

MEDFORD PUBLIC SCHOOLS

INVITATION FOR BIDS 25-0261

BIDS DUE:

MARCH 6, 2025

AT 1:00 PM

Due electronically to Fiona Maxwell, fmaxwell@medford-ma.gov and Bethany Tocci,
btocci@ocerate.com

IFB Forms and Documents will be available February 5, 2025, electronically by emailing:

fmaxwell@medford-ma.gov

And

btocci@ocerate.com

Mandatory Pre-Bid Meeting scheduled February 13, 2025, at 3:00 PM and February 18, 2025, at 10:00 AM, beginning at Medford High School, 489 Winthrop Street, Medford, Ma 02155, Proposers must attend one (1) of two (2) Pre-Bid Meetings.

Questions are due by February 26, 2025, by 1:00 PM and must be submitted electronically to Fiona Maxwell, fmaxwell@medford-ma.gov and Bethany Tocci, btocci@ocerate.com

IFB Procedures shall be conducted in accordance with MGL CH 30B.

**MEDFORD PUBLIC SCHOOLS
REPLACEMENT OF NETWORK SWITCHES
M.G.L. CH 30B**

1. DEFINITIONS

- 1.1. Invitation to Bid — The Invitation to Bid is this entire document that includes the Scope of Work, Requirements, Insurance Requirements, and other Specifications, Bid Certification, Bid Pricing Sheet, Qualification Data, any other documents attached, and also any Advertisements, and any Addendum.
- 1.2. Contractor — The Contractor shall be the person, company, firm, or organization performing the work of this Contract for the Replacement of Network Switches.
 - 1.2.1. The word Contractor is also used to mean the employee(s) of the Contractor
- 1.3. Employees — The Contractor's employees are people working directly for the Contractor on a full-time basis and paid an hourly wage or salary by the Contractor.
- 1.4. Subcontractor-Subcontractors are any person, company, firm, or organization other than the Contractor's employee(s) hired by the Contractor to perform work.
- 1.5. Owner — The Owner is the Medford Public Schools. School Department shall also mean Owner.
- 1.6. Awarding Authority — The Awarding Authority is the Medford School Committee.
- 1.7. School Department Authorized Representative — The School Department Authorized Representative shall usually be the Medford Public Schools Assistant Superintendent of Enrichment, Innovation, and Operations. The Medford Public Schools Superintendent or Assistant Superintendent of Enrichment, Innovation, and Operations may assign other people to act (as a School Department Authorized Representative) on behalf of the Medford Public Schools.

2. PURPOSE: The intent and purpose of this Invitation for Bid is the Following:

- **REPLACEMENT OF NETWORK SWITCHES IN THE
MEDFORD PUBLIC SCHOOLS**
- **REPLACEMENT OF WIRELESS ACCESS POINTS**

The Medford Public Schools are looking for a network core switch and additional switches for its SEVEN school BUILDINGS and one administration building. The system proposed

will replace the current core switch system as part of a new school building project. The Medford Public Schools are also seeking to replace all Wireless Access Points across the district.

The purpose of this document is to procure vendor bids for the implementation of a new core switch networking system. All networking equipment must be compatible with the current HP networking equipment currently installed in the district. Prospective bidders should provide the following:

3. SCOPE OF WORK

- 3.1 Vendor bids must provide all the necessary electronic components needed to run the core switch networking system for the Medford PUBLIC SCHOOLS. The system must contain redundant switches and be capable of routing the schools network traffic.
- 3.2 Vendors must have highly qualified engineers with experience in the IT field working with school districts. Installation must be performed by an equipment manufacturer certified engineer or direct engineer of the switch manufacturer to ensure proper installation. The bid should include copies of certifications and resumes for all engineers who will be responsible for installation.
- 3.3 The vendor must include the cost of installation/configuration and provide operation and configuration training for 2 members of the school system technology staff.
- 3.4 The Contractor shall furnish all labor, materials, equipment, tolls, and supervision necessary for the **Replacement of Network Switches and Wireless Access Points in the Medford Public Schools** as per the specifications. All work shall be performed using the prevailing wages.
- 3.5 The Contractor shall protect all walls, floors, ceiling, and furniture and outside area from any damage.
- 3.6 Damage to any building or area caused by the Contractor shall be repaired or replaced at the Contractor's expense. No refuse or debris shall be left on the site.
- 3.7 All materials shall be new and of satisfactory quality. All workmanship shall conform to the best practice in the trade and be performed by skilled and (properly) licensed labor in the field and comply with all federal, state, and municipal laws and regulations. The Owner will reject any unsatisfactory services. All old and excess material and debris from the work shall be removed by the Contractor. The premises shall be left clean at all times.
- 3.8 New Switch proposals should include Ethernet ports that are (PoE) capable.
- 3.9 Installation of new switches must include documentation and labeling of all current

points, printers, and any other special devices/ports (special port configurations/VLANs) as most patch panel ports are not currently labeled as such to ensure devices function properly on the new switches.

