	<0.1 lb/gal (RTS, unreduced)
Photo-chemically reactive	Non-Photochemically Reactive	Non-Photochemically Reactive

*Constants vary from color to color

Directions for Use:

Substrate Preparation:

The surface to be coated must be free of all contamination (including moisture, dust, dirt, oil, grease, and oxidation). Substrate preparation has a direct relationship to the performance of a coating.

SSPC-SP15 Commercial Grade Power Tool Cleaning is minimum preparation, this includes but is not limited to a 1.0 mil blast profile minimum.

Commercial Blast Cleaning is recommended (SSPC-SP6, NACE #3) to maximize adhesion and performance properties of the finished coat.

Variability can occur with substrates, preparation, application method or environment. We recommend that adhesion and system compatibility be checked prior to full application.

Metal	Direct to Substrate
Cold Rolled Steel	Recommended
Hot Rolled Steel	Recommended
Galvaneal	Recommended
Galvanized	Recommended
Aluminum	Recommended
Plastic / Fiberglass	Not Recommended.

Note: For acceptable compatibility between this topcoat and CPC primers please see the CPC Primer/Topcoat compatibility chart (CPCTB01).

AUE-370

Directions for Use (continued)

Mix Directions:



Mix Directions

Stir thoroughly before and occasionally during use.

Mix component "A" AUE-370 Color thoroughly before blending. Once component "B" is added, product must be adequately mixed prior to use. A mechanical mixer is recommended. UA-11 may be added, if desired, up to 6 oz / RTS GAL.

Use with adequate ventilation. Keep out of reach of children.

Thinning:

Up to 10% Q70 (MAK) can be added to RTS AUE-370 where VOC regulations allow. Thinning in this manner will not exceed 3.5 VOC as applied.



Blend Ratio: *w/AUE-3501:*

Without UA-11

AUE-370	AUE-3501
5	1

With UA-11

AUE-370	AUE-3501	+ UA-11
5	1	6oz. / RTS Gal



Pot Life @ 77°F:

2 – 3 hours

1 – 2 hours

Spray Viscosity Range:

30 – 40 sec. #3 EZ Zahn

20 – 30 sec. #3 Zahn EZ



Blend Ratio: *w/GXH-1086:*

Without UA-11

AUE-370	GXH-1086
4	1

With UA-11

AUE-370	GXH-1086	+ UA-11
4	1	6oz. / RTS Gal



Pot Life @ 77°F:

2 – 3 hours

1 – 2 hours

Spray Viscosity Range:

25 – 35 sec. #3 Zahn EZ

20 – 30 sec. #3 Zahn EZ

Application Equipment:



Conventional:

1.6 - 2.0 mm fluid tip, 50 - 65 psi

Conventional on Pressure Pot:

1.3 - 1.8 mm fluid tip, 12 - 20 ounces per minute fluid

HVLP:

1.4 - 1.8 mm fluid tip, maximum psi per gun MFG settings

HVLP on Pressure Pot:

1.3 - 1.8 mm fluid tip, 12 - 20 ounces per minute fluid

Airless:

.013 - .017 fluid tip, 2000 psi and up fluid pressure

Air-Assisted Airless:

.013 - .017 fluid tip, begin at 1400 psi fluid & minimum required air pressure to remove tails from pattern

Brush or Roll:

High Quality Natural Bristle Brush
High Quality 3/8" nap roller cover with a solvent resistant core

Electrostatic:

Information above incorporated with gun MFG settings

Application:



Apply:

1 – 2 coats

Recommended

Wet Film Build:

5.0 – 8.5 mils

Recommended

Dry Film Build:

3.0 – 5.0 mils

Coverage (varies by color):

915 – 982 sq. ft. at 1.0 mil dry film per U.S. gallon

Dry Times:



Air Dry @ 77°F 50% RH:

Without UA-11

With UA-11

To Texture

3 – 5 hours

1 – 2 hours

To Handle

8 – 12 hours

2 – 4 hours

Recoat

Min, When Dry Through
Max. 7 days

Min, When Dry Through
Max. 7 days

Paint film is not fully cured for 7 days. Drying time listed may vary, depending upon film build, color selection, temperature, humidity and degree of air movement.

AUE-370

Technical Data*

Performance Properties:

Test	ASTM Method	Without UA-11	With UA-11
Pencil Hardness	ASTM D3363	H-2H	H-2H
Impact (direct)	ASTM D2794	80"lbs	80"lbs
Mandrel	ASTM D522	1/8" No Cracks	1/8" No Cracks
Chip Resistance	ASTM 3170	8	8
Gloss - 60°	ASTM D523	85 - 92	85 - 92
Adhesion	ASTM D3359 Method B	5B	5B

Chemical Resistance:

Chemical ASTM D1308	Without UA-11	With UA-11
Xylene	Slight Swell - recovers	Slight Swell - recovers
10% NaOH (Sodium Hydroxide)	No Effect	No Effect
10% HCl (Hydrochloric acid)	No Effect	No Effect
10% H ₂ SO ₄ (Sulphuric acid)	No Effect	No Effect
10% HNO ₃	Slight Stain	Slight Stain
Hydraulic Oil	No Effect	No Effect
Gasoline	Slight Swell - recovers	Slight Swell - recovers
Diesel Fuel	No Effect	No Effect
Water	No Effect	No Effect

Weather Resistance:

	ASTM Method	Without UA-11	With UA-11
Salt Spray – 1000 hours	B117		
Corrosion Creep	D1654	7A - 8A	7A - 8A
Face Blisters	D714	None	None
Adhesion	D3359 Method A	10A	10A
Humidity – 100 hours	D2247		
5 Minute Recovery Adhesion	D3359 Method B	5B	5B
1 Hour Recovery Adhesion	D3359 Method B	5B	5B
24 Hour Recovery Adhesion	D3359 Method B	5B	5B
QUV-UVA: 60° angle	D4587		
500 hour retention	D523	98%	98%
1000 hour retention	D523	98%	98%
QUV-UVB: 60° angle	D4587		
500 hour retention	D523	90%	90%
1000 hour retention	D523	65%	65%

All tests results assume proper cure and preparation of test substrates. Unless otherwise stated, all results were obtained spraying product direct to metal on HRS with Commercial Blast Cleaning (SSPC SP6), and product color is black. QUV tests were performed over B1000 steel.

* The application and performance property data above are believed to be reliable based on laboratory findings. It is for the buyer to satisfy itself on the suitability of the product for its particular use. Variation in environment, procedures of use, or extrapolation of data may cause unsatisfactory results.

Safety:

These materials are designed for application only by professional, trained personnel, using proper equipment under controlled conditions and are not intended for sale to the general public.

Safe application of paints and coatings requires knowledge of equipment materials and individual training. Directions and precautionary information on both equipment and products should be carefully read and strictly observed for personal safety and property protection. Consideration must be given to eliminate conditions, which may generate hazardous atmospheres during spray application or subject operators or bystanders to injury or illness.

Special precautions must be taken when utilizing spray equipment, particularly airless equipment. High-pressure injection of coatings into the skin by airless equipment may cause serious injury requiring immediate medical attention at a hospital. Treatment advice may also be obtained from Poison Centers.

Air quality should be maintained with adequate ventilation; applicators can achieve additional protection by wearing respirators and other protective garments such as gloves and overalls. In all cases, wear protective eye equipment. During the application of all coatings materials, all flames, welding and smoking must be prohibited. Explosion proof equipment must be used when coating these materials in confined areas.

PRECAUTIONARY INFORMATION

Before using the products listed herein, carefully read each product label and follow directions for its use. Please read and observe all warnings and precautionary information on all product labels. Prevent all contact with skin and eyes and breathing of vapors and spray mist. Repeated inhalation of high vapor concentrations may cause a series of progressive effects including irritation of the respiratory system, permanent brain and nervous system damage and possible unconsciousness and death in poorly ventilated areas. Eye watering, headaches, nausea, dizziness and loss of coordination are indications that solvent levels are too high. Intentional misuse by deliberately concentrating and inhaling the contents can be harmful or fatal.

