AMESBURY HOUSING AUTHORITY

SERVICE CONTRACT FOR
Annual Painting and Related Repairs Services
Contract under $50,000

Amesbury Housing Authority 180 Main St
Amesbury MA 01913
Phone:978-388-2022

BOARD

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REQUEST FOR QUOTES

The Amesbury Housing Authority invites written responses from contractors for the supply of services as described in the specifications for **Annual Painting and Related Repairs.**

It is the intent of the Authority to award this contract not to exceed $24,000 for the period of April 1, 2026, through March 31, 2027. The option for a one year renewal on April 1, 2028, and contingent upon satisfactory operations and the availability of funds required to perform painting. Renewal is at the sole discretion of the Amesbury Housing Authority.

BIDS open Wednesday, March 11th, 2026. The Specifications and Bid Form must be individually sealed and submitted in an envelope or on or before **10:00 AM Thursday March 26, 2026** addressed to the **Amesbury Housing Authority 180 Main St, Amesbury MA 01913,** endorsed with the name and address of the bidder and clearly marked with the applicable contract name and number at which time bids will be opened and publicly read **or emailed to aconnor@amesburyha.com subject line "Annual Painting Contract Bid"**

The contract will be awarded to the lowest responsible and eligible bidder. The Amesbury Housing Authority reserves the right to award and/or reject any and all bids or proposals for any reason determined to be in the Authority's best interest.

Specifications and bid forms may be obtained at the Office of the Amesbury Housing Authority, 180 Main St, Amesbury, MA 01913. Bid deposits are not required.

Quotes are subject to M.G.L. c.149 §44A (2)(B) & to state prevailing wage rates as required by M.G.L. c.149 §§26 to 27H inclusive for state-aided public housing units.

Each bidder is encouraged to attend a walkthrough of the facilities on March 18, 2026, at 10:00 AM at 180 Main St, Amesbury, Massachusetts.

The Amesbury Housing Authority is an affirmative action/equal opportunity employer/ purchaser.

INSTRUCTIONS TO BIDDERS

1. **Receipt and Opening of Bids**

The Amesbury Housing Authority, herein called the Owner, acting by and through its purchasing department and maintenance department, will receive written quotes for Painting and Related Repairs of selected buildings, at Amesbury Housing Authority public housing developments located throughout the City of Amesbury as specified in the Request for Quotes.

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

2. **Location and Work to be done**

The Location of the Work to be done is described in Scope of Work and Schedule, Amesbury Housing Authority.

3. **Preparation of Bid**

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

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

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

4. **Bid Opening Procedure:**

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

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

Bid signatures will be checked.

The total dollar amount of each bid will be read. The low bidder will be selected by the housing authority. The bid opening procedure will be closed. The Amesbury Housing Authority will award the Annual Painting Services Contract to the lowest responsible and eligible bidder. Once the award is made, the Authority will publish notice of award in the central register.

5. **Ability and Experience of Bidder:**

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

Bidder shall have a minimum of five (5) years' demonstrated experience performing similar services for housing authorities, municipalities or other public entity. The availability and proximity of the contractor's prime business location, as well as experience with public work, shall be considered in its ability to respond to the Amesbury Housing Authority.

The Contractor must submit with his/her bid proposal a list of three (3) local housing authorities, municipalities or public entities listing jobs and service contracts which he/she has successfully completed, giving the name and the address of these projects so they can be investigated prior to the award of the contract. The Amesbury Housing Authority must be included as part of the reference investigation list if services have been provided to the Amesbury Housing Authority in the past five (5) years.

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

6. **Condition of Work:**

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

7. **Addenda and Interpretations:**

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

Every request for such interpretation should be in writing addressed to **Dr. Annmary Connor, Executive Director , Amesbury Housing Authority, 180 Main Street, Amesbury, Ma 01913** and to be given consideration must be received at least seven (7) days prior to the date fixed for the opening of bids. Any and all such interpretations and any supplemental instructions will be in the form of written addenda to the Contract Documents. Failure of any bidder to receive any such addendum or interpretation shall not relieve such bidder from any obligation under this bid as submitted. All addenda so issued shall become part of the Contract Documents.

8. **Laws and Regulations:**

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

9. **Information Not Guaranteed:**

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

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

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

10. **Right to Reject Bid:**

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

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

11. Time for Completion:

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

12. Comparison of Bids:

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

13. Rule for Award of Contract:

The Contract will be awarded to "the lowest responsible and eligible bidder" for the Total Price Bid pursuant to General Laws Chapter 149 as amended. Such a bidder shall possess the skill, ability, and integrity necessary for the faithful performance of the work, shall be able to furnish labor that can work in harmony with all other elements of labor employed, or to be employed, in the work, and shall otherwise comply with all applicable provisions of law.

14. Statutes Regulating Competitive Bidding:

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

15. Wage Rates:

Prevailing Wage Rates as determined by the Commissioner of Department of Labor and Industries under the provision of the Massachusetts General Laws, Chapter 149, Section 26 to 27H, as amended, or U.S. Department of Labor Davis-Bacon apply to this project. It is the responsibility of the contractor, before bid opening to request if necessary, any additional information on Prevailing Wage Rates for those trades people who may be employed for the proposed work under this contract.

16. Bid Items Not Guaranteed:

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

FORM OF GENERAL BID:

Bid of_____(hereinafter called "Bidder")*

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

( ) a partnership

( ) a joint venture

( ) an individual doing business as

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

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

***Insert corporation, partnership or individual as applicable.**

ADDENDA

Bidder acknowledges receipt of the following addenda:

No. Dated:

No. Dated:

No. Dated:

No. Dated:

No. Dated:

BID FORMS

A. **Contract Agreement:**

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

Signature: .....

Name (Printed): _____

Title: _____Date: _____

B. **References and Qualifications:**

1. Have been in business under present name for _____ years.

2. Do you have at least five (5) years demonstrated experience performing similar services for Housing Authorities or Municipalities?

   Yes No

3. Can you respond to normal service calls within seventy-two (72) hours?

   Yes No

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

   Yes No

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

   Yes No

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

   _____

   Yes No

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

   Yes No

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

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

Municipality/LHA: _____

Contact Name: ..... Phone: .....

Address: .....

Email Address: .....

Contract Term/Year(s): _____ Total Value: _ _ _ _ _ _

Municipality/LHA: _____

Contact Name: _ _ _ _ _ _ _ _ _ _ _ _ _ _ _ Phone: _____

Address: _____

Email Address: .....

Contract Term/Year(s): _____ Total Value: _ _ _ _ _ _

Municipality/LHA: _____

Contact Name: .....

Address: _____

Email Address: _ _ _ _ _ _ _ _ _ _ _ _ _ Phone: _____

Contract Term/Year(s): _____

Total Value: .....

C. Pricing-State Aided Public Housing Units:

Pricing is per unit:

Elderly	500 Sqf.	$_____ (1)
Bedroom family	150 sqf.	$ _____ (2)
Family unit Living	200 sqf.	$_____ (3)
	*average size of units measured	
		$_____ (4)
Hourly Wage for Extra Work Per Hour Rate		$ _____ (5)
TOTAL ESTIMATE CONTRACT BID PRICE (Add Items 1-5) for state		$_____ _____

PLEASE REFER TO THE COMMONWEALTH OF MA LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS PREVAILING WAGE RATE SCHEDULE. Attached

NOTE: ALL paint will be supplied by AHA- not the supplies (brushes, drop cloths ect).

**Maintenance and Service calls shall be at the cost of the per unit price, unless additional costs are approved by the Maintenance Supervisor, or the Executive Director.*

***The price bid by the bidder covers all labor, equipment, and services required to complete the project and shall also inc01porate any other materials, supplies, overhead, and profit of the bidder and the total estimated contract price bid shall be "all inclusive".*

****For this contract the recognized holidays are: New Years, Memorial Day, 4th of July, Labor Day, Veterans Day, Indigenous people day , MLK Jr Day, Thanksgiving and Christmas.*

D. Non-Collusion Certificate:

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

Signature: _____ *Date:* _____

Print Name: .....

Title:

Name of Business: _____

E. Non-Debarment Certificate

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

Signature: _____ *Date:* _____

Print Name: .....

Title: .....

Name of Business: _____

F. Tax Compliance Certificate:

Pursuant to M G.L. Chapter 62C, Chapter 49A, and Chapter 15JA, Section 19A, I do hereby certify under the penalties of perjury that my company has filed all state tax returns and paid all taxes required by law and complied with all state laws pertaining to contributions to the unemployment compensation fund and to payments in lieu of contributions.

Signature: _____ *Date:* _____

Print Name: .....

Title: .....

Name of Business: _____

G. Payment of Prevailing Wages Tax Compliance Certificate:

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

Signature: _____ *Date:* _____

Print Name: _____

Title: .....

Name of Business: _____

H. Labor Harmony/ OSHA 10-HOUR:

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

Signature: _____ *Date:* _____

Print Name: .....

Title: .....