3.10 The school system must be supplied with at least two copies of all product documentation to include specifications sheets, maintenance manuals, programming manuals, and end user pamphlets/guides.

3.11 All data jacks must be labeled.

3.12 Warrantee maintenance and support should be included for at least 3 years.

3.13 EXTREME SWITCHES AND WIRELESS ACCESS POINTS OR COMPATIBLE/EQUIVALENT MAKE/MODEL AND CONFIGURATION SHOULD INCLUDE THE FOLLOWING:

ITEM #1

High School:

20x 5420F-16MW-32P-4XE (ExtremeSwitching 5420F 16 100Mb/1Gb/2.5Gb 802.3bt 90W PoE 32 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Un-Pop SFP+ MACsec Capable Internal Fixed PSU Fans 1 Un-Pop Modular PSU Slot)

20x XN-ACPWR-920W (Redundant 920W AC Power Supply)

40x 10099 (Power Cord 15A USA NEMA 5-15 C15)

20x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

10x 20G-DACP-SFPDD3M (20G Passive DAC SFPDD 3m)

22x 5420F-48P-4XL (ExtremeSwitching 5420F 48 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Unpopulated SFP+ w/ LRM MACsec Capable Internal Fixed PSU Fans 1 Unpopulated Modular PSU Slot)

22x XN-ACPWR-920W (Redundant 920W AC Power Supply)

44x 10099 (Power Cord 15A USA NEMA 5-15 C15)

22x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

42x USK12-STD-B-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier B Device per Year (US K-12)

20x 10301 (10 Gigabit Ethernet SFP+ Module 850nm MMF 26-300m Link LC Connector)

24x 10051H (1000BASE-SX SFP MMF 220 & 550 Meters LC Connector Industrial Temp)

30x 10303 (10 Gigabit Ethernet SFP+ Module 1310nm MMF 220m Link LC Connector)

175x AP4020-WW (Indoor Quad Radio Wi-Fi 7 (2x2:2): 2.4GHz 5GHz 6GHz and Dedicated Sensor

Multi-Rate Port Internal Antennas. T-Bar Incl Mt (AH-ACC-BKT-AX-TB). Domain: World SKU)

175x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

8x AP5020-WW (Indoor Tri Radio WiFi 7 AP 2.4 GHz 5GHz 6GHz & Multirate Port Internal Antennas. T-Bar Incl Mount (AH-ACC-BKT-AX-TB). Domain: World SKU)

8x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

EXTREME SWITCHES AND WIRELESS ACCESS POINTS OR COMPATIBLE/EQUIVALENT MAKE/MODEL AND CONFIGURATION SHOULD INCLUDE THE FOLLOWING:

ITEM #2

McGlynn & Andrews Schools:

18x 5420F-16MW-32P-4XE (ExtremeSwitching 5420F 16 100Mb/1Gb/2.5Gb 802.3bt 90W PoE 32 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Un-Pop SFP+ MACsec Capable Internal Fixed PSU Fans 1 Un-Pop Modular PSU Slot)

18x XN-ACPWR-920W (Redundant 920W AC Power Supply)

36x 10099 (Power Cord 15A USA NEMA 5-15 C15)

18x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

6x 20G-DACP-SFPDD3M (20G Passive DAC SFPDD 3m)

23x 5420F-48P-4XL (ExtremeSwitching 5420F 48 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Unpopulated SFP+ w/ LRM MACsec Capable Internal Fixed PSU Fans 1 Unpopulated Modular PSU Slot)

23x XN-ACPWR-920W (Redundant 920W AC Power Supply)

46x 10099 (Power Cord 15A USA NEMA 5-15 C15)

23x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

41x USK12-STD-B-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier B Device per Year (US K-12)

10x 10301 (10 Gigabit Ethernet SFP+ Module 850nm MMF 26-300m Link LC Connector)

4x 10052H (1000BASE-LX SFP MMF 220 & 550 Meters SMF 10km LC Connector Industrial Temp)

10x 10303 (10 Gigabit Ethernet SFP+ Module 1310nm MMF 220m Link LC Connector)

148x AP4020-WW (Indoor Quad Radio Wi-Fi 7 (2x2:2): 2.4GHz 5GHz 6GHz and Dedicated Sensor Multi-Rate Port Internal Antennas. T-Bar Incl Mt (AH-ACC-BKT-AX-TB). Domain: World SKU)

*MEDFORD PUBLIC SCHOOLS
Replacement of Network Switches*

148x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

7x AP5020-WW (Indoor Tri Radio WiFi 7 AP 2.4 GHz 5GHz 6GHz & Multirate Port Internal Antennas. T-Bar Incl Mount (AH-ACC-BKT-AX-TB). Domain: World SKU)

7x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

EXTREME SWITCHES AND WIRELESS ACCESS POINTS OR COMPATIBLE/EQUIVALENT MAKE/MODEL AND CONFIGURATION SHOULD INCLUDE THE FOLLOWING:

ITEM #3

Missituk Elementay School:

7x 5420F-16MW-32P-4XE (ExtremeSwitching 5420F 16 100Mb/1Gb/2.5Gb 802.3bt 90W PoE 32 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Un-Pop SFP+ MACsec Capable Internal Fixed PSU Fans 1 Un-Pop Modular PSU Slot)

7x XN-ACPWR-920W (Redundant 920W AC Power Supply)

14x 10099 (Power Cord 15A USA NEMA 5-15 C15)

7x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

2x 20G-DACP-SFPDD3M (20G Passive DAC SFPDD 3m)

7x 5420F-48P-4XL (ExtremeSwitching 5420F 48 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Unpopulated SFP+ w/ LRM MACsec Capable Internal Fixed PSU Fans 1 Unpopulated Modular PSU Slot)

7x XN-ACPWR-920W (Redundant 920W AC Power Supply)

14x 10099 (Power Cord 15A USA NEMA 5-15 C15)

7x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

14x USK12-STD-B-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier B Device per Year (US K-12)

6x 10301 (10 Gigabit Ethernet SFP+ Module 850nm MMF 26-300m Link LC Connector)

4x 10303 (10 Gigabit Ethernet SFP+ Module 1310nm MMF 220m Link LC Connector)

50x AP4020-WW (Indoor Quad Radio Wi-Fi 7 (2x2:2): 2.4GHz 5GHz 6GHz and Dedicated Sensor Multi-Rate Port Internal Antennas. T-Bar Incl Mt (AH-ACC-BKT-AX-TB). Domain: World SKU)

50x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

*MEDFORD PUBLIC SCHOOLS
Replacement of Network Switches*

2x AP5020-WW (Indoor Tri Radio WiFi 7 AP 2.4 GHz 5GHz 6GHz & Multirate Port Internal Antennas. T-Bar Incl Mount (AH-ACC-BKT-AX-TB). Domain: World SKU)

2x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

EXTREME SWITCHES AND WIRELESS ACCESS POINTS OR COMPATIBLE/EQUIVALENT MAKE/MODEL AND CONFIGURATION SHOULD INCLUDE THE FOLLOWING:

ITEM #4

Brooks Elementary School:

7x 5420F-16MW-32P-4XE (ExtremeSwitching 5420F 16 100Mb/1Gb/2.5Gb 802.3bt 90W PoE 32 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Un-Pop SFP+ MACsec Capable Internal Fixed PSU Fans 1 Un-Pop Modular PSU Slot)

7x XN-ACPWR-920W (Redundant 920W AC Power Supply)

14x 10099 (Power Cord 15A USA NEMA 5-15 C15)

7x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

2x 20G-DACP-SFPDD3M (20G Passive DAC SFPDD 3m)

7x 5420F-48P-4XL (ExtremeSwitching 5420F 48 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Unpopulated SFP+ w/ LRM MACsec Capable Internal Fixed PSU Fans 1 Unpopulated Modular PSU Slot)

7x XN-ACPWR-920W (Redundant 920W AC Power Supply)

14x 10099 (Power Cord 15A USA NEMA 5-15 C15)

7x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

14x USK12-STD-B-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier B Device per Year (US K-12)

6x 10301 (10 Gigabit Ethernet SFP+ Module 850nm MMF 26-300m Link LC Connector)

4x 10303 (10 Gigabit Ethernet SFP+ Module 1310nm MMF 220m Link LC Connector)

52x AP4020-WW (Indoor Quad Radio Wi-Fi 7 (2x2:2): 2.4GHz 5GHz 6GHz and Dedicated Sensor Multi-Rate Port Internal Antennas. T-Bar Incl Mt (AH-ACC-BKT-AX-TB). Domain: World SKU)

52x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

2x AP5020-WW (Indoor Tri Radio WiFi 7 AP 2.4 GHz 5GHz 6GHz & Multirate Port Internal Antennas. T-Bar Incl Mount (AH-ACC-BKT-AX-TB). Domain: World SKU)

2x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

EXTREME SWITCHES AND WIRELESS ACCESS POINTS OR COMPATIBLE/EQUIVALENT MAKE/MODEL AND CONFIGURATION SHOULD INCLUDE THE FOLLOWING:

ITEM #5

Roberts Elementary School:

7x 5420F-16MW-32P-4XE (ExtremeSwitching 5420F 16 100Mb/1Gb/2.5Gb 802.3bt 90W PoE 32 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Un-Pop SFP+ MACsec Capable Internal Fixed PSU Fans 1 Un-Pop Modular PSU Slot)

7x XN-ACPWR-920W (Redundant 920W AC Power Supply)

14x 10099 (Power Cord 15A USA NEMA 5-15 C15)

7x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

2x 20G-DACP-SFPDD3M (20G Passive DAC SFPDD 3m)