KEEP OUT OF THE REACH OF CHILDREN

MEDICAL RESPONSE

Emergency Medical or Spill Control Information (412) 434-4515; CANADA (514) 645-1320
Have label information available.



Material Safety Data Sheets for the PPG products mentioned in this publication are available through your PPG Distributor.

For additional information regarding this product, see the MSDS AND LABEL information.

PPG Industries

Commercial Coatings

We're Everywhere You Look

PPG Industries
19699 Progress Drive
Strongsville, OH 44149
1-800-647-6050

PPG Canada Inc.
2301 Royal Windsor Drive
Mississauga, Ontario L5J 1K5
1-888-310-4762



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:	Needham - Department of Public Works	City/Town:	NEEDHAM
Wage Request No:	20260921153242	Job Location:	1421 Central Ave Needham, MA 02492
Description of Work:	Removal of existing 34'x10' steel weighbridge & installation of replacement in-ground truck scale including platform, load cells, indicators, surge voltage protection system, & connection to the scale instrument		
Contract Number:	27DPW122C		

§§ 26-27D Construction Project

This Prevailing Wage Schedule establishes the minimum wage rates that employees on this public works construction project must be paid. The project's Wage Request Number is listed above and on all pages of this Schedule. This schedule applies **only** to this specific project.

Awarding Authority Responsibilities

- You must include this Prevailing Wage Schedule (PWS) or an appropriate reference to it in all advertisements and calls for bids.
- The PWS must be incorporated in its entirety into all contracts for this project (G.L. c. 149, § 27).
- The wage rates on this PWS will remain in effect for the duration of the project. **Exception:** You must request an updated schedule for any multi-year construction project no later than 2 weeks before the project's yearly anniversary date.
 - For CM AT RISK projects, the anniversary date is the earlier of the signing date of: (a) the GMP Amendment; or (b) the first amendment to permit procurement of construction services.
 - For all other construction projects, the anniversary date is the date the contract was signed by the Awarding Authority and the General Contractor.
- You must also request an updated PWS if you have not opened bids or selected a contractor within 90 days of the date of issuance on this PWS.
 - For CM AT RISK projects, the earlier of (a) the signing date of the GMP Amendment; or (b) the bid for the first construction scope of work must be within 90 days of the date of issuance on this Schedule.
- You must provide any updated PWS to all contractors working on the project, including general and sub-contractors.
- You must keep the contractors' weekly certified payroll records and Statements of Compliance on file for **3 years**.
- Awarding authorities have other prevailing wage responsibilities not listed above. Learn more at: [\[Prevailing wage: for awarding authorities | Mass.gov\]](#) and G.L. c. 149, §§ 26-27D.

Contractor Responsibilities

- You must pay all employees who perform construction work on this project at least the wage rate listed on this PWS. **Warning!** If you do not follow this requirement, you can face civil fines, criminal charges, or private lawsuits.
- You must post this PWS at the worksite where it can be easily seen. (G.L. c. 149, § 27)
- You must file weekly payroll reports and a Statement of Compliance with the awarding authority (**not** DLS). You can file payroll reports by mail or email and must keep them on file for 3 years. Each weekly payroll report must include each employee's name, address, occupational classification(s), hours worked, and wages paid. Find a sample report at: mass.gov/dols/pw.
- You cannot pay any employees at the apprentice rates listed on this PWS unless they are registered with the Massachusetts Division of Apprentice Standards (DAS). Qualifying apprentices must be paid at the applicable step rate and must carry their apprentice ID card during all work hours on the project. Apprentices **not** registered with DAS must be paid at the listed journeyworker's rate, even if they are registered with a different federal/state public agency or private entity. For every week in which apprentice rates are paid, a copy of each apprentice's apprentice ID card issued by DAS shall be attached to the certified payroll records.
- If you don't know what classification or rate applies to the work being performed, you must ask DLS; paying the wrong rate subjects you to enforcement.
- Please contact DLS if you have any questions about the Prevailing Wage Schedule: (617) 626-6953 or DLS.Feedback@mass.gov

Employees who are **not** paid the wage listed on the Prevailing Wage Schedule (PWS) may file a complaint with the Attorney General's Fair Labor

Division: www.mass.gov/ago/fld; (617) 727-3465.

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	8/1/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$0.00	\$80.74
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$0.00	\$82.48
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A							
(3 AXLE) DRIVER - EQUIPMENT	8/1/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$0.00	\$80.81
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$0.00	\$82.55
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A							
(4 & 5 AXLE) DRIVER - EQUIPMENT	8/1/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$0.00	\$80.93
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$0.00	\$82.67
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A							
ADS/SUBMERSIBLE PILOT	1/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.11	\$0.00	\$72.17
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.11	\$0.00	\$73.61
LABORERS - ZONE 2	6/1/2027	\$45.30	\$10.90	\$9.75	\$9.11	\$0.00	\$75.06
	12/1/2027	\$46.75	\$10.90	\$9.75	\$9.11	\$0.00	\$76.51
	6/1/2028	\$48.25	\$10.90	\$9.75	\$9.11	\$0.00	\$78.01
	12/1/2028	\$49.75	\$10.90	\$9.75	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.21	\$0.00	\$72.27
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.21	\$0.00	\$73.71
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
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	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

BARCO-TYPE JUMPING TAMPER	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							

BLOCK PAVER, RAMMER / CURB SETTER	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.11	\$0.00	\$72.17
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.11	\$0.00	\$73.61
LABORERS - ZONE 2	6/1/2027	\$45.30	\$10.90	\$9.75	\$9.11	\$0.00	\$75.06
	12/1/2027	\$46.75	\$10.90	\$9.75	\$9.11	\$0.00	\$76.51
	6/1/2028	\$48.25	\$10.90	\$9.75	\$9.11	\$0.00	\$78.01
	12/1/2028	\$49.75	\$10.90	\$9.75	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							

BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	6/1/2026	\$42.41	\$10.90	\$9.75	\$9.21	\$0.00	\$72.27
LABORERS	12/1/2026	\$43.85	\$10.90	\$9.75	\$9.21	\$0.00	\$73.71
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							

BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

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

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

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	8/1/2026	\$70.15	\$12.84	\$15.57	\$8.02	\$0.00	\$106.58
BRICKLAYERS LOCAL 3	2/1/2027	\$71.55	\$12.84	\$15.57	\$8.02	\$0.00	\$107.98
BRICKLAYERS LOCAL 3 (NEWTON)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) Effective Date: 8/1/2026 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>50.00</td><td>\$35.08</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$71.51</td></tr><tr><td>2</td><td>60.00</td><td>\$42.09</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$78.52</td></tr><tr><td>3</td><td>70.00</td><td>\$49.11</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$85.54</td></tr><tr><td>4</td><td>80.00</td><td>\$56.12</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$92.55</td></tr><tr><td>5</td><td>90.00</td><td>\$63.14</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$99.57</td></tr></tbody></table>								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
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: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) Effective Date: 2/1/2027 <table><thead><tr><th>Step</th><th>Percent</th><th>Apprentice Base Wage</th><th>Health</th><th>Pension</th><th>Annuity</th><th>Supplemental Unemployment</th><th>Total Rate</th></tr></thead><tbody><tr><td>1</td><td>50.00</td><td>\$35.78</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$72.21</td></tr><tr><td>2</td><td>60.00</td><td>\$42.93</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$79.36</td></tr><tr><td>3</td><td>70.00</td><td>\$50.09</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$86.52</td></tr><tr><td>4</td><td>80.00</td><td>\$57.24</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$93.67</td></tr><tr><td>5</td><td>90.00</td><td>\$64.40</td><td>\$12.84</td><td>\$15.57</td><td>\$8.02</td><td>\$0.00</td><td>\$100.83</td></tr></tbody></table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	1	50.00	\$35.78	\$12.84	\$15.57	\$8.02	\$0.00	\$72.21	2	60.00	\$42.93	\$12.84	\$15.57	\$8.02	\$0.00	\$79.36	3	70.00	\$50.09	\$12.84	\$15.57	\$8.02	\$0.00	\$86.52	4	80.00	\$57.24	\$12.84	\$15.57	\$8.02	\$0.00	\$93.67	5	90.00	\$64.40	\$12.84	\$15.57	\$8.02	\$0.00	\$100.83
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																																																
1	50.00	\$35.78	\$12.84	\$15.57	\$8.02	\$0.00	\$72.21																																																
2	60.00	\$42.93	\$12.84	\$15.57	\$8.02	\$0.00	\$79.36																																																
3	70.00	\$50.09	\$12.84	\$15.57	\$8.02	\$0.00	\$86.52																																																
4	80.00	\$57.24	\$12.84	\$15.57	\$8.02	\$0.00	\$93.67																																																
5	90.00	\$64.40	\$12.84	\$15.57	\$8.02	\$0.00	\$100.83																																																
Apprentice to Journeyworker Ratio: 1:5																																																							
BULLDOZER/GRADER/SCRAPER	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35																																																
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79																																																
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																																																							
CAISSON & UNDERPINNING BOTTOM MAN	6/1/2026	\$50.40	\$10.90	\$9.75	\$9.80	\$0.00	\$80.85																																																
LABORERS	12/1/2026	\$51.90	\$10.90	\$9.75	\$9.80	\$0.00	\$82.35																																																
LABORERS - FOUNDATION AND MARINE																																																							
For apprentice rates see "Apprentice- LABORER"																																																							
CAISSON & UNDERPINNING LABORER	6/1/2026	\$49.25	\$10.90	\$9.75	\$9.80	\$0.00	\$79.70																																																
LABORERS	12/1/2026	\$50.75	\$10.90	\$9.75	\$9.80	\$0.00	\$81.20																																																
LABORERS - FOUNDATION AND MARINE																																																							
For apprentice rates see "Apprentice- LABORER"																																																							
CAISSON & UNDERPINNING TOP MAN	6/1/2026	\$49.58	\$10.90	\$9.75	\$9.80	\$0.00	\$80.03																																																
LABORERS	12/1/2026	\$51.08	\$10.90	\$9.75	\$9.80	\$0.00	\$81.53																																																
LABORERS - FOUNDATION AND MARINE																																																							
For apprentice rates see "Apprentice- LABORER"																																																							
CARBIDE CORE DRILL OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67																																																
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11																																																
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56																																																
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01																																																
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51																																																
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For apprentice rates see "Apprentice- LABORER"																																																							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER	9/1/2026	\$52.10	\$11.08	\$11.47	\$8.50	\$0.00	\$83.15
CARPENTERS	3/1/2027	\$53.35	\$11.08	\$11.47	\$8.50	\$0.00	\$84.40
CARPENTERS -ZONE 2 (Eastern Massachusetts)							

Apprentice: CARPENTER							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.45	\$11.08	\$0.00	\$1.73	\$0.00	\$36.26
2	45.00	\$23.45	\$11.08	\$0.00	\$1.73	\$0.00	\$36.26
3	55.00	\$28.66	\$11.08	\$0.00	\$3.40	\$0.00	\$43.14
4	55.00	\$28.66	\$11.08	\$0.00	\$3.40	\$0.00	\$43.14
5	70.00	\$36.47	\$11.08	\$11.41	\$5.10	\$0.00	\$64.06
6	70.00	\$36.47	\$11.08	\$11.41	\$5.10	\$0.00	\$64.06
7	80.00	\$41.68	\$11.08	\$11.44	\$6.80	\$0.00	\$71.00
8	80.00	\$41.68	\$11.08	\$11.44	\$6.80	\$0.00	\$71.00

Apprentice: CARPENTER							
Effective Date: 3/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.01	\$11.08	\$0.00	\$1.73	\$0.00	\$36.82
2	45.00	\$24.01	\$11.08	\$0.00	\$1.73	\$0.00	\$36.82
3	55.00	\$29.34	\$11.08	\$0.00	\$3.40	\$0.00	\$43.82
4	55.00	\$29.34	\$11.08	\$0.00	\$3.40	\$0.00	\$43.82
5	70.00	\$37.35	\$11.08	\$11.41	\$5.10	\$0.00	\$64.94
6	70.00	\$37.35	\$11.08	\$11.41	\$5.10	\$0.00	\$64.94
7	80.00	\$42.68	\$11.08	\$11.44	\$6.80	\$0.00	\$72.00
8	80.00	\$42.68	\$11.08	\$11.44	\$6.80	\$0.00	\$72.00

Apprentice to Journeyworker Ratio: 1:5

CARPENTER WOOD FRAME	10/1/2025	\$27.37	\$7.38	\$4.47	\$1.00	\$0.00	\$40.22
CARPENTERS	10/1/2026	\$28.47	\$7.38	\$4.47	\$1.00	\$0.00	\$41.32
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$16.42	\$7.38	\$0.00	\$0.00	\$0.00	\$23.80
2	60.00	\$16.42	\$7.38	\$0.00	\$0.00	\$0.00	\$23.80
3	65.00	\$17.79	\$7.38	\$0.00	\$1.00	\$0.00	\$26.17
4	70.00	\$19.16	\$7.38	\$0.00	\$1.00	\$0.00	\$27.54
5	75.00	\$20.53	\$7.38	\$3.80	\$1.00	\$0.00	\$32.71
6	80.00	\$21.90	\$7.38	\$3.80	\$1.00	\$0.00	\$34.08

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
7	85.00	\$23.26	\$7.38	\$3.80	\$1.00	\$0.00	\$35.44
8	90.00	\$24.63	\$7.38	\$3.80	\$1.00	\$0.00	\$36.81

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$17.08	\$7.38	\$0.00	\$0.00	\$0.00	\$24.46
2	60.00	\$17.08	\$7.38	\$0.00	\$0.00	\$0.00	\$24.46
3	65.00	\$18.51	\$7.38	\$0.00	\$1.00	\$0.00	\$26.89
4	70.00	\$19.93	\$7.38	\$0.00	\$1.00	\$0.00	\$28.31
5	75.00	\$21.35	\$7.38	\$3.80	\$1.00	\$0.00	\$33.53
6	80.00	\$22.78	\$7.38	\$3.80	\$1.00	\$0.00	\$34.96
7	85.00	\$24.20	\$7.38	\$3.80	\$1.00	\$0.00	\$36.38
8	90.00	\$25.62	\$7.38	\$3.80	\$1.00	\$0.00	\$37.80

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING	7/1/2026	\$54.49	\$13.35	\$16.43	\$7.78	\$1.80	\$93.85
PLASTERERS AND CEMENT MASONS LOCAL 534	1/1/2027	\$55.94	\$13.35	\$16.43	\$7.78	\$1.80	\$95.30
Plasterers and Cement Masons - Zone 1	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: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.25	\$13.35	\$16.43	\$0.00	\$0.00	\$57.03
2	60.00	\$32.69	\$13.35	\$16.43	\$7.78	\$1.80	\$72.05
3	65.00	\$35.42	\$13.35	\$16.43	\$7.78	\$1.80	\$74.78
4	70.00	\$38.14	\$13.35	\$16.43	\$7.78	\$1.80	\$77.50
5	75.00	\$40.87	\$13.35	\$16.43	\$7.78	\$1.80	\$80.23
6	80.00	\$43.59	\$13.35	\$16.43	\$7.78	\$1.80	\$82.95
7	90.00	\$49.04	\$13.35	\$16.43	\$7.78	\$0.00	\$86.60