Name of Business: _____

I. Certificate of Corporate Vote of Authorization:

I hereby certify that a meeting of the Board of Directors of the: _____ _____duly called and held at _____

*On the ___ day of _____2025 at which a quorum was present and acting, it voted that (Name of Corporate Officer) _____ of the (Name of Corporation) ---------- and hereby is authorized to execute and deliver for and on behalf of the Corporation, a Contract with the Amesbury Housing Authority, for work to be done at state-aided public housing developments in the City of Amesbury and to act as principle to execute *bonds in common therewith, which Contract and *Bonds*(NIA) were presented to and made part of the records of said meetings. I further certify that (name of Corporate Officer) _____is duly qualified and acting (title) _____of the Corporation and that said vote has not been*

repealed, rescinded or amended.

A true cop of the record,

Attest: _____

(Corporate Seal)

On this ____ day of _____, before me, the undersigned Notary Public, personally appeared _____, duly designated by the board of directors and proved to me, through satisfactory evidence of identification, which was _____, that s/he is the person whose name is signed on the foregoing documents, and acknowledged to me that s/he signed it voluntarily for its stated purpose and that it was her/his free act and deed.

Notary Public_____ My Commission Expires _____

AGREEMENT:

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

WITNESSETH: That for and in consideration of the payments and agreements hereinafter mentioned, to be made and performed by the OWNER, the CONTRACTOR hereby agrees with the OWNER to commence and complete the project described by these bid documents hereinafter called the project, for the sum of the yearly contract price (dependent on number of total unit turnovers) and all extra work in connection therewith, under the terms as stated in the Contract Documents; and at his/her (its and their) own proper cost and expense to furnish all the materials (less paint), supplies, machinery equipment, tools, superintendence, labor, insurance, and other accessories and services necessary to complete the said project in accordance with the conditions and prices stated in the **Service Contract for Annual Painting and Related Repairs** including FORM OF GENERAL BID, INSTRUCTIONS TO BIDDERS, SCOPE OF WORK, and GENERAL CONDITIONS as prepared by the Owner.

The annual contract will commence on ***April 1, 2026***

In accordance with this agreement, the CONTRACTOR agrees to submit invoices as prescribed in the contract documents monthly after completion of the work.

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

(Contract Price) State: 1 Bedroom:_____

2 Bedroom: _____

3 Bedroom: _____

5 Bedroom: _____

Hourly Rate: _____

AGREED:

Amesbury Housing Authority, (Owner)

_____

(Executive Director) **(Date)**

_____

(Company Name/Contractor)

_____

(Signature) **(Title)** **(Date)**

_____

_____

(Address) (City, State and Zip Code)

SCOPE OF WORK AND SCHEDULE

PAINTING AND MISC Related Repairs

I. **General Purpose:**

This bid is solicited for the purpose of procuring routine, and preventive maintenance services to be provided to the Amesbury Housing Authority buildings for a minimum of one year.

II. **Scope of Work:**

Provide all labor, materials (less paint), equipment, tools, and supervision necessary for painting and minor related repairs for buildings as directed by the HHA in accordance with the existing conditions and requirement.

A. General Requirements:

1) Contractor shall furnish all labor, materials (less paint), and equipment as required for work in all buildings in accordance with all specifications.

2) The contractor must be a qualified painter. The contractor must have a minimum of 5 years' experience in the painting industry. The contractor shall use trained painters to perform the services, directly employed and supervised by him/her.

3) The contractor shall give personal supervision to the work and shall employ a competent painter during the progress of the work. The contractor shall employ an efficient number of competent workmen who are experienced thoroughly in this type of work. The contractor may employ for his/her own subcontractors in order to perform the work to be done on the sites where work is to be done (subcontractors to be approved by HHA Maintenance Supervisor or designee. He/she shall be held responsible for all damages to such services or equipment, or damage caused by such services, if such damage were by reason his/her subcontractors' use of such services or equipment.

4) If the contractor finds upon examination of the assigned job that the work will be more extensive than originally ordered, he should contact the Maintenance Supervisor or designee within 24 hours for authorization to proceed with the additional work.

5) Unit prices submitted on bid forms will be effective for one year from the date of award.

6) Contractor shall obtain all permits, inspections, licenses, and certificates required for work under this section. All work shall be performed in strict conformity with all laws, regulations, and ordinances of the federal, state, and municipal governments and all departments and bureaus thereof having jurisdiction.

7) All painters shall have a copy of all required certifications and licenses on file. All persons operating a motor vehicle on the owner's property must have a copy of the required motor vehicle license on file.

8) All work shall be authorized by the Executive Director, the Maintenance Supervisor or designee via a telephone request. The contractor shall return the phone call within 24 hours. A specific unit(s) assignment with associated work schedule will be established between the contractor and the Authority during the initial phone call or return phone call placed by the contractor. HHA staff must approve extra work (hourly rate) on a unit turnover project prior to the commencement of the work. A copy of the service report (including date of work, start time and finish time, name(s) of person(s) performing work and time each person worked, brief description of the work), shall be left at the Amesbury Housing Authority Office upon the completion of the work. All related services covered by this contract are subject to the owner's approval.

9) For painting assignments outside of the price per unit/bedroom size, based on.an hourly rate of pay, the work shall begin and end upon the recording by a representative of the Maintenance Department of the arrival and departure time of the contractor at the jobsite. The Authority will be billed by the hour for working hours only. The Authority will not be billed for breaks, lunches, down time or travel time for materials made while at the job site.

10) All parts installed and/or materials used are to be exact duplicate, or an approved substitute of the original used and/or specified by the manufacturer of the equipment, and in every case, guaranteed as per manufacturer's specification(s). All materials and equipment supplied by the contractor must be free of any lien, claim, or encumbrance.

11) Services and Related Repairs are to be made 8:00 a.m. through 4:00 p.m., Monday through Friday. The Maintenance Supervisor or designee may authorize work outside normal working hours or days.

12) Hourly rates shall include all travel and mileage costs. No separate travel, truck, or equipment charges will be accepted. No other method or items of compensation shall be paid other than the basis specified herein.

13) Invoicing for all work must be done at a least monthly or at an agreed upon interval discussed with HHA. The contractor may only invoice for units/work completed. Work assigned and completed outside of regular unit turnovers will be invoiced separately. Certified payroll reporting forms for prevailing wage rates and signed statements of compliance must be submitted to the Deputy Director for days/hours of work being invoiced. No invoices will be processed for payment without the above referenced documentation.

14) Work performed during a specific fiscal year must be submitted before the end of that fiscal year. Work performed at or near the end of any fiscal year (MARCH 31st) must be invoiced immediately.

15) Purchases made by the Amesbury Housing Authority Housing Authority are exempt from state sales tax and federal excise taxes and material prices must exclude such taxes. Tax exemption certificates will be furnished upon request.

16) All workmanship by the successful bidder shall be guaranteed against failure or defects during normal use for a period of one (1) year from the date of completion of the work. All materials and parts supplied by the successful bidder will have the standard manufacturers' warranties. Any defective materials or parts supplied by the contractor shall be replaced at no cost to the Amesbury Housing Authority

Authority. Pursuant to MGL Chapter 11lF, Sections 8-10, any vendor who receives a contract resulting from this invitation agrees to submit a Safety Data Sheet for each toxic or hazardous substance or mixture containing such substance when deliveries are made. The contractor agrees to comply with all requirements set forth in the pertinent laws.

18) The contractor shall keep all exterior doors locked when the buildings are unoccupied and shall be responsible for locking the doors of the buildings or any portion(s) of the buildings at times other than when they are in normal use. Any property damaged by the contractor in carrying out the provisions of this contract shall be restored to its original condition by and at the expense of the contractor.

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

20) The prevailing wage rates, as determined by the Massachusetts Department of Labor and Workforce Development and any amendments are applicable to any work performed by the successful bidder. In accordance with Massachusetts General Law C149, §27B, a trne and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is provided and includes all information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of six years from the date of completion of the contract. These must also be submitted with all applications for payment on the following forms

https://www.mass.gov/dols/pw (state-statement of compliance and payroll form)

B. Detailed Specifications / Summary of Work:

The work covered under this contract shall include but not be limited to the following items:

The complete painting of each apartment hereinafter scheduled, including, but not limited to walls, ceilings, columns and beams, closets including shelving, doors and door trim, windows and window trim (except aluminum), wood baseboards and miscellaneous trim.

The complete painting of all public corridors as needed including walls, ceilings, doors and door trim and including surfaces of janitors' closets, refuse chute rooms and storage closets opening into public corridors.

The complete painting of all stair halls from the lowest level to the roof, including walls, ceilings, underside of stairs, stair treads and risers, handrails, doors and trim, standpipes, and miscellaneous trim. Typical paint completion is one coat of primer two coats of paint. Heavy-smoked-filled units will be provided specialized primer and may require more coats of paint.

The complete painting of entrance vestibules and lobbies including walls, ceilings, doors, convector covers and miscellaneous trim.

The complete painting of all Management spaces, Community Rooms, Laundry Rooms and other public spaces, as scheduled herein, including but not limited to walls, ceilings, doors, windows and window trim (except aluminum), and closets, including shelving.

Preparation of Surfaces:

Before any disturbance of painted surfaces is undertaken a determination must be made as to the existence of LBP; please refer to Section 5, Lead Safe Work Practices.