7x 5420F-48P-4XL (ExtremeSwitching 5420F 48 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Unpopulated SFP+ w/ LRM MACsec Capable Internal Fixed PSU Fans 1 Unpopulated Modular PSU Slot)

7x XN-ACPWR-920W (Redundant 920W AC Power Supply)

14x 10099 (Power Cord 15A USA NEMA 5-15 C15)

7x 20G-DACP-SFPDD1M (20G Passive DAC SFPDD 1m)

14x USK12-STD-B-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier B Device per Year (US K-12)

6x 10301 (10 Gigabit Ethernet SFP+ Module 850nm MMF 26-300m Link LC Connector)

4x 10303 (10 Gigabit Ethernet SFP+ Module 1310nm MMF 220m Link LC Connector)

55x AP4020-WW (Indoor Quad Radio Wi-Fi 7 (2x2:2): 2.4GHz 5GHz 6GHz and Dedicated Sensor Multi-Rate Port Internal Antennas. T-Bar Incl Mt (AH-ACC-BKT-AX-TB). Domain: World SKU)

55x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

2x AP5020-WW (Indoor Tri Radio WiFi 7 AP 2.4 GHz 5GHz 6GHz & Multirate Port Internal Antennas. T-Bar Incl Mount (AH-ACC-BKT-AX-TB). Domain: World SKU)

2x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

**EXTREME SWITCHES AND WIRELESS ACCESS POINTS OR COMPATIBLE/EQUIVALENT
MAKE/MODEL AND CONFIGURATION SHOULD INCLUDE THE FOLLOWING:**

ITEM #6

Curtis-Tufts School:

1x 5420F-16MW-32P-4XE (ExtremeSwitching 5420F 16 100Mb/1Gb/2.5Gb 802.3bt 90W PoE 32 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10G Un-Pop SFP+ MACsec Capable Internal Fixed PSU Fans 1 Un-Pop Modular PSU Slot)

1x XN-ACPWR-920W (Redundant 920W AC Power Supply)

2x 10099 (Power Cord 15A USA NEMA 5-15 C15)

1x USK12-STD-B-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier B Device per Year (US K-12)

1x 10301 (10 Gigabit Ethernet SFP+ Module 850nm MMF 26-300m Link LC Connector)

1x 10052H (1000BASE-LX SFP MMF 220 & 550 Meters SMF 10km LC Connector Industrial Temp)

8x AP4020-WW (Indoor Quad Radio Wi-Fi 7 (2x2:2): 2.4GHz 5GHz 6GHz and Dedicated Sensor Multi-Rate Port Internal Antennas. T-Bar Incl Mt (AH-ACC-BKT-AX-TB). Domain: World SKU)

8x USK12-STD-A-S-C-EW (ExtremeCloud IQ Pilot with AI Expert; ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device per Year (US K-12)

Per the above specifications and scope of work:

- a. Equipment quoted must be an equivalent make and model to the specifications listed and integrate completely with existing management solutions.
- b. If Bidders are planning to use an “equivalent, make and model” they must submit with their bid a complete description/specification of the item bid.

4. BID SUBMISSION REQUIREMENTS

- 4.1. All bids are to be made using the attached Bid Form and emailed electronically Fiona Maxwell, fmaxwell@medford-ma.gov and Bethany Tocci, btocci@ocerate.com no later than March 6, 2025 by 1:00 PM. Bids received after this time will be disqualified.
- 4.2. All bids shall be properly signed, and electronically emailed to Fiona Maxwell, fmaxwell@medford-ma.gov and Bethany Tocci @ btocci@ocerate.com.

4.3 Bids shall consist of and include the following:

- Bid Deposit of 5 % of total value of bid.
- Payment Bond in the amount of \$50%
- Bid Certification
- Tax Certification Form
- Bid Form
- References

5. CONTRACTOR REQUIREMENTS

- 5.1. Carry the required amount of insurance as shown by the Insurance Requirements enclosed herewith. Certification of Insurance shall be provided to the Owner prior to commencement of work and not later than fifteen (15) calendar days from notice of contract award. Insurance shall remain in force during the full term of the contractual agreement and/or until work is completed and accepted by the Owner, whichever is later.
- 5.2. Provide at least three (3) current references that are satisfactory to the Owner and will serve to illustrate the ability of your firm to act as the primary conveyor to accomplish the Replacement of Network Switches in accordance with specifications. References used for this purpose will preferably include Commonwealth of Massachusetts Public School Departments, that your firm has provided Replacement of Network Switches while serving in the capacity as the "primary" contractor, versus a subcontractor. The Medford Public Schools may also be a reference if applicable.
- 5.3. Rate per hour of the wages to be paid under this particular Contractual agreement shall be not less than the applicable rate of wages as determined by the Commissioner of Labor and Industries and announced in the "Minimum Wage Rates Schedule"

6. QUALITY OF WORK

All work is to be quality work and shall be performed according to the standards of the industry and according to the plans, directions, and instructions, as presented by any Authorized Representatives of the Owner.