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.97	\$13.35	\$16.43	\$0.00	\$0.00	\$57.75
2	60.00	\$33.56	\$13.35	\$16.43	\$7.78	\$1.80	\$72.92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: CEMENT MASONRY/PLASTERING Effective Date: 1/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	65.00	\$36.36	\$13.35	\$16.43	\$7.78	\$1.80	\$75.72
4	70.00	\$39.16	\$13.35	\$16.43	\$7.78	\$1.80	\$78.52
5	75.00	\$41.96	\$13.35	\$16.43	\$7.78	\$1.80	\$81.32
6	80.00	\$44.75	\$13.35	\$16.43	\$7.78	\$1.80	\$84.11
7	90.00	\$50.35	\$13.35	\$16.43	\$0.00	\$0.00	\$80.13
Apprentice to Journeyworker Ratio: 1:5							
CHAIN SAW OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	6/1/2026	\$60.61	\$17.05	\$13.35	\$3.25	\$0.00	\$94.26
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$62.09	\$17.05	\$13.35	\$3.25	\$0.00	\$95.74
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR	6/1/2026	\$37.63	\$17.05	\$13.35	\$3.25	\$0.00	\$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$38.58	\$17.05	\$13.35	\$3.25	\$0.00	\$72.23
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.60	\$0.00	\$94.51
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							
Apprentice: DELEADER (BRIDGE) Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29
Apprentice to Journeyworker Ratio: 1:1							
DEMO: ADZEMAN	6/1/2026	\$49.30	\$10.90	\$9.75	\$9.65	\$0.00	\$79.60

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/7/2026	\$50.80	\$10.90	\$9.75	\$9.65	\$0.00	\$81.10
LABORERS - ZONE 2	6/7/2027	\$52.40	\$10.90	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.00	\$10.90	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.68	\$10.90	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.35	\$10.90	\$9.75	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	6/1/2026	\$50.30	\$10.90	\$9.75	\$9.65	\$0.00	\$80.60
LABORERS	12/7/2026	\$51.80	\$10.90	\$9.75	\$9.65	\$0.00	\$82.10
LABORERS - ZONE 2	6/7/2027	\$53.40	\$10.90	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.00	\$10.90	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.68	\$10.90	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.35	\$10.90	\$9.75	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS	6/1/2026	\$50.05	\$10.90	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS	12/7/2026	\$51.55	\$10.90	\$9.75	\$9.65	\$0.00	\$81.85
LABORERS - ZONE 2	6/7/2027	\$53.15	\$10.90	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$54.75	\$10.90	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.43	\$10.90	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.10	\$10.90	\$9.75	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER	6/1/2026	\$50.30	\$10.90	\$9.75	\$9.65	\$0.00	\$80.60
LABORERS	12/7/2026	\$51.80	\$10.90	\$9.75	\$9.65	\$0.00	\$82.10
LABORERS - ZONE 2	6/7/2027	\$53.40	\$10.90	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.00	\$10.90	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.68	\$10.90	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.35	\$10.90	\$9.75	\$9.65	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	6/1/2026	\$50.05	\$10.90	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS	12/7/2026	\$51.55	\$10.90	\$9.75	\$9.65	\$0.00	\$81.85
LABORERS - ZONE 2	6/7/2027	\$53.15	\$10.90	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$54.75	\$10.90	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.43	\$10.90	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.10	\$10.90	\$9.75	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	6/1/2026	\$49.30	\$10.90	\$9.75	\$9.65	\$0.00	\$79.60
LABORERS	12/7/2026	\$50.80	\$10.90	\$9.75	\$9.65	\$0.00	\$81.10
LABORERS - ZONE 2	6/7/2027	\$52.40	\$10.90	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.00	\$10.90	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.68	\$10.90	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.35	\$10.90	\$9.75	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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	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
ELECTRICIANS LOCAL 103	9/1/2027	\$71.88	\$13.00	\$14.79	\$9.00	\$0.00	\$108.67
	3/1/2028	\$73.08	\$13.00	\$14.82	\$9.00	\$0.00	\$109.90

Apprentice: ELECTRICIAN**Effective Date: 9/1/2026**

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: ELECTRICIAN**Effective Date: 3/1/2027**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$27.99	\$13.00	\$0.84	\$0.00	\$0.00	\$41.83

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELECTRICIAN							
Effective Date: 3/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	40.00	\$27.99	\$13.00	\$0.84	\$0.00	\$0.00	\$41.83
3	45.00	\$31.49	\$13.00	\$13.57	\$4.05	\$0.00	\$62.11
4	45.00	\$31.49	\$13.00	\$13.57	\$4.05	\$0.00	\$62.11
5	50.00	\$34.99	\$13.00	\$13.68	\$4.50	\$0.00	\$66.17
6	55.00	\$38.48	\$13.00	\$13.78	\$4.95	\$0.00	\$70.21
7	60.00	\$41.98	\$13.00	\$13.89	\$5.40	\$0.00	\$74.27
8	65.00	\$45.48	\$13.00	\$13.99	\$5.85	\$0.00	\$78.32
9	70.00	\$48.98	\$13.00	\$14.10	\$6.30	\$0.00	\$82.38
10	75.00	\$52.48	\$13.00	\$14.20	\$6.75	\$0.00	\$86.43

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
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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTORS LOCAL 4							
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	5/1/2026	\$54.40	\$16.55	\$13.35	\$3.25	\$0.00	\$87.55
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$55.69	\$16.55	\$13.35	\$3.25	\$0.00	\$88.84
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$57.12	\$16.55	\$13.35	\$3.25	\$0.00	\$90.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	5/1/2026	\$56.02	\$16.55	\$13.35	\$3.25	\$0.00	\$89.17
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$57.32	\$16.55	\$13.35	\$3.25	\$0.00	\$90.47
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$58.77	\$16.55	\$13.35	\$3.25	\$0.00	\$91.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	5/1/2026	\$26.28	\$16.55	\$13.35	\$3.25	\$0.00	\$59.43
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$27.04	\$16.55	\$13.35	\$3.25	\$0.00	\$60.19
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$27.89	\$16.55	\$13.35	\$3.25	\$0.00	\$61.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	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
ELECTRICIANS LOCAL 103	9/1/2027	\$71.88	\$13.00	\$14.79	\$9.00	\$0.00	\$108.67
	3/1/2028	\$73.08	\$13.00	\$14.82	\$9.00	\$0.00	\$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	9/1/2026	\$55.02	\$13.00	\$14.28	\$7.20	\$0.00	\$89.50
/ COMMISSIONING	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
ELECTRICIANS LOCAL 103	3/1/2028	\$58.46	\$13.00	\$14.38	\$7.20	\$0.00	\$93.04
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN (ASST. ENGINEER)	6/1/2026	\$47.55	\$17.05	\$13.35	\$3.25	\$0.00	\$81.20
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$48.73	\$17.05	\$13.35	\$3.25	\$0.00	\$82.38
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	6/1/2026	\$29.21	\$10.90	\$9.75	\$9.21	\$0.00	\$59.07
LABORERS	12/1/2026	\$29.21	\$10.90	\$9.75	\$9.21	\$0.00	\$59.07
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FLOORCOVERER	9/1/2026	\$60.74	\$10.33	\$11.47	\$8.80	\$0.00	\$91.34
FLOORCOVERERS LOCAL 2168	3/1/2027	\$62.24	\$10.33	\$11.47	\$8.80	\$0.00	\$92.84
FLOORCOVERERS LOCAL 2168 ZONE I							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: FLOORCOVERER							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$27.33	\$10.33	\$0.00	\$1.76	\$0.00	\$39.42
2	45.00	\$27.33	\$10.33	\$0.00	\$1.76	\$0.00	\$39.42
3	55.00	\$33.41	\$10.33	\$0.00	\$3.52	\$0.00	\$47.26
4	55.00	\$33.41	\$10.33	\$0.00	\$3.52	\$0.00	\$47.26
5	70.00	\$42.52	\$10.33	\$11.47	\$5.28	\$0.00	\$69.60
6	70.00	\$42.52	\$10.33	\$11.47	\$5.28	\$0.00	\$69.60
7	80.00	\$48.59	\$10.33	\$11.47	\$7.04	\$0.00	\$77.43
8	80.00	\$48.59	\$10.33	\$11.47	\$7.04	\$0.00	\$77.43