All surfaces specified to be painted shall be dry and cleaned free of all dirt, grit, grease, mold, mildew, foreign substances and all loose, peeling, blistering, chalking or scaling paint.

Plaster Work:

Where plaster surfaces are involved, the work of this contract shall include the complete patching of damaged or deteriorated plaster areas of any wall or room ceiling.

Cracks, holes, bulges or gouges in wall and ceiling surfaces shall be spackled and sanded smooth. Loose, peeling, blistering, chalking and scaling paint shall be removed to the refusal point by scraping. Resulting edges of all areas so scraped shall be spackled to a feathered edge and sanded smooth when dry. All spackled, plastered and sanded areas shall be spot primed prior to painting.

The Contractor shall determine whether holes in plaster surfaces shall be required to be closed with three (3) coats of gypsum plaster, that is a scratch, brown, and finish coat; or a lesser number of coats. However, should the finished surfaces not result in a good, substantial, workman like appearance, satisfactory to the housing company/authority, then they shall be re- plastered at the Contractor's expense. Plaster materials shall meet the requirements of the pertinent ASTM Specifications and the local building code. Mixing, application and installation shall be in accordance with manufacturer's instructions

Drywall Work:

Where drywall surfaces are involved, the work of this contract shall include the complete patching of damaged or deteriorated drywall areas in all work areas.
The preparation of all painted drywall surfaces prior to repainting shall conform to practices specified for repainting of plaster walls in the Section above.

All nicks and small dents shall be filled in and leveled off with spackling compound, sanded, and given a coat of primer prior to the application of the finish oat paints.

Loose or buckled tape on all seams and in corners shall be removed to the refusal point, new tape imbedded in and resurfaced with the proper material and the repaired area given a coat of primer prior to the application of the finish coat or paint.

Popping nails or screws shall be recessed or removed. If nails or screws are removed, new nails or screws are to be installed in close proximity to their original location and all holes and indentations filled.

Small holes up to six (6) inches in diameter shall be repaired by backing up the area with gypsum board or other fireproof material, then filling the hole or recessed area with plaster of paris so . that it is flush with the existing surfaces. Repaired areas are to be sanded and primed prior to the application of the finish coat of paint.

MISC ITEMS:

All surfaces of kitchens to be painted shall be washed with a solution of paint cleaner of sufficient strength to remove all grease and to dull the surface sheen. Paint cleaner shall be rinsed off with clear water.

All clear coated woodwork shall be thoroughly cleaned of wax and grease, using mineral spirits, prior to receiving new clear coating.

All surfaces exhibiting water stains shall be sealed with a solvent based, alcohol soluble sealer.

All glossy surfaces to be painted shall be dulled by sanding with a fine abrasive of 00 grit or a liquid applied paint duller.

All exposed rust and areas where rust is indicated under the old paint film shall be removed to the bare metal. Bared metal shall be given a spot-coat of a suitable rust inhibitor.

Lead Safe Work Practices

All coatings, preparation and painting must conform to all applicable federal, state and local regulations for Lead Based Paint (LBP) including those listed below. In the absence of an existing LBP report indicating no lead in surfaces scheduled to be painted, bidders must either include certification from an EPA risk assessor that the surfaces to be painted are lead-free or that they are EPA Renovation, Repair and Painting (RRP) certified.

Under the EPA RRP rule, (April 22, 2010), contractors performing renovation, repair and painting projects that disturb lead-based paint in homes, childcare facilities, and schools built before 1978 must be certified and must follow specific work practices to prevent lead contamination.

Developments receiving any Federal funding: Federal Lead-Based Paint Requirements, 24 CFR Part 35 or the Lead Safe Housing Rule (LSHR) applies to all federally assisted housing. Depending on the nature of work and the dollar amount of federal investment in the property, certain requirements must be complied with in handling lead-based paint. The Housing Company/Authority will inform the contractor of specific requirements for the development.

Buildings covered under this contract shall include:

LIST OF HHA DEVELOPMENTS:

1. **200-1 Family Housing Development at Macy Street/Terrace** consists of 27 2 and 3-bedroom units in 2-story buildings. Construction of the development was completed in 1949. State-Aided Public Housing

2. **705-1 Family Housing Development at Orchard Park** consists of 13 – 1,2, 3 and 5-bedroom units in 2-story buildings. Construction of the development was completed in 1974. State-Aided Public Housing

3. **667-1 Powow Villa 1 & 2.: address is Powow Villa,** consists of 60 1- bedroom units in one story buildings and one community room. Construction of the development was complete in 1960's. State-Aided Public Housing

4. **667-2 Heritage Towers 180 Main Street** consists of 102 1- bedroom units in a 9-story building, with a community room and adjacent offices in a historic building from the 1800s. Construction of the development was completed in 1972. State-Aided Public Housing

5. **667-3 Heritage Vale: it is on Nason's court, address is Heritage Vale** consists of 43- 1- bedroom units in 1-story buildings. Construction of the development was completed in 1950's. State-Aided Public Housing

For "service" work The Amesbury Housing Authority reserves the right to add locations or delete locations from this list at any time and to perform minor Related Repairs with Authority personnel as needed.

Contract Terms and Conditions

1) The contractor shall indemnify and hold harmless the Amesbury Housing Authority, and all of its officers, agents and employees against all suits, claims, and liabilities of every name and nature for any injuries to persons or damage to property arising out of or relating to any acts of, or failure to act by, the Contractor, his/her employees, agents, or subcontractors, in the performance of the work of this contract or failure to comply with the terms and conditions of the contract.

2) The Amesbury Housing Authority reserves the right to cancel the contract on fifteen (15) days-notice and to award the contract to the next lowest bidder on evidence of the contractor's failure to perform in accordance with specifications, and the contractor shall have no legal recourse or claim against the Owner.

3) The Amesbury Housing Authority may cancel this contract at any time without cause upon thirty-days prior notice. Upon termination, the Contractor is only entitled to be paid for work performed and completed and not for lost profits and/or any indirect overhead costs.

4) The contractor shall conform to all requirements of federal, state, and local laws, including prevailing wage laws.

5) Copies of all certifications and licenses for personnel utilized during the term of the contract must be updated, kept current, and maintained on-file with the Amesbury Housing Authority during the term of the contract.

6) There must be no assignment to third parties unless expressly agreed to in writing.

7) By submitting a bid, the contractor agrees to execute the contract, provide insurance certificates, bonds, and other required documents, and to commence work within the time limits specified herein.

8) The contract shall be considered to include all terms and conditions required to be included in it by Massachusetts General Laws, as amended, as though such terms were set forth in full therein.

GENERAL CONDITIONS

ARTICLE 1

CONTRACT DOCUMENTS

1.1 DEFINITIONS:

1.1.1 THE CONTRACT DOCUMENTS

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

1.1.2 THE CONTRACT

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

1.1.3 THE WORK

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

1.1.4 THE PROJECT

The project is the Painting and Repairs of selected Authority owned buildings of which the Work performed under the Contract Documents may be the whole or a part.

1.1.5 OR EQUAL

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

1.2 EXECUTION, CORRELATION AND INTENT

1.2.1

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

1.2.2

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

1.2.3

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

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

1.3 OWNERSHIP AND USE OF DOCUMENTS

1.3.1

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

ARTICLE 2

ADMINISTRATION

2.1 ADMINISTRATION OF THE CONTRACT

2.1.1

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

2.1.2

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

2.1.3

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

2.1.4

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

2.1.5

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

2.1.6

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

ARTICLE 3

OWNER

3.1 DEFINITION

3.1.1

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

3.1.2

The Owner's representatives for the Project shall be the Amesbury Housing Authority- Executive Director, The Maintenance Supervisor and The Contract Officer

3.2 INFORMATION AND SERVICES REQUIRED OF THE OWNER

3.2.1

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

3.2.2

The Owner shall furnish all documents describing the work.

3.2.3

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

3.2.4

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

3.2.5

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

3.3 OWNER'S RIGHT TO STOP THE WORK

3.3.1

If the Contractor fails to correct defective Work as required by the Owner or fails to carry out the Work in accordance with the Contract Documents or if the Owner shall for any other reason so require, the Owner, by a written order signed personally or by an agent specifically so empowered by the Owner in writing, may order the Contractor to stop the Work, or any portion thereof, until the cause for such order has been eliminated or until further written notice from the Owner; however, this right of the Owner to stop the Work shall not give rise to any duty on the part of the Owner to exercise this right for the benefit of the Contractor or any other person or entity. The Contractor shall resume the Work after such stoppage promptly upon written notice to do so from the Owner. If such stoppage is required through no fault of the Contractor, the Contract Time (and the dates for achieving Substantial Completion and Final Completion) shall be extended by a period equal to the period of the stoppage, and the Contractor shall be compensated for its reasonable and justifiable cost incurred as a result of such stoppage.