7. CONTRACTOR'S PERSONNEL

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

- a. CORI: Upon award of contract, contractors must have all personnel fill out a CORI form and be approved by the School Department before they perform work at the Medford Public Schools.

8. PREVAILING WAGES

All personnel providing services in support of this contract are subject to the prevailing wage rates as determined by the Commissioner of Labor and Industries.

9. OSHA CERTIFICATION

All personnel providing services in support of this contract must have completed OSHA

training.

10. MATERIALS SAFETY DATA SHEETS

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

11. SUBCONTRACTORS

The Contractor shall not subcontract or sublet any portion of the work without the (prior) written consent of the Medford Public Schools Director of Finance & Operations.

12. PERMITS AND LICENSES

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

14. WARRANTY OF MATERIALS AND WORKMANSHIP

All materials and equipment provided under the contract shall be listed and labeled for the purpose intended. All work provided under this contract shall have, as a minimum, a 3-year warranty from the date of final acceptance thereof against any latent defects, design, materials, workmanship and installation.

The Contractor shall provide a written warranty for equipment installed during the contract period. Warranty Certificate shall be provided to the Owner. The Contractor warrants that, unless otherwise specified, all materials and equipment incorporated in the work under the Contract shall be new, first class, and in accordance with the Contract Documents. The Contractor further warrants all workmanship shall be performed by people qualified in their respective trades. Work not conforming to these warranties shall be considered defective.

15. REJECTION OF BIDS

The Awarding Authority reserves the right to reject any or all bids and/or to award the contract to the Bidder deemed to be in the best interest to the City. **The Awarding Authority also reserves the right to award the contract in part or in full, if in the best interest to do so.**

16. CANCELLATION OF CONTRACT

The Owner reserves the right to cancel and terminate the contract in the event that the services provided by the Contractor are deemed to be unsatisfactory.

17. BASIS FOR AWARD OF CONTRACT

Award of this contract shall be made to the lowest responsible and eligible general bidder within thirty (30) days, Saturdays, Sundays and legal holidays excluded, after the opening of the bids.

Relevant Dates:

Event	Date
Release Specifications to Bidders	February 5, 2025
Deadline for bid Questions	February 26, 2025, at 1 PM
Mandatory Pre-Bid Meetings (must attend one of two)	February 13, 2025, at 3:00 PM or February 18, 2025, at 10:00 AM
Deadline for Quote Submission	March 6, 2025, at 1 PM
Date of E-Rate Service	April 1, 2025, through September 30, 2026*

* Dates are estimates, work cannot be performed while school is in session.

Award of Contract:

The City of Medford and the Medford Public Schools do not guarantee an award of a contract(s) and it reserves the right to select the firm(s) that it considers to be in the best interest of the City of Medford. Award of contract is contingent upon the approval of funding from the Schools and Libraries Universal Service Administrative Company ("USAC").

The City of Medford and the Medford Public Schools reserve the right to award none, some, or all of the bid. For instance, if a response exceeds the E-rate funding limits set by USAC, the City of Medford and the Medford Public Schools may choose to only award up to the E-rate funding limit, less or more. Or if the response exceeds City of Medford funding.

The City of Medford and the Medford Public Schools reserve the right to accept or reject any or all bids, to negotiate with any or all responsible submitters, and to waive any informality in the bid. Firms submitting bids shall be responsible for any and all expenses that they may incur in preparing bids.

The City of Medford will make an award based on the recommendation of the Superintendent.

Bid Preparation Cost:

Costs for preparing responses and any other related materials are the responsibility of the Vendor and shall not be chargeable in any manner to the District. The district will not be held liable for any cost incurred by Vendors in responding to the IFB.

Evaluation and Selections Criteria:

The district, in compliance with Federal Communications Commission (FCC) rules, will award to the vendor(s) providing the most cost-effective service offering. Per the Sixth Report and Order, FCC 10-175, FCC rules dictate the following:

54.503 (c)(2)(vii) All bids submitted for eligible products and services will be carefully considered, with price being the primary factor, and the bid selection will be for the most cost-effective service offering consistent with 54.511.

54.511 Ordering service (a) Selecting a provider of eligible services. In selecting a provider of eligible services, schools, libraries, library consortia, and consortia including any of those entities shall carefully consider all bids submitted and must select the most cost-effective service offering. In determining which service offering is the most cost-effective, entries may consider relevant factors other than the pre-discounted prices submitted by providers, but price should be the primary factor.

Therefore, the district may consider factors other than price alone in the consideration of bids; price for E-rate eligible goods and services will be the primary factor considered.

Vendor must meet the following qualifications to be considered for the award. Documentation regarding the following qualifications must be included in the Vendor's proposal. Non-inclusion of applicable documents is the basis for disqualification.