Apprentice: FLOORCOVERER							
Effective Date: 3/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$28.01	\$10.33	\$0.00	\$1.76	\$0.00	\$40.10
2	45.00	\$28.01	\$10.33	\$0.00	\$1.76	\$0.00	\$40.10
3	55.00	\$34.23	\$10.33	\$0.00	\$3.52	\$0.00	\$48.08
4	55.00	\$34.23	\$10.33	\$0.00	\$3.52	\$0.00	\$48.08
5	70.00	\$43.57	\$10.33	\$11.47	\$5.28	\$0.00	\$70.65
6	70.00	\$43.57	\$10.33	\$11.47	\$5.28	\$0.00	\$70.65
7	80.00	\$49.79	\$10.33	\$11.47	\$7.04	\$0.00	\$78.63
8	80.00	\$49.79	\$10.33	\$11.47	\$7.04	\$0.00	\$78.63

Apprentice Notes							
Steps are 750 hrs.							

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT/CHERRY PICKER	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GENERATOR/LIGHTING PLANT/HEATERS	6/1/2026	\$37.63	\$17.05	\$13.35	\$3.25	\$0.00	\$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$38.58	\$17.05	\$13.35	\$3.25	\$0.00	\$72.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	1/1/2026	\$49.06	\$10.35	\$12.00	\$12.60	\$0.00	\$84.01
GLAZIERS LOCAL 35							
GLAZIERS LOCAL 35 (ZONE 2)							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.53	\$10.35	\$0.00	\$0.00	\$0.00	\$34.88
2	55.00	\$26.98	\$10.35	\$0.00	\$6.88	\$0.00	\$44.21
3	60.00	\$29.44	\$10.35	\$0.00	\$7.50	\$0.00	\$47.29
4	65.00	\$31.89	\$10.35	\$0.00	\$8.13	\$0.00	\$50.37
5	70.00	\$34.34	\$10.35	\$12.00	\$8.75	\$0.00	\$65.44
6	75.00	\$36.80	\$10.35	\$12.00	\$9.38	\$0.00	\$68.53
7	80.00	\$39.25	\$10.35	\$12.00	\$10.00	\$0.00	\$71.60
8	90.00	\$44.15	\$10.35	\$12.00	\$11.25	\$0.00	\$77.75

Apprentice to Journeyworker Ratio: 1:1

HOISTING ENGINEER/CRANES/GRADALLS	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							

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	\$32.66	\$0.00	\$0.00	\$0.00	\$0.00	\$32.66
2	60.00	\$35.63	\$17.05	\$13.35	\$3.25	\$0.00	\$69.28
3	65.00	\$38.60	\$17.05	\$13.35	\$3.25	\$0.00	\$72.25
4	70.00	\$41.57	\$17.05	\$13.35	\$3.25	\$0.00	\$75.22
5	75.00	\$44.54	\$17.05	\$13.35	\$3.25	\$0.00	\$78.19
6	80.00	\$47.50	\$17.05	\$13.35	\$3.25	\$0.00	\$81.15
7	85.00	\$50.47	\$17.05	\$13.35	\$3.25	\$0.00	\$84.12
8	90.00	\$53.44	\$17.05	\$13.35	\$3.25	\$0.00	\$87.09

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS							
Effective Date: 12/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$33.46	\$0.00	\$0.00	\$0.00	\$0.00	\$33.46
2	60.00	\$36.50	\$17.05	\$13.35	\$3.25	\$0.00	\$70.15
3	65.00	\$39.54	\$17.05	\$13.35	\$3.25	\$0.00	\$73.19
4	70.00	\$42.58	\$17.05	\$13.35	\$3.25	\$0.00	\$76.23
5	75.00	\$45.62	\$17.05	\$13.35	\$3.25	\$0.00	\$79.27
6	80.00	\$48.66	\$17.05	\$13.35	\$3.25	\$0.00	\$82.31
7	85.00	\$51.71	\$17.05	\$13.35	\$3.25	\$0.00	\$85.36
8	90.00	\$54.75	\$17.05	\$13.35	\$3.25	\$0.00	\$88.40

Apprentice to Journeyworker Ratio: 1:6

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	9/1/2026 3/1/2027 9/1/2027 3/1/2028	\$68.78 \$69.97 \$71.88 \$73.08	\$13.00 \$13.00 \$13.00 \$13.00	\$14.69 \$14.73 \$14.79 \$14.82	\$9.00 \$9.00 \$9.00 \$9.00	\$0.00 \$0.00 \$0.00 \$0.00	\$105.47 \$106.70 \$108.67 \$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2026	\$71.71	\$14.20	\$14.25	\$10.00	\$0.00	\$110.16
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2026	\$71.71	\$14.20	\$14.25	\$10.00	\$0.00	\$110.16
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS LABORERS LABORERS - ZONE 2	6/1/2026 12/1/2026 6/1/2027 12/1/2027 6/1/2028 12/1/2028	\$42.41 \$43.85 \$45.30 \$46.75 \$48.25 \$49.75	\$10.90 \$10.90 \$10.90 \$10.90 \$10.90 \$10.90	\$9.75 \$9.75 \$9.75 \$9.75 \$9.75 \$9.75	\$9.11 \$9.11 \$9.11 \$9.11 \$9.11 \$9.11	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$72.17 \$73.61 \$75.06 \$76.51 \$78.01 \$79.51
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026 12/1/2026	\$42.41 \$43.85	\$10.90 \$10.90	\$9.75 \$9.75	\$9.21 \$9.21	\$0.00 \$0.00	\$72.27 \$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	9/1/2026	\$59.02	\$16.15	\$11.46	\$11.49	\$0.00	\$98.12

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.51	\$16.15	\$11.21	\$5.75	\$0.00	\$62.62
2	60.00	\$35.41	\$16.15	\$11.26	\$6.89	\$0.00	\$69.71
3	70.00	\$41.31	\$16.15	\$11.31	\$8.04	\$0.00	\$76.81
4	80.00	\$47.22	\$16.15	\$11.36	\$9.19	\$0.00	\$83.92

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:4							
IRONWORKER/WELDER	3/16/2026	\$58.65	\$9.25	\$12.75	\$15.00	\$0.00	\$95.65
IRONWORKERS LOCAL 7							
IRONWORKERS LOCAL 7 (BOSTON AREA)							

Apprentice: IRONWORKER/WELDER							
Effective Date: 3/16/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	70.00	\$41.06	\$9.25	\$12.75	\$5.00	\$0.00	\$68.06
2	80.00	\$46.92	\$9.25	\$12.75	\$5.00	\$0.00	\$73.92
3	90.00	\$52.79	\$9.25	\$12.75	\$5.00	\$0.00	\$79.79
4	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

LABORER	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86
LABORERS - ZONE 2	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76

Apprentice: LABORER							
Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.00	\$10.90	\$9.75	\$9.11	\$0.00	\$54.76
2	70.00	\$29.16	\$10.90	\$9.75	\$9.11	\$0.00	\$58.92
3	80.00	\$33.33	\$10.90	\$9.75	\$9.11	\$0.00	\$63.09
4	90.00	\$37.49	\$10.90	\$9.75	\$9.11	\$0.00	\$67.25