3.4 OWNER'S RIGHT TO CARRY OUT THE WORK

3.4.1

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

3.5 OWNER'S RIGHT TO TERMINATE CONTRACT

3.5.1

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

ARTICLE 4

CONTRACTOR

4.1 DEFINITION

4.1.1

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

4.2 REVIEW OF CONTRACT DOCUMENTS

4.2.1

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

4.3 SUPERVISION AND CONSTRUCTION PROCEDURES

4.3.1

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

4.3.2

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

4.3.3

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

4.4 LABOR AND MATERIALS

4.4.1

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

4.4.2

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

4.5 WARRANTY

4.5.1

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

4.6.1

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

4.7 PERMITS, FEES AND NOTICES

4.7.1

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

4.7.2

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

4.7.3

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

4.7.4

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

4.8 SUPERINTENDENT

4.8.1

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

4.9 PROGRESS SCHEDULE

4.9.1

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

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

4.10.1

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

4.11 USE OF SITE

4.11.1

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

4.12 CLEANING UP

4.12.1

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

4.12.2

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

4.13 COMMUNICATIONS

4.13.1

The Contractor shall forward all communications to the Owner through its ***Deputy Director, 978-372-6761, 25C Washington Square Amesbury, MA 01830.***

4.13.2

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

4.14 ROYALTIES AND PATENTS

4.14.1

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

4.15 INDEMNIFICATION

4.15.1

To the fullest extent permitted by law, the Contractor shall indemnify and hold harmless the Owner, and their agents and employees from and against all claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from the performance of the Work, provided that any such claim, damage, loss or expense (1) is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property (other than the Work itself) including the loss of use resulting there from, and (2) is caused in whole or in part by any negligent act or omission of the Contractor, any Subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, regardless of whether or not it is caused in part by a party indemnified there under. Such obligation shall not be construed to negate, abridge, or otherwise reduce any other right or of indemnity which would otherwise exist as to any party or person described in this Paragraph 4.15.

4.15.2

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

4.15.3

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

ARTICLE 5

INSURANCE REQUIREMENTS

The Contractor shall provide insurance coverage as listed in subparagraphs 9.1 - 9.6. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this contract.

WORKER'S COMPENSATION

Worker's Compensation: Coverage A Statutory Per M.G.L. c.149 §34 and c.152 as amended

Employer's liability: Coverage B $ 500,000 Bodily Injury by Accident each accident
$ 500,000 Bodily Injury by Disease each employee
$ 500,000 Bodily Injury by disease policy limit

CONTRACTOR'S COMMERCIAL GENERAL LIABILITY

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

VEHICLE LIABILITY

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

OWNER AS CO-INSURED

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

CERTIFICATES OF INSURANCE, POLICIES

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

CANCELLATION

Cancellation of any insurance required by this contract, whether by the insurer or the insured, shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the Owner at least thirty days prior to the effective date thereof, which shall be expressed in said notice.

ARTICLE 6

LIQUIDATED DAMAGES

6.1 LIQUIDATED DAMAGES

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

Addendum:

Amesbury Housing Authority manages Merrimac Housing Authority. These prices will be included in the services of Merrimac Housing Authority. They have similar-sized units. Locations and sites: 2 family units that are duplexes, one 667 48 units- built in the 1950's single story elderly units located at 52 Middle Street, Merrimac

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:	Amesbury - Housing Authority	**City/Town:**	AMESBURY
Contract Number:	Paint2026		
Description of Work:	Provide painting services for interior and exterior work at all housing authority properties owned and managed.		
Job Location:	180 Main street, Amesbury, Ma 01913		

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F “rental of equipment” contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets form DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$40.95	$16.17	$21.78	$0.00	$0.00	$78.90
	6/1/2026	$41.95	$16.17	$21.78	$0.00	$0.00	$79.90
	12/1/2026	$41.95	$16.17	$23.52	$0.00	$0.00	$81.64
	1/1/2027	$41.95	$16.77	$23.52	$0.00	$0.00	$82.24
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.02	$16.17	$21.78	$0.00	$0.00	$78.97
	6/1/2026	$42.02	$16.17	$21.78	$0.00	$0.00	$79.97
	12/1/2026	$42.02	$16.17	$23.52	$0.00	$0.00	$81.71
	1/1/2027	$42.02	$16.77	$23.52	$0.00	$0.00	$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.14	$16.17	$21.78	$0.00	$0.00	$79.09
	6/1/2026	$42.14	$16.17	$21.78	$0.00	$0.00	$80.09
	12/1/2026	$42.14	$16.17	$23.52	$0.00	$0.00	$81.83
	1/1/2027	$42.14	$16.77	$23.52	$0.00	$0.00	$82.43
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1) For apprentice rates see "Apprentice- PILE DRIVER"	1/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
AIR TRACK OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	12/1/2025	$44.80	$14.50	$4.30	$6.75	$0.00	$70.35
ASPHALT RAKER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$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)							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
LABORERS	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
LABORERS - ZONE 2	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
LABORERS	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
BOILER MAKER	1/1/2024	$48.12	$7.07	$14.60	$6.00	$0.00	$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER

Effective Date: 1/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	$31.28	$7.07	$9.32	$3.90	$0.00	$51.57
2	65.00	$31.28	$7.07	$9.32	$3.90	$0.00	$51.57
3	70.00	$33.68	$7.07	$10.03	$4.20	$0.00	$54.98
4	75.00	$36.09	$7.07	$10.74	$4.50	$0.00	$58.40
5	80.00	$38.50	$7.07	$11.45	$4.80	$0.00	$61.82
6	85.00	$40.90	$7.07	$12.18	$5.10	$0.00	$65.25

Construction

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

Apprentice: BOILER MAKER

Effective Date: 1/1/2024

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
7	90.00	$43.31	$7.07	$12.88	$5.40	$0.00	$68.66
8	95.00	$45.71	$7.07	$13.62	$5.70	$0.00	$72.10

Apprentice to Journeyworker Ratio: 1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 (LYNN)	2/1/2026	$67.95	$12.84	$15.57	$8.02	$0.00	$104.38
	8/1/2026	$70.15	$12.84	$15.57	$8.02	$0.00	$106.58
	2/1/2027	$71.55	$12.84	$15.57	$8.02	$0.00	$107.98

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$33.98	$12.84	$15.57	$8.02	$0.00	$70.41
2	60.00	$40.77	$12.84	$15.57	$8.02	$0.00	$77.20
3	70.00	$47.57	$12.84	$15.57	$8.02	$0.00	$84.00
4	80.00	$54.36	$12.84	$15.57	$8.02	$0.00	$90.79
5	90.00	$61.16	$12.84	$15.57	$8.02	$0.00	$97.59

Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$35.08	$12.84	$15.57	$8.02	$0.00	$71.51
2	60.00	$42.09	$12.84	$15.57	$8.02	$0.00	$78.52
3	70.00	$49.11	$12.84	$15.57	$8.02	$0.00	$85.54
4	80.00	$56.12	$12.84	$15.57	$8.02	$0.00	$92.55
5	90.00	$63.14	$12.84	$15.57	$8.02	$0.00	$99.57

Apprentice to Journeyworker Ratio: 1:5

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$49.10	$10.65	$9.75	$9.80	$0.00	$79.30
	6/1/2026	$50.65	$10.65	$9.75	$9.80	$0.00	$80.85
	12/1/2026	$52.15	$10.65	$9.75	$9.80	$0.00	$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS	12/1/2025	$47.95	$10.65	$9.75	$9.80	$0.00	$78.15
	6/1/2026	$49.50	$10.65	$9.75	$9.80	$0.00	$79.70

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - FOUNDATION AND MARINE	12/1/2026	$51.00	$10.65	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING TOP MAN	12/1/2025	$48.28	$10.65	$9.75	$9.80	$0.00	$78.48
LABORERS	6/1/2026	$49.83	$10.65	$9.75	$9.80	$0.00	$80.03
LABORERS - FOUNDATION AND MARINE	12/1/2026	$51.33	$10.65	$9.75	$9.80	$0.00	$81.53
For apprentice rates see "Apprentice- LABORER"							
CARBIDE CORE DRILL OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
CARPENTER	9/1/2025	$50.35	$10.33	$11.47	$8.50	$0.00	$80.65
CARPENTERS	3/1/2026	$51.60	$10.33	$11.47	$8.50	$0.00	$81.90
CARPENTERS -ZONE 2 (Eastern Massachusetts)	9/1/2026	$52.85	$10.33	$11.47	$8.50	$0.00	$83.15
	3/1/2027	$54.10	$10.33	$11.47	$8.50	$0.00	$84.40

Apprentice: CARPENTER

Effective Date: 9/1/2025

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

Apprentice: CARPENTER

Effective Date: 3/1/2026

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:5							
CARPENTER WOOD FRAME CARPENTERS CARPENTERS-ZONE 3 (Wood Frame)	10/1/2025	$27.75	$7.02	$3.80	$1.00	$0.00	$39.57
	10/1/2026	$28.85	$7.02	$3.80	$1.00	$0.00	$40.67

All Aspects of New Wood Frame Work

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2025

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

Apprentice: CARPENTER WOOD FRAME

Effective Date: 10/1/2026

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

Apprentice to Journeyworker Ratio: 1:5

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

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.62	$13.35	$16.43	$0.00	$0.00	$56.40
2	60.00	$31.94	$13.35	$16.43	$7.78	$1.80	$71.30