1. All bids need to include shipping as a separate item in the response.
2. Medford Public Schools is tax exempt.
3. Vendor must be bonded and insured.
4. Vendors must provide a USAC SPIN number.
5. Vendors must be able to apply SPI discounts.
6. Vendors must abide by all State and local regulations.
7. A general liability insurance certificate will be provided by the vendor at no cost to the School Department
8. **CORI: Upon award of contract, vendor must have all personnel fill out a CORI form and be approved by the School Department before they perform work at the Medford Public Schools**
9. 50% payment bond, and 5% bid bond on award of contract.

18. INSPECTION

The Owner reserves the right to inspect (or hire other people to inspect) any and all work in progress or completed. Any omission or failure on the part of the Owner to disapprove or reject inferior or defective work or materials shall not be construed to be an acceptance of such work

or material. If any defective work or material is found during inspection, the Contractor shall remove and replace or repair; at his/her/their own expense, such defective work, or material rejected and shall repair or replace same without extra charge.

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

19. Insurance Requirements

The Contractor shall provide by insurance for the payment of compensation and the furnishing of other benefits under Chapter 152 of the General Laws of Massachusetts (The Worker's Compensation Act) to all employees of the Contractor who are subject to the provisions of Chapter 152 of the General Laws of Massachusetts with minimum limits of \$1,000,000. No proprietor, partner, executive officer, or member shall be excluded. Failure to provide and continue in force such insurance during the period of this contract shall be deemed a material breach of this contract, shall operate as an immediate termination thereof, and Contractor shall indemnify the City for all losses, claims, and actions resulting from the failure to provide the insurance required by this Article. The Contractor shall furnish to the City evidence of such insurance prior to the execution of this contract and before the same shall be binding on the parties thereto.

Prior to commencement of any Work and until completion of its Work under this Contract shall maintain the following insurance coverage, at its cost, from insurance acceptable to the City, giving evidence of such coverage to the City prior to execution of this Contract, a copy of such insurance coverage to be attached herewith:

- A. Comprehensive Automobile Liability Insurance covers the use of all owned, non-owned and hired automobiles in connection with its operations with a combined single limit of \$1,000,000. The comprehensive Automobile Liability insurance may be provided through primary and excess or umbrella insurance policies.
- B. Contractor's Equipment Coverage (or a certification of self-insurance satisfactory to the City) must be provided on an All Risk' basis, covering physical damage to all tools and equipment, including automotive equipment owned, rented, or used by the Contractor.
- C. Commercial General Liability Insurance coverage which may be provided through primary and excess or umbrella liability policies for limits of \$2,000,000 general aggregate, \$1,000,000 per occurrence, \$100,000 damage to rented premises, \$5,000 medical expenses, \$1,000,000 personal & advertising injury, and \$2,000,000 completed operations aggregate.

- D. Umbrella Liability coverage with a minimum limit of \$1,000,000 per occurrence and \$1,000,000 aggregate.

All required insurance must be endorsed to name the City as Additional Insured (except Workers Compensation) and shall be primary and non-contributory. All required insurance shall be endorsed to waive the insurer's rights of subrogation against the City. All policies and certificates for insurance must contain language that the insurance shall not be canceled, materially changed or non-renewed without at least thirty (30) days advance written notice to the City. The Contractor under this Contract shall not allow its subcontractors to begin Work until similar insurance has been so obtained and certificates of insurance approved by the Contractor.

:

OTHER INFORMATION:

1. The contractor shall be fully knowledgeable of all requirements of the contract documents and shall make themselves aware of all job site conditions that will affect their work.
2. The contractor shall confirm all given information and advise the building owner, prior to bid, of any conflicts that will affect their cost proposal.
3. Any contractor who fails to submit all information as requested will be subject to rejection.

A. SUBMITTALS

Upon completion of the installed work, submit copies of the manufacturer's final inspection to the owner prior to the issuance of the manufacturer's warranty.

B. PRODUCT DELIVERY, STORAGE AND HANDLING

1. Contractor will deliver materials to the job site in the manufacturer's original, unopened containers or wrappings with the manufacturer's name, brand name and installation instructions intact and legible.
2. Comply with the manufacturer's written instructions for proper material storage.

C. WORK SEQUENCE

1. Schedule and execute work to prevent any damage to our buildings. Care should be exercised to provide protection for the interior of the buildings.
2. Do not disrupt activities in occupied spaces.

D. USE OF THE PREMISES

1. Before beginning work, the contractor must secure approval from the building owner's representative for the following:
 - i. Areas permitted for personnel parking.
 - ii. Access to the site.
 - iii. Areas permitted for storage of materials and debris.

- iv. Areas permitted for the location of any machinery that is needed for the completion of this contract.
- v. Interior stairs or elevators may not be used for removing debris or delivering materials, **except as authorized by the building superintendent.**

E. EXISTING CONDITIONS

If discrepancies are discovered between the existing conditions and those noted at the site visit, immediately notify the owner's representative.