Apprentice: LABORER							
Effective Date: 12/1/2026							
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: LABORER Effective Date: 12/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.86	\$10.90	\$9.75	\$9.11	\$0.00	\$55.62
2	70.00	\$30.17	\$10.90	\$9.75	\$9.11	\$0.00	\$59.93
3	80.00	\$34.48	\$10.90	\$9.75	\$9.11	\$0.00	\$64.24
4	90.00	\$38.79	\$10.90	\$9.75	\$9.11	\$0.00	\$68.55
Apprentice to Journeyworker Ratio: 1:5							
LABORER (HEAVY & HIGHWAY)	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.21	\$0.00	\$71.52
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.21	\$0.00	\$72.96
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 6/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.00	\$10.90	\$9.75	\$9.21	\$0.00	\$54.86
2	70.00	\$29.16	\$10.90	\$9.75	\$9.21	\$0.00	\$59.02
3	80.00	\$33.33	\$10.90	\$9.75	\$9.21	\$0.00	\$63.19
4	90.00	\$37.49	\$10.90	\$9.75	\$9.10	\$0.00	\$67.24
Apprentice: LABORER (HEAVY & HIGHWAY) Effective Date: 12/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$25.86	\$10.90	\$9.75	\$9.21	\$0.00	\$55.72
2	70.00	\$30.17	\$10.90	\$9.75	\$9.21	\$0.00	\$60.03
3	80.00	\$34.48	\$10.90	\$9.75	\$9.21	\$0.00	\$64.34
4	90.00	\$38.79	\$10.90	\$9.75	\$9.21	\$0.00	\$68.65
Apprentice to Journeyworker Ratio: 1:5							
LABORER: CARPENTER TENDER	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86
LABORERS - ZONE 2	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: CEMENT FINISHER TENDER	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86
LABORERS - ZONE 2	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS	6/1/2026	\$41.75	\$10.90	\$9.75	\$9.65	\$0.00	\$72.05
LABORERS - ZONE 2	12/7/2026	\$43.19	\$10.90	\$9.75	\$9.65	\$0.00	\$73.49
	6/7/2027	\$44.64	\$10.90	\$9.75	\$9.65	\$0.00	\$74.94
	12/6/2027	\$46.09	\$10.90	\$9.75	\$9.65	\$0.00	\$76.39
	6/5/2028	\$47.59	\$10.90	\$9.75	\$9.65	\$0.00	\$77.89
	12/4/2028	\$49.09	\$10.90	\$9.75	\$9.65	\$0.00	\$79.39
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER LABORERS	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS - ZONE 2	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
LABORER: MULTI-TRADE TENDER LABORERS	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS - ZONE 2	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86
	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76
For apprentice rates see "Apprentice- LABORER"							
LABORER: TREE REMOVER LABORERS	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS - ZONE 2	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.11	\$0.00	\$72.86
	6/1/2027	\$44.55	\$10.90	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.00	\$10.90	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.50	\$10.90	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.00	\$10.90	\$9.75	\$9.11	\$0.00	\$78.76
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR LABORERS	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS - ZONE 2	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
MARBLE & TILE FINISHERS	8/1/2026	\$53.84	\$12.84	\$15.57	\$5.78	\$0.00	\$88.03
BRICKLAYERS LOCAL 3	2/1/2027	\$54.96	\$12.84	\$15.57	\$5.78	\$0.00	\$89.15
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

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: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.48	\$12.84	\$15.57	\$5.78	\$0.00	\$61.67
2	60.00	\$32.98	\$12.84	\$15.57	\$5.78	\$0.00	\$67.17
3	70.00	\$38.47	\$12.84	\$15.57	\$5.78	\$0.00	\$72.66
4	80.00	\$43.97	\$12.84	\$15.57	\$5.78	\$0.00	\$78.16
5	90.00	\$49.46	\$12.84	\$15.57	\$5.78	\$0.00	\$83.65

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	8/1/2026	\$70.17	\$12.84	\$15.57	\$7.99	\$0.00	\$106.57
BRICKLAYERS LOCAL 3	2/1/2027	\$71.57	\$12.84	\$15.57	\$7.99	\$0.00	\$107.97
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

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

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH							
Effective Date: 2/1/2027							
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: MARBLE MASONS,TILELAYERS & TERRAZZO MECH Effective Date: 2/1/2027							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.79	\$12.84	\$15.57	\$7.99	\$0.00	\$72.19
2	60.00	\$42.94	\$12.84	\$15.57	\$7.99	\$0.00	\$79.34
3	70.00	\$50.10	\$12.84	\$15.57	\$7.99	\$0.00	\$86.50
4	80.00	\$57.26	\$12.84	\$15.57	\$7.99	\$0.00	\$93.66
5	90.00	\$64.41	\$12.84	\$15.57	\$7.99	\$0.00	\$100.81
Apprentice to Journeyworker Ratio: 1:5							
MECH. SWEEPER OPERATOR (ON CONST. SITES)	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MECHANICS MAINTENANCE	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
MILLWRIGHT (Zone 1)	1/5/2026	\$52.47	\$10.58	\$11.47	\$10.25	\$0.00	\$84.77
MILLWRIGHTS LOCAL 1121							
MILLWRIGHTS LOCAL 1121 - Zone 1							
Apprentice: MILLWRIGHT (Zone 1) Effective Date: 1/5/2026							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$28.86	\$10.58	\$0.00	\$5.64	\$0.00	\$45.08
2	65.00	\$34.11	\$10.58	\$0.00	\$6.66	\$0.00	\$51.35
3	75.00	\$39.35	\$10.58	\$11.47	\$7.69	\$0.00	\$69.09
4	85.00	\$44.60	\$10.58	\$11.47	\$8.71	\$0.00	\$75.36
Apprentice Notes Step 1&2 Appr. indentured after 1/6/2020 receive no pension,							
Apprentice to Journeyworker Ratio: 1:4							
MORTAR MIXER	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	6/1/2026	\$25.07	\$17.05	\$13.35	\$3.25	\$0.00	\$58.72

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$25.74	\$17.05	\$13.35	\$3.25	\$0.00	\$59.39
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS)	6/1/2026	\$31.17	\$17.05	\$13.35	\$3.25	\$0.00	\$64.82
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$31.97	\$17.05	\$13.35	\$3.25	\$0.00	\$65.62
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.50	\$0.00	\$94.41
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

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	\$50.46	\$10.35	\$12.00	\$12.60	\$0.00	\$85.41
* 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 2							

Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) ***Effective Date: 1/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$25.23	\$10.35	\$0.00	\$0.00	\$0.00	\$35.58
2	55.00	\$27.75	\$10.35	\$0.00	\$6.93	\$0.00	\$45.03
3	60.00	\$30.28	\$10.35	\$0.00	\$7.56	\$0.00	\$48.19
4	65.00	\$32.80	\$10.35	\$0.00	\$8.19	\$0.00	\$51.34
5	70.00	\$35.32	\$10.35	\$12.00	\$8.82	\$0.00	\$66.49
6	75.00	\$37.85	\$10.35	\$12.00	\$9.45	\$0.00	\$69.65
7	80.00	\$40.37	\$10.35	\$12.00	\$10.08	\$0.00	\$72.80

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PAINTER (SPRAY OR SANDBLAST, NEW) * Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
8	90.00	\$45.41	\$10.35	\$12.00	\$11.34	\$0.00	\$79.10
Apprentice to Journeyworker Ratio: 1:1							
PAINTER (SPRAY OR SANDBLAST, REPAINT)	1/1/2026	\$48.52	\$10.35	\$12.00	\$12.60	\$0.00	\$83.47
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

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

PAINTER / TAPER (BRUSH, NEW) *	1/1/2026	\$49.06	\$10.35	\$12.00	\$12.60	\$0.00	\$84.01
* 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 2							