Construction

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

Apprentice: CEMENT MASONRY/PLASTERING

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	65.00	$34.61	$13.35	$16.43	$7.78	$1.80	$73.97
4	70.00	$37.27	$13.35	$16.43	$7.78	$1.80	$76.63
5	75.00	$39.93	$13.35	$16.43	$7.78	$1.80	$79.29
6	80.00	$42.59	$13.35	$16.43	$7.78	$1.80	$81.95
7	90.00	$47.92	$13.35	$16.43	$0.00	$0.00	$77.70

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	$0.00	$7.78	$0.00	$70.17

Apprentice to Journeyworker Ratio: 1:5

CHAIN SAW OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$60.48	$16.05	$13.25	$3.25	$0.00	$93.03
	6/1/2026	$61.81	$16.05	$13.25	$3.25	$0.00	$94.36
	12/1/2026	$63.29	$16.05	$13.25	$3.25	$0.00	$95.84
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$37.97	$16.05	$13.25	$3.25	$0.00	$70.52
	6/1/2026	$38.83	$16.05	$13.25	$3.25	$0.00	$71.38
	12/1/2026	$39.78	$16.05	$13.25	$3.25	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DELEADER (BRIDGE) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.60	$0.00	$94.51

Construction

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

Apprentice: DELEADER (BRIDGE)

Effective Date: 1/1/2026

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

Apprentice to Journeyworker Ratio: 1:1

DEMO: ADZEMAN LABORERS LABORERS - ZONE 2	12/1/2025	$48.00	$10.65	$9.75	$9.65	$0.00	$78.05
	6/1/2026	$49.55	$10.65	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$51.05	$10.65	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.65	$10.65	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.25	$10.65	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.93	$10.65	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.60	$10.65	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$49.00	$10.65	$9.75	$9.65	$0.00	$79.05
	6/1/2026	$50.55	$10.65	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$52.05	$10.65	$9.75	$9.65	$0.00	$82.10
	6/7/2027	$53.65	$10.65	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.25	$10.65	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.93	$10.65	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.60	$10.65	$9.75	$9.65	$0.00	$88.65
For apprentice rates see "Apprentice- LABORER"							
DEMO: BURNERS LABORERS LABORERS - ZONE 2	12/1/2025	$48.75	$10.65	$9.75	$9.65	$0.00	$78.80
	6/1/2026	$50.30	$10.65	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.80	$10.65	$9.75	$9.65	$0.00	$81.85
	6/7/2027	$53.40	$10.65	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$55.00	$10.65	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.68	$10.65	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.35	$10.65	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: CONCRETE CUTTER/SAWYER LABORERS LABORERS - ZONE 2	12/1/2025	$49.00	$10.65	$9.75	$9.65	$0.00	$79.05
	6/1/2026	$50.55	$10.65	$9.75	$9.65	$0.00	$80.60
	12/7/2026	$52.05	$10.65	$9.75	$9.65	$0.00	$82.10
	6/7/2027	$53.65	$10.65	$9.75	$9.65	$0.00	$83.70
	12/6/2027	$55.25	$10.65	$9.75	$9.65	$0.00	$85.30
	6/5/2028	$56.93	$10.65	$9.75	$9.65	$0.00	$86.98
	12/4/2028	$58.60	$10.65	$9.75	$9.65	$0.00	$88.65

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$48.75	$10.65	$9.75	$9.65	$0.00	$78.80
	6/1/2026	$50.30	$10.65	$9.75	$9.65	$0.00	$80.35
	12/7/2026	$51.80	$10.65	$9.75	$9.65	$0.00	$81.85
	6/7/2027	$53.40	$10.65	$9.75	$9.65	$0.00	$83.45
	12/6/2027	$55.00	$10.65	$9.75	$9.65	$0.00	$85.05
	6/5/2028	$56.68	$10.65	$9.75	$9.65	$0.00	$86.73
	12/4/2028	$58.35	$10.65	$9.75	$9.65	$0.00	$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER LABORERS LABORERS - ZONE 2	12/1/2025	$48.00	$10.65	$9.75	$9.65	$0.00	$78.05
	6/1/2026	$49.55	$10.65	$9.75	$9.65	$0.00	$79.60
	12/7/2026	$51.05	$10.65	$9.75	$9.65	$0.00	$81.10
	6/7/2027	$52.65	$10.65	$9.75	$9.65	$0.00	$82.70
	12/6/2027	$54.25	$10.65	$9.75	$9.65	$0.00	$84.30
	6/5/2028	$55.93	$10.65	$9.75	$9.65	$0.00	$85.98
	12/4/2028	$57.60	$10.65	$9.75	$9.65	$0.00	$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$78.11	$10.08	$11.62	$10.04	$0.00	$109.85
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 PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16
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) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$83.69	$10.08	$11.62	$12.67	$0.00	$118.06
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$117.16	$10.08	$11.62	$12.67	$0.00	$151.53
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction) DRAWBRIDGE - SEIU LOCAL 888 DRAWBRIDGE - SEIU LOCAL 888	7/1/2020	$26.77	$6.67	$3.93	$0.00	$0.16	$37.53
ELECTRICIAN ELECTRICIANS LOCAL 103 ELECTRICIANS LOCAL 103	9/1/2025	$66.17	$13.00	$14.37	$8.72	$0.00	$102.26
	3/1/2026	$66.86	$13.00	$14.64	$9.00	$0.00	$103.50
	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90

Apprentice: ELECTRICIAN

Effective Date: 9/1/2025

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

Apprentice: ELECTRICIAN

Effective Date: 3/1/2026

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

Apprentice Notes

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Apprentice to Journeyworker Ratio: 2:3

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

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

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

Construction

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

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$38.63	$0.00	$0.00	$0.00	$0.00	$38.63
2	55.00	$42.49	$16.38	$11.06	$10.70	$0.00	$80.63
3	65.00	$50.22	$16.38	$11.06	$10.70	$0.00	$88.36
4	70.00	$54.08	$16.38	$11.06	$10.70	$0.00	$92.22
5	80.00	$61.81	$16.38	$11.06	$10.70	$0.00	$99.95

Apprentice: ELEVATOR CONSTRUCTOR

Effective Date: 1/1/2027

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$40.28	$0.00	$0.00	$0.00	$0.00	$40.28
2	55.00	$44.30	$16.48	$11.16	$11.00	$0.00	$82.94
3	65.00	$52.36	$16.48	$11.16	$11.00	$0.00	$91.00
4	70.00	$56.39	$16.48	$11.16	$11.00	$0.00	$95.03
5	80.00	$64.44	$16.48	$11.16	$11.00	$0.00	$103.08

Apprentice to Journeyworker Ratio: 1:1

ELEVATOR CONSTRUCTOR HELPER	1/1/2026	$54.08	$16.38	$11.06	$10.07	$0.00	$91.59
ELEVATOR CONSTRUCTORS LOCAL 4 ELEVATOR CONSTRUCTORS LOCAL 4	1/1/2027	$56.39	$16.48	$11.16	$11.00	$0.00	$95.03
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/1/2025	$53.56	$16.05	$13.25	$3.25	$0.00	$86.11
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	5/1/2026	$55.00	$16.05	$13.25	$3.25	$0.00	$87.55
	11/1/2026	$56.29	$16.05	$13.25	$3.25	$0.00	$88.84
	5/1/2027	$57.72	$16.05	$13.25	$3.25	$0.00	$90.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/1/2025	$55.17	$16.05	$13.25	$3.25	$0.00	$87.72
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	5/1/2026	$56.62	$16.05	$13.25	$3.25	$0.00	$89.17
	11/1/2026	$57.92	$16.05	$13.25	$3.25	$0.00	$90.47
	5/1/2027	$59.37	$16.05	$13.25	$3.25	$0.00	$91.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/1/2025	$26.03	$16.05	$13.25	$3.25	$0.00	$58.58
OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	5/1/2026	$26.88	$16.05	$13.25	$3.25	$0.00	$59.43
	11/1/2026	$27.64	$16.05	$13.25	$3.25	$0.00	$60.19
	5/1/2027	$28.49	$16.05	$13.25	$3.25	$0.00	$61.04

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	9/1/2025	$66.17	$13.00	$14.37	$9.00	$0.00	$102.54
ELECTRICIANS LOCAL 103	3/1/2026	$66.86	$13.00	$14.64	$9.00	$0.00	$103.50
ELECTRICIANS LOCAL 103	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47
	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINTENANCE	9/1/2025	$52.94	$13.00	$13.97	$6.98	$0.00	$86.89
/ COMMISSIONING	3/1/2026	$53.49	$13.00	$14.23	$7.20	$0.00	$87.92
ELECTRICIANS LOCAL 103	9/1/2026	$55.02	$13.00	$14.28	$7.20	$0.00	$89.50
ELECTRICIANS LOCAL 103	3/1/2027	$55.98	$13.00	$14.31	$7.20	$0.00	$90.49
	9/1/2027	$57.50	$13.00	$14.36	$7.20	$0.00	$92.06
	3/1/2028	$58.46	$13.00	$14.38	$7.20	$0.00	$93.04
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"							
FIREMAN (ASST. ENGINEER)	12/1/2025	$47.69	$16.05	$13.25	$3.25	$0.00	$80.24
OPERATING ENGINEERS LOCAL 4	6/1/2026	$48.75	$16.05	$13.25	$3.25	$0.00	$81.30
OPERATING ENGINEERS LOCAL 4	12/1/2026	$49.93	$16.05	$13.25	$3.25	$0.00	$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/1/2025	$28.09	$10.65	$9.75	$9.21	$0.00	$57.70
LABORERS	6/1/2026	$29.21	$10.65	$9.75	$9.21	$0.00	$58.82
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$29.21	$10.65	$9.75	$9.21	$0.00	$58.82
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
FLOORCOVERER	9/1/2025	$57.74	$10.33	$11.47	$8.80	$0.00	$88.34
FLOORCOVERERS LOCAL 2168	3/1/2026	$59.24	$10.33	$11.47	$8.80	$0.00	$89.84
FLOORCOVERERS LOCAL 2168 ZONE I	9/1/2026	$60.74	$10.33	$11.47	$8.80	$0.00	$91.34
	3/1/2027	$62.24	$10.33	$11.47	$8.80	$0.00	$92.84