F. FACILITIES AND CONTROLS

Utilities:

- i. Water, power for construction purposes and lighting are available at the site and will be made available to the contractor.
- ii. When available, electrical power should be extended as required from the source. Provide all trailers, connections and fused disconnects.

Building Site:

- a. The contractor shall use reasonable care and responsibility to protect the building and site against damage. The contractor shall be responsible for the correction of any damage incurred as a result of the performance of the contract.
- b. The contractor shall remove all debris from the job site in a timely and legally acceptable manner so as to not detract from the aesthetics or the functions of the building.
- c. During the contractor's performance of the work, the building owner will continue to occupy the existing building.
- d. Do not overload any portion of the building, either by use of or placement of equipment, storage of debris, or storage of materials.
- e. Protect against fire and spread flames. Maintain proper and adequate fire extinguishers.
- f. Remove debris at the completion of each day's work.
- g. Return the job site to its original condition upon completion of the work.

F. SAFETY

The contractor shall be responsible for all means and methods as they relate to safety and shall comply with all applicable local, state and federal requirements that are safety related. Safety shall be the responsibility of the contractor. All related personnel shall be instructed daily to be mindful of the full-time requirement to maintain a safe environment for the facility's occupants including staff, visitors, customers and the occurrence of the general public on or near the site.

G. WORKMANSHIP

All work shall be of the highest quality and in strict accordance with the manufacturer's published specifications and to the building owner's satisfaction

H. QUALITY ASSURANCE

- i. Unless otherwise noted in this specification, the contractor must strictly comply with the manufacturer's current specifications and details
- ii. Provide an adequate number of experienced workmen regularly engaged in this type of work who are skilled in the application techniques of the materials specified.
- ii. There shall be no deviations made from these specifications without the prior written approval of the owner.

I. CONTACT INFO:

For additional information, please email: fmaxwell@medford-ma.gov

Medford PUBLIC SCHOOLS

BID FORM

TOTAL AMOUNT FOR MATERIALS, INSTALLATION, LABOR, AND WARRANTY

For Items:

High School: Item #1	\$ _____
In words and Figures:	_____
McGlynn School: Item #2	\$ _____
In words and Figures:	_____
Missituk Elementary School: Item #3	\$ _____
In words and Figures:	_____
Brooks Elementary School: Item#4	\$ _____
In words and Figures:	_____
Roberts Elementary School: Item#5	\$ _____
In words and Figures:	_____
Cutis Tufts School: Item#6	\$ _____
In words and Figures:	_____
Total 1-6 (including all schools)	\$ _____
In words and Figures:	_____

A The undersigned agrees that, if he is selected as general contractor, he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the awarding

*MEDFORD PUBLIC SCHOOLS
Replacement of Network Switches*

authority, execute a contract in accordance with the terms of this bid and furnish a payment bond of a surety company qualified to do business under the laws of the commonwealth and satisfactory to the awarding authority and each in the sum of the contract price, the premiums for which are to be paid by the general contractor and are included in the contract price provided. However, if there is more than 1 surety company, the surety companies shall be jointly and severally liable.

- B The undersigned further certifies under the penalties of perjury that this bid is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from doing work in the commonwealth under any provisions of any chapter of the General Laws or any rule or regulation promulgated thereunder.
- C. Vendor who is awarded the contract agrees to provide a cost breakdown per part within 5 business days of notification of selection.

COMPANY NAME: _____

ADDRESS: _____

EMAIL ADDRESS: _____

PHONE NUMBER: _____

DATE: _____

SIGNATURE OF AUTHORIZED INDIVIDUAL:

PRINTED NAME: _____

TITLE: _____

STANDARD TERMS AND CONDITIONS

1. The City of Medford reserves the right to accept any bid, in whole or in part, to reject any or all bids and to waive minor irregularities and/or informalities as it deems to be in the best interest of the City. The City also reserves the right to make an award, in part or in whole, or by item, as may be determined to be in the best interest of the City.
2. Bid prices must include all costs for the City of Medford. This means that bid prices shall encompass everything necessary for delivery of all items, materials, supplies or services as specified. No claims will be allowed for additional charges that are not specifically stated and included in the bid. Bidders must bring to the attention of the City, prior to the bid opening, any ambiguity that may result in a claim for additional charges.
3. By submitting a bid, the Bidder warrants that he has thoroughly examined the specifications and is fully acquainted with all conditions and restrictions pertaining to the bid items. By submitting a bid, the Bidder warrants that he has thoroughly examined the City of Medford Contract Documents and is fully acquainted with all conditions and restrictions pertaining to the Contract Documents. No claims for any extra work or extension of time will be allowed for failure to observe these requirements.
4. An award to a Bidder may be canceled if the Bidder fails to perform the work with promptness and diligence.
5. The successful Bidder shall repair, replace, or make goods, without cost to the City, any defects or faults arising within one (1) year after the date of acceptance from imperfect or defective work done or materials furnished by the Bidder.
6. The successful Bidder shall comply with all applicable Federal, State, or City of Medford statutes, rules and regulations.
7. Purchases made by the City are **exempt** from Massachusetts sales tax and Federal excise taxes and bid prices must exclude any such taxes. Tax exemption certificates will be furnished upon request.
8. The successful Bidder may be required to furnish a performance bond and/or a payment bond, in an amount and with surety satisfactorily to the City; Bidder must pay all costs.
9. Verbal orders are not binding on the City and deliveries made or work performed without formal order or written Contract are at the risk of the seller or Contractor and may result in an unenforceable claim.