Apprentice: PAINTER / TAPER (BRUSH, NEW) * Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.53	\$10.35	\$0.00	\$0.00	\$0.00	\$34.88
2	55.00	\$26.98	\$10.35	\$0.00	\$6.93	\$0.00	\$44.26
3	60.00	\$29.44	\$10.35	\$0.00	\$7.56	\$0.00	\$47.35
4	65.00	\$31.89	\$10.35	\$0.00	\$8.19	\$0.00	\$50.43
5	70.00	\$34.34	\$10.35	\$12.00	\$8.82	\$0.00	\$65.51
6	75.00	\$36.80	\$10.35	\$12.00	\$9.45	\$0.00	\$68.60
7	80.00	\$39.25	\$10.35	\$12.00	\$10.08	\$0.00	\$71.68
8	90.00	\$44.15	\$10.35	\$12.00	\$11.34	\$0.00	\$77.84
Apprentice to Journeyworker Ratio: 1:1							

PAINTER / TAPER (BRUSH, REPAINT)	1/1/2026	\$47.12	\$10.35	\$12.00	\$12.60	\$0.00	\$82.07
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

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

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

Apprentice to Journeyworker Ratio: 1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	6/1/2026	\$41.66	\$10.90	\$9.75	\$9.21	\$0.00	\$71.52
LABORERS	12/1/2026	\$43.10	\$10.90	\$9.75	\$9.21	\$0.00	\$72.96
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							

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

PANEL & PICKUP TRUCKS DRIVER	8/1/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$0.00	\$80.57
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$0.00	\$82.31
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A							

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

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER	8/1/2024	\$55.79	\$10.08	\$11.62	\$12.67	\$0.00	\$90.16
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 1)							

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

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

Apprentice to Journeyworker Ratio: 1:5

PIPEFITTER & STEAMFITTER	9/1/2026	\$71.71	\$14.20	\$14.25	\$10.00	\$0.00	\$110.16
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PIPEFITTER & STEAMFITTER Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$28.68	\$14.20	\$14.25	\$10.00	\$0.00	\$67.13
2	45.00	\$32.27	\$14.20	\$14.25	\$10.00	\$0.00	\$70.72
3	60.00	\$43.03	\$14.20	\$14.25	\$10.00	\$0.00	\$81.48
4	70.00	\$50.20	\$14.20	\$14.25	\$10.00	\$0.00	\$88.65
5	80.00	\$57.37	\$14.20	\$14.25	\$10.00	\$0.00	\$95.82
Apprentice to Journeyworker Ratio: 1:3							
PIPELAYER	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
PIPELAYER (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
PLUMBERS & GASFITTERS	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
PLUMBERS & GASFITTERS LOCAL 12	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
	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: 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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: PLUMBERS & GASFITTERS Effective Date: 3/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	35.00	\$26.93	\$15.32	\$4.61	\$2.80	\$0.00	\$49.66
2	40.00	\$30.78	\$15.32	\$5.22	\$3.20	\$0.00	\$54.52
3	55.00	\$42.32	\$15.32	\$7.07	\$4.40	\$0.00	\$69.11
4	65.00	\$50.01	\$15.32	\$8.30	\$5.20	\$0.00	\$78.83
5	75.00	\$57.71	\$15.32	\$9.53	\$6.00	\$0.00	\$88.56
Apprentice to Journeyworker Ratio: 1:2							
PNEUMATIC CONTROLS (TEMP.)	9/1/2026	\$71.71	\$14.20	\$14.25	\$10.00	\$0.00	\$110.16
PIPEFITTERS LOCAL 537							
PIPEFITTERS LOCAL 537							
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
PNEUMATIC DRILL/TOOL OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWDERMAN & BLASTER	6/1/2026	\$42.66	\$10.90	\$9.75	\$9.11	\$0.00	\$72.42
LABORERS	12/1/2026	\$44.10	\$10.90	\$9.75	\$9.11	\$0.00	\$73.86
LABORERS - ZONE 2	6/1/2027	\$45.55	\$10.90	\$9.75	\$9.11	\$0.00	\$75.31
	12/1/2027	\$47.00	\$10.90	\$9.75	\$9.11	\$0.00	\$76.76
	6/1/2028	\$48.50	\$10.90	\$9.75	\$9.11	\$0.00	\$78.26
	12/1/2028	\$50.00	\$10.90	\$9.75	\$9.11	\$0.00	\$79.76
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	6/1/2026	\$42.66	\$10.90	\$9.75	\$9.21	\$0.00	\$72.52
LABORERS	12/1/2026	\$44.10	\$10.90	\$9.75	\$9.21	\$0.00	\$73.96
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
POWER SHOVEL/DERRICK/TRENCHING MACHINE	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE)	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	6/1/2026	\$37.63	\$17.05	\$13.35	\$3.25	\$0.00	\$71.28
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$38.58	\$17.05	\$13.35	\$3.25	\$0.00	\$72.23
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER	5/1/2026	\$31.90	\$13.96	\$8.25	\$0.00	\$0.00	\$54.11
TEAMSTERS 170	1/1/2027	\$31.90	\$14.46	\$8.25	\$0.00	\$0.00	\$54.61
TEAMSTERS 170 - Rosenfeld (Walpole)	5/1/2027	\$32.90	\$14.46	\$8.25	\$0.00	\$0.00	\$55.61
RECLAIMERS	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofing)	8/1/2026	\$55.25	\$14.53	\$12.67	\$9.03	\$0.00	\$91.48
ROOFERS LOCAL 33	2/1/2027	\$57.00	\$14.53	\$12.67	\$9.03	\$0.00	\$93.23
ROOFERS LOCAL 33	8/1/2027	\$58.75	\$14.53	\$12.67	\$9.03	\$0.00	\$94.98
	2/1/2028	\$60.50	\$14.53	\$12.67	\$9.03	\$0.00	\$96.73
	8/1/2028	\$62.25	\$14.53	\$12.67	\$9.03	\$0.00	\$98.48
	2/1/2029	\$64.00	\$14.53	\$12.67	\$9.03	\$0.00	\$100.23
	8/1/2029	\$65.65	\$14.53	\$12.67	\$9.03	\$0.00	\$101.88
	2/1/2030	\$67.40	\$14.53	\$12.67	\$9.03	\$0.00	\$103.63

Apprentice: ROOFER (Inc.Roofers Waterproofing &Roofers Damproofing)**Effective Date: 8/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	\$0.00	\$14.53	\$6.34	\$0.00	\$0.00	\$20.87
2	0.00	\$0.00	\$14.53	\$12.67	\$9.03	\$0.00	\$36.23
3	0.00	\$0.00	\$14.53	\$12.67	\$9.03	\$0.00	\$36.23
4	0.00	\$0.00	\$14.53	\$12.67	\$9.03	\$0.00	\$36.23
5	0.00	\$0.00	\$14.53	\$12.67	\$9.03	\$0.00	\$36.23

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg)							
Effective Date: 2/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	\$0.00	\$14.53	\$6.34	\$0.00	\$0.00	\$20.87
2	0.00	\$0.00	\$14.53	\$12.67	\$9.03	\$0.00	\$36.23
3	0.00	\$0.00	\$14.53	\$12.67	\$9.03	\$0.00	\$36.23
4	0.00	\$0.00	\$14.53	\$12.67	\$9.03	\$0.00	\$36.23
5	0.00	\$0.00	\$14.53	\$12.67	\$9.03	\$0.00	\$36.23
Apprentice Notes							
** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1							
Apprentice to Journeyworker Ratio: 1:5							