Apprentice: FLOORCOVERER

Effective Date: 9/1/2025

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

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

Apprentice: FLOORCOVERER

Effective Date: 3/1/2026

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

Apprentice Notes

Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 GLAZIERS LOCAL 35 (ZONE 2)	1/1/2026	$49.06	$10.35	$12.00	$12.60	$0.00	$84.01

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

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HOISTING ENGINEER/CRANES/GRADALLS	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 12/1/2025

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

Apprentice: HOISTING ENGINEER/CRANES/GRADALLS

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$33.32	$0.00	$0.00	$0.00	$0.00	$33.32
2	60.00	$36.35	$16.05	$13.25	$3.25	$0.00	$68.90
3	65.00	$39.38	$16.05	$13.25	$3.25	$0.00	$71.93
4	70.00	$42.41	$16.50	$13.25	$3.25	$0.00	$75.41
5	75.00	$45.44	$16.50	$13.25	$3.25	$0.00	$78.44
6	80.00	$48.46	$16.50	$13.25	$3.25	$0.00	$81.46
7	85.00	$51.49	$16.50	$13.25	$3.25	$0.00	$84.49
8	90.00	$54.52	$16.50	$13.25	$3.25	$0.00	$87.52

Apprentice to Journeyworker Ratio: 1:6

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	9/1/2025	$66.17	$13.00	$14.37	$8.72	$0.00	$102.26
	3/1/2026	$66.86	$13.00	$14.64	$9.00	$0.00	$103.50
	9/1/2026	$68.78	$13.00	$14.69	$9.00	$0.00	$105.47
	3/1/2027	$69.97	$13.00	$14.73	$9.00	$0.00	$106.70
	9/1/2027	$71.88	$13.00	$14.79	$9.00	$0.00	$108.67
	3/1/2028	$73.08	$13.00	$14.82	$9.00	$0.00	$109.90

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) 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"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER)	9/1/2025	$69.08	$13.45	$13.75	$9.30	$0.00	$105.58
PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	3/1/2026	$70.58	$13.95	$14.00	$9.55	$0.00	$108.08
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC	9/1/2025	$69.08	$13.45	$13.75	$9.30	$0.00	$105.58
PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	3/1/2026	$70.58	$13.95	$14.00	$9.55	$0.00	$108.08
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS	12/1/2025	$41.22	$10.65	$9.75	$9.11	$0.00	$70.73
LABORERS LABORERS - ZONE 2	6/1/2026	$42.66	$10.65	$9.75	$9.11	$0.00	$72.17
	12/1/2026	$44.10	$10.65	$9.75	$9.11	$0.00	$73.61
	6/1/2027	$45.55	$10.65	$9.75	$9.11	$0.00	$75.06
	12/1/2027	$47.00	$10.65	$9.75	$9.11	$0.00	$76.51
	6/1/2028	$48.50	$10.65	$9.75	$9.11	$0.00	$78.01
	12/1/2028	$50.00	$10.65	$9.75	$9.11	$0.00	$79.51
For apprentice rates see "Apprentice- LABORER"							
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/1/2025	$41.22	$10.65	$9.75	$9.21	$0.00	$70.83
LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$42.66	$10.65	$9.75	$9.21	$0.00	$72.27
	12/1/2026	$44.10	$10.65	$9.75	$9.21	$0.00	$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
INSULATOR (PIPES & TANKS)	9/1/2025	$60.34	$14.75	$9.52	$10.09	$0.00	$94.70
HEAT & FROST INSULATORS LOCAL 6 HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	9/1/2026	$63.76	$14.75	$9.52	$10.09	$0.00	$98.12

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2025

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

Apprentice: INSULATOR (PIPES & TANKS)

Effective Date: 9/1/2026

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

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER	9/16/2025	$53.46	$9.05	$12.75	$14.50	$0.00	$89.76

Construction

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

Apprentice: IRONWORKER/WELDER

Effective Date: 9/16/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$32.08	$9.05	$12.75	$4.50	$0.00	$58.38
2	75.00	$40.10	$9.05	$12.75	$4.50	$0.00	$66.40
3	85.00	$45.44	$9.05	$12.75	$4.50	$0.00	$71.74
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 LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LABORER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76

Apprentice: LABORER

Effective Date: 12/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.03	$10.15	$9.50	$9.11	$0.00	$53.79
2	70.00	$29.20	$10.15	$9.50	$9.11	$0.00	$57.96
3	80.00	$33.38	$10.15	$9.50	$9.11	$0.00	$62.14
4	90.00	$37.55	$10.15	$9.50	$9.11	$0.00	$66.31

Apprentice: LABORER

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.15	$10.65	$9.75	$9.11	$0.00	$54.66

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

Apprentice: LABORER

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
2	70.00	$29.34	$10.65	$9.75	$9.11	$0.00	$58.85
3	80.00	$33.53	$10.65	$9.75	$9.11	$0.00	$63.04
4	90.00	$37.72	$10.65	$9.75	$9.11	$0.00	$67.23

Apprentice to Journeyworker Ratio: 1:5

LABORER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.47	$10.65	$9.75	$9.21	$0.00	$70.08
	6/1/2026	$41.91	$10.65	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.35	$10.65	$9.75	$9.21	$0.00	$72.96

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 12/1/2025

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.03	$10.15	$9.50	$9.21	$0.00	$53.89
2	70.00	$29.20	$10.15	$9.50	$9.21	$0.00	$58.06
3	80.00	$33.38	$10.15	$9.50	$9.21	$0.00	$62.24
4	90.00	$37.55	$10.15	$9.50	$9.21	$0.00	$66.41

Apprentice: LABORER (HEAVY & HIGHWAY)

Effective Date: 6/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	$25.15	$10.65	$9.75	$9.21	$0.00	$54.76
2	70.00	$29.34	$10.65	$9.75	$9.21	$0.00	$58.95
3	80.00	$33.53	$10.65	$9.75	$9.21	$0.00	$63.14
4	90.00	$37.72	$10.65	$9.75	$9.10	$0.00	$67.22

Apprentice to Journeyworker Ratio: 1:5

LABORER: CARPENTER TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS LABORERS - ZONE 2	12/1/2025	$40.56	$10.65	$9.75	$9.65	$0.00	$70.61
	6/1/2026	$42.00	$10.65	$9.75	$9.65	$0.00	$72.05
	12/7/2026	$43.44	$10.65	$9.75	$9.65	$0.00	$73.49
	6/7/2027	$44.89	$10.65	$9.75	$9.65	$0.00	$74.94
	12/6/2027	$46.34	$10.65	$9.75	$9.65	$0.00	$76.39
	6/5/2028	$47.84	$10.65	$9.75	$9.65	$0.00	$77.89
	12/4/2028	$49.34	$10.65	$9.75	$9.65	$0.00	$79.39

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21

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

LABORER: MULTI-TRADE TENDER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$9.75	$9.11	$0.00	$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER LABORERS LABORERS - ZONE 2	12/1/2025	$40.47	$10.65	$9.75	$9.11	$0.00	$69.98
	6/1/2026	$41.91	$10.65	$9.75	$9.11	$0.00	$71.42
	12/1/2026	$43.35	$10.65	$9.75	$9.11	$0.00	$72.86
	6/1/2027	$44.80	$10.65	$9.75	$9.11	$0.00	$74.31
	12/1/2027	$46.25	$10.65	$9.75	$9.11	$0.00	$75.76
	6/1/2028	$47.75	$10.65	$9.75	$9.11	$0.00	$77.26
	12/1/2028	$49.25	$10.65	$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 LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	$52.08	$12.84	$15.57	$5.78	$0.00	$86.27
	8/1/2026	$53.84	$12.84	$15.57	$5.78	$0.00	$88.03
	2/1/2027	$54.96	$12.84	$15.57	$5.78	$0.00	$89.15

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.04	$12.84	$15.57	$5.78	$0.00	$60.23
2	60.00	$31.25	$12.84	$15.57	$5.78	$0.00	$65.44
3	70.00	$36.46	$12.84	$15.57	$5.78	$0.00	$70.65
4	80.00	$41.66	$12.84	$15.57	$5.78	$0.00	$75.85
5	90.00	$46.87	$12.84	$15.57	$5.78	$0.00	$81.06