ROOFER SLATE / TILE / PRECAST CONCRETE	8/1/2026	\$55.50	\$14.53	\$12.67	\$9.03	\$0.00	\$91.73
ROOFERS LOCAL 33	2/1/2027	\$57.25	\$14.53	\$12.67	\$9.03	\$0.00	\$93.48
ROOFERS LOCAL 33	8/1/2027	\$59.00	\$14.53	\$12.67	\$9.03	\$0.00	\$95.23
	2/1/2028	\$60.75	\$14.53	\$12.67	\$9.03	\$0.00	\$96.98
	8/1/2028	\$62.50	\$14.53	\$12.67	\$9.03	\$0.00	\$98.73
	2/1/2029	\$64.25	\$14.53	\$12.67	\$9.03	\$0.00	\$100.48
	8/1/2029	\$65.90	\$14.53	\$12.67	\$9.03	\$0.00	\$102.13
	2/1/2030	\$67.65	\$14.53	\$12.67	\$9.03	\$0.00	\$103.88

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	2/1/2026	\$62.93	\$14.91	\$18.74	\$9.53	\$2.98	\$109.09
SHEETMETAL WORKERS LOCAL 17							
SHEETMETAL WORKERS LOCAL 17 - A							

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	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
TEAMSTERS JOINT COUNCIL NO. 10	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
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A							
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	8/1/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$0.00	\$81.32
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$0.00	\$83.06
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A							
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	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TELECOMMUNICATION TECHNICIAN	9/1/2026	\$55.02	\$13.00	\$14.28	\$7.20	\$0.00	\$89.50
TELECOMMUNICATION TECHNICIAN	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
ELECTRICIANS LOCAL 103	3/1/2028	\$58.46	\$13.00	\$14.38	\$7.20	\$0.00	\$93.04
For apprentice rates and ratios see "Apprentice- ELECTRICIAN"							

Apprentice: TELECOMMUNICATION TECHNICIAN**Effective Date: 9/1/2026**

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$24.76	\$13.00	\$0.74	\$0.00	\$0.00	\$38.50
2	45.00	\$24.76	\$13.00	\$0.74	\$0.00	\$0.00	\$38.50
3	50.00	\$27.51	\$13.00	\$13.46	\$3.60	\$0.00	\$57.57
4	50.00	\$27.51	\$13.00	\$13.46	\$3.60	\$0.00	\$57.57
5	55.00	\$30.26	\$13.00	\$13.54	\$3.96	\$0.00	\$60.76
6	60.00	\$33.01	\$13.00	\$13.62	\$4.32	\$0.00	\$63.95
7	65.00	\$35.76	\$13.00	\$13.70	\$4.68	\$0.00	\$67.14
8	70.00	\$38.51	\$13.00	\$13.79	\$5.04	\$0.00	\$70.34
9	75.00	\$41.27	\$13.00	\$13.87	\$5.40	\$0.00	\$73.54
10	80.00	\$44.02	\$13.00	\$13.96	\$5.76	\$0.00	\$76.74

Apprentice: TELECOMMUNICATION TECHNICIAN							
Effective Date: 3/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$25.19	\$13.00	\$0.76	\$0.00	\$0.00	\$38.95
2	45.00	\$25.19	\$13.00	\$0.76	\$0.00	\$0.00	\$38.95
3	50.00	\$27.99	\$13.00	\$13.47	\$3.60	\$0.00	\$58.06
4	50.00	\$27.99	\$13.00	\$13.47	\$3.60	\$0.00	\$58.06
5	55.00	\$30.79	\$13.00	\$13.55	\$3.96	\$0.00	\$61.30
6	60.00	\$33.59	\$13.00	\$13.64	\$4.32	\$0.00	\$64.55
7	65.00	\$36.39	\$13.00	\$13.72	\$4.68	\$0.00	\$67.79
8	70.00	\$39.19	\$13.00	\$13.81	\$5.04	\$0.00	\$71.04
9	75.00	\$41.99	\$13.00	\$13.89	\$5.40	\$0.00	\$74.28
10	80.00	\$44.78	\$13.00	\$13.97	\$5.76	\$0.00	\$77.51

Apprentice to Journeyworker Ratio: 1:1

TERRAZZO FINISHERS	8/1/2026	\$69.09	\$12.84	\$15.57	\$8.02	\$0.00	\$105.52
BRICKLAYERS LOCAL 3	2/1/2027	\$70.49	\$12.84	\$15.57	\$8.02	\$0.00	\$106.92
BRICKLAYERS LOCAL 3 - MARBLE & TILE							

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: TERRAZZO FINISHERS Effective Date: 2/1/2027							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.25	\$12.84	\$15.57	\$8.02	\$0.00	\$71.68
2	60.00	\$42.29	\$12.84	\$15.57	\$8.02	\$0.00	\$78.72
3	70.00	\$49.34	\$12.84	\$15.57	\$8.02	\$0.00	\$85.77
4	80.00	\$56.39	\$12.84	\$15.57	\$8.02	\$0.00	\$92.82
5	90.00	\$63.44	\$12.84	\$15.57	\$8.02	\$0.00	\$99.87
Apprentice to Journeyworker Ratio: 1:5							
TEST BORING DRILLER	6/1/2026	\$53.25	\$10.90	\$9.75	\$9.80	\$0.00	\$83.70
LABORERS							
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$54.75	\$10.90	\$9.75	\$9.80	\$0.00	\$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER	6/1/2026	\$49.37	\$10.90	\$9.75	\$9.80	\$0.00	\$79.82
LABORERS							
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$50.87	\$10.90	\$9.75	\$9.80	\$0.00	\$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER	6/1/2026	\$49.25	\$10.90	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS							
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$50.75	\$10.90	\$9.75	\$9.80	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS	6/1/2026	\$58.70	\$17.05	\$13.35	\$3.25	\$0.00	\$92.35
OPERATING ENGINEERS LOCAL 4							
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.14	\$17.05	\$13.35	\$3.25	\$0.00	\$93.79
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	8/1/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$0.00	\$81.61
TEAMSTERS JOINT COUNCIL NO. 10							
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/1/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$0.00	\$83.35
TUNNEL WORK - COMPRESSED AIR	6/1/2026	\$61.48	\$10.90	\$9.75	\$10.25	\$0.00	\$92.38
LABORERS							
LABORERS (COMPRESSED AIR)	12/1/2026	\$62.98	\$10.90	\$9.75	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	6/1/2026	\$63.48	\$10.90	\$9.75	\$10.25	\$0.00	\$94.38
LABORERS							
LABORERS (COMPRESSED AIR)	12/1/2026	\$64.98	\$10.90	\$9.75	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	6/1/2026	\$53.55	\$10.90	\$9.75	\$10.25	\$0.00	\$84.45
LABORERS							
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$55.05	\$10.90	\$9.75	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	6/1/2026	\$55.55	\$10.90	\$9.75	\$10.25	\$0.00	\$86.45

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	12/1/2026	\$57.05	\$10.90	\$9.75	\$10.25	\$0.00	\$87.95
LABORERS (FREE AIR TUNNEL)							
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	8/1/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$0.00	\$81.03
TEAMSTERS JOINT COUNCIL NO. 10	12/1/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$0.00	\$82.77
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A							
WAGON DRILL OPERATOR	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$44.80	\$10.90	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.25	\$10.90	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$47.75	\$10.90	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.25	\$10.90	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	6/1/2026	\$41.91	\$10.90	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS	12/1/2026	\$43.35	\$10.90	\$9.75	\$9.21	\$0.00	\$73.21
LABORERS - ZONE 2 (HEAVY & HIGHWAY)							
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
WASTE WATER PUMP OPERATOR	6/1/2026	\$59.38	\$17.05	\$13.35	\$3.25	\$0.00	\$93.03
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$60.83	\$17.05	\$13.35	\$3.25	\$0.00	\$94.48
OPERATING ENGINEERS LOCAL 4							
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER	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
PLUMBERS & GASFITTERS LOCAL 12	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.