Apprentice: MARBLE & TILE FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$26.92	$12.84	$15.57	$5.78	$0.00	$61.11
2	60.00	$32.30	$12.84	$15.57	$5.78	$0.00	$66.49
3	70.00	$37.69	$12.84	$15.57	$5.78	$0.00	$71.88
4	80.00	$43.07	$12.84	$15.57	$5.78	$0.00	$77.26
5	90.00	$48.46	$12.84	$15.57	$5.78	$0.00	$82.65

Apprentice to Journeyworker Ratio: 1:5

MARBLE MASONS,TILELAYERS & TERRAZZO MECH BRICKLAYERS LOCAL 3 BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2026	$67.97	$12.84	$15.57	$7.99	$0.00	$104.37
	8/1/2026	$70.17	$12.84	$15.57	$7.99	$0.00	$106.57
	2/1/2027	$71.57	$12.84	$15.57	$7.99	$0.00	$107.97

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$33.99	$12.84	$15.57	$7.99	$0.00	$70.39
2	60.00	$40.78	$12.84	$15.57	$7.99	$0.00	$77.18

Construction

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

Apprentice: MARBLE MASONS,TILELAYERS & TERRAZZO MECH

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	$47.58	$12.84	$15.57	$7.99	$0.00	$83.98
4	80.00	$54.38	$12.84	$15.57	$7.99	$0.00	$90.78
5	90.00	$61.17	$12.84	$15.57	$7.99	$0.00	$97.57

Apprentice: 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 to Journeyworker Ratio: 1:5

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

Apprentice: MILLWRIGHT (Zone 2)

Effective Date: 1/5/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	$26.05	$10.08	$0.00	$5.50	$0.00	$41.63
2	65.00	$30.78	$10.08	$0.00	$6.50	$0.00	$47.36
3	75.00	$35.52	$10.08	$11.47	$7.50	$0.00	$64.57
4	85.00	$40.26	$10.08	$11.47	$8.50	$0.00	$70.31

Apprentice Notes

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

Apprentice to Journeyworker Ratio: 1:4

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
MORTAR MIXER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$25.68	$16.05	$13.25	$3.25	$0.00	$58.23
	6/1/2026	$26.27	$16.05	$13.25	$3.25	$0.00	$58.82
	12/1/2026	$26.94	$16.05	$13.25	$3.25	$0.00	$59.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$31.65	$16.05	$13.25	$3.25	$0.00	$64.20
	6/1/2026	$32.37	$16.05	$13.25	$3.25	$0.00	$64.92
	12/1/2026	$33.17	$16.05	$13.25	$3.25	$0.00	$65.72
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$59.56	$10.35	$12.00	$12.50	$0.00	$94.41

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) * * 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	1/1/2026	$50.46	$10.35	$12.00	$12.60	$0.00	$85.41

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
1	50.00	$25.23	$10.35	$0.00	$0.00	$0.00	$35.58
2	55.00	$27.75	$10.35	$0.00	$6.93	$0.00	$45.03
3	60.00	$30.28	$10.35	$0.00	$7.56	$0.00	$48.19
4	65.00	$32.80	$10.35	$0.00	$8.19	$0.00	$51.34
5	70.00	$35.32	$10.35	$12.00	$8.82	$0.00	$66.49
6	75.00	$37.85	$10.35	$12.00	$9.45	$0.00	$69.65
7	80.00	$40.37	$10.35	$12.00	$10.08	$0.00	$72.80
8	90.00	$45.41	$10.35	$12.00	$11.34	$0.00	$79.10

Apprentice to Journeyworker Ratio: 1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$48.52	$10.35	$12.00	$12.60	$0.00	$83.47

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) * * 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	1/1/2026	$49.06	$10.35	$12.00	$12.60	$0.00	$84.01

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

Construction

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

Apprentice: PAINTER / TAPER (BRUSH, NEW) *

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
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) PAINTERS LOCAL 35 PAINTERS LOCAL 35 - ZONE 2	1/1/2026	$47.12	$10.35	$12.00	$12.60	$0.00	$82.07

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) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	$40.47	$10.65	$9.75	$9.21	$0.00	$70.08
	6/1/2026	$41.91	$10.65	$9.75	$9.21	$0.00	$71.52
	12/1/2026	$43.35	$10.65	$9.75	$9.21	$0.00	$72.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$40.78	$16.17	$21.78	$0.00	$0.00	$78.73
	6/1/2026	$41.78	$16.17	$21.78	$0.00	$0.00	$79.73
	12/1/2026	$41.78	$16.17	$23.52	$0.00	$0.00	$81.47
	1/1/2027	$41.78	$16.77	$23.52	$0.00	$0.00	$82.07
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16
For apprentice rates see "Apprentice- PILE DRIVER"							
PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 1)	8/1/2024	$55.79	$10.08	$11.62	$12.67	$0.00	$90.16

Construction

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

Apprentice: PILE DRIVER

Effective Date: 8/1/2024

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

Apprentice to Journeyworker Ratio: 1:5

PIPEFITTER & STEAMFITTER PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2025	$69.08	$13.45	$13.75	$9.30	$0.00	$105.58
	3/1/2026	$70.58	$13.95	$14.00	$9.55	$0.00	$108.08

Apprentice: PIPEFITTER & STEAMFITTER

Effective Date: 9/1/2025

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

Apprentice: PIPEFITTER & STEAMFITTER

Effective Date: 3/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	$28.23	$13.95	$0.30	$9.55	$0.00	$52.03
2	45.00	$31.76	$13.95	$14.00	$9.55	$0.00	$69.26
3	60.00	$42.35	$13.95	$14.00	$9.55	$0.00	$79.85
4	70.00	$49.41	$13.95	$14.00	$9.55	$0.00	$86.91
5	80.00	$56.46	$13.95	$14.00	$9.55	$0.00	$93.96

Apprentice to Journeyworker Ratio: 1:3

PIPELAYER LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21

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

PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12 PLUMBERS & GASFITTERS LOCAL 12	9/1/2025	$71.74	$14.32	$12.61	$8.00	$0.00	$106.67
	3/2/2026	$73.89	$14.32	$12.61	$8.00	$0.00	$108.82
	8/31/2026	$76.04	$14.32	$12.61	$8.00	$0.00	$110.97
	3/1/2027	$78.19	$14.32	$12.61	$8.00	$0.00	$113.12
	8/30/2027	$80.34	$14.32	$12.61	$8.00	$0.00	$115.27
	2/28/2028	$82.54	$14.32	$12.61	$8.00	$0.00	$117.47
	9/4/2028	$84.74	$14.32	$12.61	$8.00	$0.00	$119.67
	3/5/2029	$86.94	$14.32	$12.61	$8.00	$0.00	$121.87
	9/3/2029	$89.14	$14.32	$12.61	$8.00	$0.00	$124.07
	3/4/2030	$91.09	$14.32	$12.61	$8.00	$0.00	$126.02

Apprentice: PLUMBERS & GASFITTERS

Effective Date: 9/1/2025

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

Apprentice: PLUMBERS & GASFITTERS

Effective Date: 3/2/2026

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

Apprentice to Journeyworker Ratio: 1:2

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537 PIPEFITTERS LOCAL 537	9/1/2025	$69.08	$13.45	$13.75	$9.30	$0.00	$105.58
	3/1/2026	$70.58	$13.95	$14.00	$9.55	$0.00	$108.08

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

PNEUMATIC DRILL/TOOL OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
POWDERMAN & BLASTER	12/1/2025	$41.47	$10.65	$9.75	$9.11	$0.00	$70.98
LABORERS	6/1/2026	$42.91	$10.65	$9.75	$9.11	$0.00	$72.42
LABORERS - ZONE 2	12/1/2026	$44.35	$10.65	$9.75	$9.11	$0.00	$73.86
	6/1/2027	$45.80	$10.65	$9.75	$9.11	$0.00	$75.31
	12/1/2027	$47.25	$10.65	$9.75	$9.11	$0.00	$76.76
	6/1/2028	$48.75	$10.65	$9.75	$9.11	$0.00	$78.26
	12/1/2028	$50.25	$10.65	$9.75	$9.11	$0.00	$79.76
For apprentice rates see "Apprentice- LABORER"							
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/1/2025	$41.47	$10.65	$9.75	$9.21	$0.00	$71.08
LABORERS	6/1/2026	$42.91	$10.65	$9.75	$9.21	$0.00	$72.52
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$44.35	$10.65	$9.75	$9.21	$0.00	$73.96
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (CONCRETE)	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
PUMP OPERATOR (DEWATERING, OTHER)	12/1/2025	$37.97	$16.05	$13.25	$3.25	$0.00	$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	$38.83	$16.05	$13.25	$3.25	$0.00	$71.38
OPERATING ENGINEERS LOCAL 4	12/1/2026	$39.78	$16.05	$13.25	$3.25	$0.00	$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
READY-MIX CONCRETE DRIVER	1/1/2026	$30.50	$11.97	$6.65	$0.00	$0.00	$49.12
TEAMSTERS 170							
TEAMSTERS 170 - J.G. MacLellan (Lowell)							
RECLAIMERS	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
RIDE-ON MOTORIZED BUGGY OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
ROLLER/SPREADER/MULCHING MACHINE	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	$54.78	$13.28	$12.67	$9.03	$0.00	$89.76

Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)

Effective Date: 2/1/2026

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

Apprentice Notes

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

Apprentice to Journeyworker Ratio: 1:5

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	$55.03	$13.28	$12.67	$9.03	$0.00	$90.01
For apprentice rates see "Apprentice- ROOFER"							
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 SHEETMETAL WORKERS LOCAL 17 - A	2/1/2026	$62.93	$14.91	$18.74	$9.53	$2.98	$109.09

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

Construction

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

Apprentice: SHEETMETAL WORKER

Effective Date: 2/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
10	85.00	$53.49	$14.91	$16.53	$2.75	$2.49	$90.17

Apprentice to Journeyworker Ratio: 1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.24	$16.17	$21.78	$0.00	$0.00	$79.19
	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
	12/1/2026	$42.24	$16.17	$23.52	$0.00	$0.00	$81.93
	1/1/2027	$42.24	$16.77	$23.52	$0.00	$0.00	$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.53	$16.17	$21.78	$0.00	$0.00	$79.48
	6/1/2026	$42.53	$16.17	$21.78	$0.00	$0.00	$80.48
	12/1/2026	$42.53	$16.17	$23.52	$0.00	$0.00	$82.22
	1/1/2027	$42.53	$16.77	$23.52	$0.00	$0.00	$82.82
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2	1/1/2026	$64.85	$13.45	$7.45	$18.25	$0.00	$104.00

Apprentice: SPRINKLER FITTER

Effective Date: 1/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	0.00	$22.70	$13.45	$13.84	$0.00	$0.00	$49.99
2	0.00	$25.94	$13.45	$14.75	$0.00	$0.00	$54.14
3	0.00	$29.18	$13.45	$15.67	$0.00	$0.00	$58.30
4	0.00	$32.43	$13.45	$16.57	$0.00	$0.00	$62.45
5	0.00	$35.67	$13.45	$17.49	$0.00	$0.00	$66.61
6	0.00	$38.91	$13.45	$18.40	$0.00	$0.00	$70.76
7	0.00	$42.15	$13.45	$19.32	$0.00	$0.00	$74.92
8	0.00	$45.40	$13.45	$20.22	$0.00	$0.00	$79.07
9	0.00	$48.64	$13.45	$21.15	$0.00	$0.00	$83.24
10	0.00	$51.88	$13.45	$22.05	$0.00	$0.00	$87.38

Apprentice Notes

Apprentice entered prior 9/30/10:

Apprentice to Journeyworker Ratio: 1:3

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

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

For apprentice rates and ratios see "Apprentice- ELECTRICIAN"

Apprentice: TELECOMMUNICATION TECHNICIAN

Effective Date: 9/1/2025

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

Apprentice: TELECOMMUNICATION TECHNICIAN

Effective Date: 3/1/2026

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

Apprentice to Journeyworker Ratio: 1:1

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

Construction

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

Apprentice: TERRAZZO FINISHERS

Effective Date: 2/1/2026

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

Apprentice: TERRAZZO FINISHERS

Effective Date: 8/1/2026

Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	$34.55	$12.84	$15.57	$8.02	$0.00	$70.98
2	60.00	$41.45	$12.84	$15.57	$8.02	$0.00	$77.88
3	70.00	$48.36	$12.84	$15.57	$8.02	$0.00	$84.79
4	80.00	$55.27	$12.84	$15.57	$8.02	$0.00	$91.70
5	90.00	$62.18	$12.84	$15.57	$8.02	$0.00	$98.61

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$51.95	$10.65	$9.75	$9.80	$0.00	$82.15
	6/1/2026	$53.50	$10.65	$9.75	$9.80	$0.00	$83.70
	12/1/2026	$55.00	$10.65	$9.75	$9.80	$0.00	$85.20
For apprentice rates see "Apprentice- LABORER"							
TEST BORING DRILLER HELPER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$48.07	$10.65	$9.75	$9.80	$0.00	$78.27
	6/1/2026	$49.62	$10.65	$9.75	$9.80	$0.00	$79.82
	12/1/2026	$51.12	$10.65	$9.75	$9.80	$0.00	$81.32
For apprentice rates see "Apprentice- LABORER"							
TEST BORING LABORER LABORERS LABORERS - FOUNDATION AND MARINE	12/1/2025	$47.95	$10.65	$9.75	$9.80	$0.00	$78.15
	6/1/2026	$49.50	$10.65	$9.75	$9.80	$0.00	$79.70
	12/1/2026	$51.00	$10.65	$9.75	$9.80	$0.00	$81.20
For apprentice rates see "Apprentice- LABORER"							
TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	$58.62	$16.05	$13.25	$3.25	$0.00	$91.17
	6/1/2026	$59.90	$16.05	$13.25	$3.25	$0.00	$92.45
	12/1/2026	$61.34	$16.05	$13.25	$3.25	$0.00	$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	1/1/2026	$41.82	$16.17	$21.78	$0.00	$0.00	$79.77
	6/1/2026	$42.82	$16.17	$21.78	$0.00	$0.00	$80.77
	12/1/2026	$42.82	$16.17	$23.52	$0.00	$0.00	$82.51
	1/1/2027	$42.82	$16.77	$23.52	$0.00	$0.00	$83.11

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR	12/1/2025	$60.18	$10.65	$9.75	$10.25	$0.00	$90.83
LABORERS	6/1/2026	$61.73	$10.65	$9.75	$10.25	$0.00	$92.38
LABORERS (COMPRESSED AIR)	12/1/2026	$63.23	$10.65	$9.75	$10.25	$0.00	$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/1/2025	$62.18	$10.65	$9.75	$10.25	$0.00	$92.83
LABORERS	6/1/2026	$63.73	$10.65	$9.75	$10.25	$0.00	$94.38
LABORERS (COMPRESSED AIR)	12/1/2026	$65.23	$10.65	$9.75	$10.25	$0.00	$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	12/1/2025	$52.25	$10.65	$9.75	$10.25	$0.00	$82.90
LABORERS	6/1/2026	$53.80	$10.65	$9.75	$10.25	$0.00	$84.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	$55.30	$10.65	$9.75	$10.25	$0.00	$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/1/2025	$54.25	$10.65	$9.75	$10.25	$0.00	$84.90
LABORERS	6/1/2026	$55.80	$10.65	$9.75	$10.25	$0.00	$86.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	$57.30	$10.65	$9.75	$10.25	$0.00	$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	1/1/2026	$41.24	$16.17	$21.78	$0.00	$0.00	$79.19
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	$42.24	$16.17	$21.78	$0.00	$0.00	$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	$42.24	$16.17	$23.52	$0.00	$0.00	$81.93
	1/1/2027	$42.24	$16.77	$23.52	$0.00	$0.00	$82.53
WAGON DRILL OPERATOR	12/1/2025	$40.72	$10.65	$9.75	$9.11	$0.00	$70.23
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.11	$0.00	$71.67
LABORERS - ZONE 2	12/1/2026	$43.60	$10.65	$9.75	$9.11	$0.00	$73.11
	6/1/2027	$45.05	$10.65	$9.75	$9.11	$0.00	$74.56
	12/1/2027	$46.50	$10.65	$9.75	$9.11	$0.00	$76.01
	6/1/2028	$48.00	$10.65	$9.75	$9.11	$0.00	$77.51
	12/1/2028	$49.50	$10.65	$9.75	$9.11	$0.00	$79.01
For apprentice rates see "Apprentice- LABORER"							
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/1/2025	$40.72	$10.65	$9.75	$9.21	$0.00	$70.33
LABORERS	6/1/2026	$42.16	$10.65	$9.75	$9.21	$0.00	$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	$43.60	$10.65	$9.75	$9.21	$0.00	$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
WASTE WATER PUMP OPERATOR	12/1/2025	$59.28	$16.05	$13.25	$3.25	$0.00	$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	$60.58	$16.05	$13.25	$3.25	$0.00	$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	$62.03	$16.05	$13.25	$3.25	$0.00	$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
WATER METER INSTALLER	9/1/2025	$71.74	$14.32	$12.61	$8.00	$0.00	$106.67
PLUMBERS & GASFITTERS LOCAL 12	3/2/2026	$73.89	$14.32	$12.61	$8.00	$0.00	$108.82
PLUMBERS & GASFITTERS LOCAL 12	8/31/2026	$76.04	$14.32	$12.61	$8.00	$0.00	$110.97
	3/1/2027	$78.19	$14.32	$12.61	$8.00	$0.00	$113.12
	8/30/2027	$80.34	$14.32	$12.61	$8.00	$0.00	$115.27
	2/2/2028	$82.54	$14.32	$12.61	$8.00	$0.00	$117.47

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	9/4/2028	$84.74	$14.32	$12.61	$8.00	$0.00	$119.67
	3/5/2029	$86.94	$14.32	$12.61	$8.00	$0.00	$121.87
	9/3/2029	$89.14	$14.32	$12.61	$8.00	$0.00	$124.07
	3/4/2030	$91.09	$14.32	$12.61	$8.00	$0.00	$126.02

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

Additional Apprentice Information

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

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

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