10. The City of Medford **will not** pay any surcharge that is invoiced by the vendor for escalating fuel costs.
11. Contractors shall retain their records for at least six (6) years after final payment. These records may be subject to inspection by authorized representatives of the state or City of Medford during the entire six (6) year period.
12. In accordance with M.G.L. c. 149, §27B, a true and accurate record must be kept of all people employed on the public works project for which the enclosed rates have been provided. A Payroll form will be provided to the successful bidder and includes all the information required to be kept by law. Every Contractor or Subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the Contract. Every Contractor and Subcontractor is required to submit a copy of their weekly payroll records to the City on a weekly basis. Contractors shall submit weekly payroll records to the Procurement Office, Room 105, Medford City Hall, 85 George P. Hassett Drive, Medford, MA 02155. **Does not apply to busing seniors.**
13. Under Massachusetts Executive Order 237, it is the policy of the Commonwealth to promote the fullest participation of all citizens in resources provided by municipal government. Therefore, the City of Medford invites the participation of Minority and Women Owned Businesses in any and all parts of the Contract. Goals can be found in the attached Contract Determination. Bidders must read and make themselves familiar with the Affirmative Action/Equal Opportunity Provisions of this Contract and complete any forms provided by the City. Questions regarding these documents should be addressed to Frances Nwajei, Director of Diversity, Equity and Inclusion (DEI) at (781)393-2439.
14. A Contract for work under this Bid shall obligate Contractors and/or Subcontractors not to discriminate in employment practices. Bidders must, if requested, submit compliance reports concerning their employment practices and policies in order to maintain their ability to receive an award of the Contract. Bidders must, if requested, submit a list of all Subcontractors who will perform work on this Contract together with a "Certification of Bidder Regarding Equal Employment Opportunity" signed by the Contractor and/or his Subcontractors as requested.

CERTIFICATION OF GOOD FAITH

The undersigned certifies under penalties of perjury that this proposal 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" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Dated: _____

Signature of individual submitting proposal

Name of business

CERTIFICATION OF COMPLIANCE WITH TAX LAWS

Pursuant to M.G.L. Ch 62C, Sec. 49A, I certify under the penalties of perjury that, to my best knowledge and belief, the Offeror has paid and complied with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Federal ID or Social Security Number: _____

Dated: _____

Name of business

Authorized Official's Signature

Name and Title of Authorized Official

Approval of a contract or other agreement will not be granted unless this certification form is signed by the applicant. Your Social Security Number or Federal Identification Number will be furnished to the Massachusetts Department of Revenue (DOR) to determine whether you have met tax filing or tax payment obligations. The Town is required to furnish a list to the DOR at the end of its fiscal year, showing the vendors to whom more than \$5,000 is paid during the 12 months ending June 30. Providers who fail to correct their non-filing or delinquency will not have a contract or other agreement issued, renewed, or extended. This request is made under the authority of Massachusetts General Laws, Chapter 62C, Section 49A.

CERTIFICATE OF CORPORATE AUTHORITY

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

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

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

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

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

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

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

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

Professional References

Customer: _____

Is this a Municipality? YES _____ NO _____

Primary Contact: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax: _____

Email Address: _____

Period of Service: _____ through _____

Description of Service Provided:

Customer: _____

Is this a Municipality? YES _____ NO _____

Primary Contact: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax: _____

Email Address: _____

Period of Service: _____ through _____

Description of Service Provided:

Professional References

Customer: _____

Is this a Municipality? YES _____ NO _____

Primary Contact: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax: _____

Email Address: _____

Period of Service: _____ through _____

Description of Service Provided:

Customer: _____

Is this a Municipality? YES _____ NO _____

Primary Contact: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax: _____

Email Address: _____

Period of Service: _____ through _____

Description of Service Provided:

Professional References

Customer: _____

Is this a Municipality? YES _____ NO _____

Primary Contact: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax: _____

Email Address: _____

Period of Service: _____ through _____

Description of Service Provided:

Customer: _____

Is this a Municipality? YES _____ NO _____

Primary Contact: _____ Title: _____

Mailing Address: _____

Telephone: _____ Fax: _____

Email Address: _____

Period of Service: _____ through _____

Description of Service Provided:

(Make additional copies as necessary, a minimum of five (5) references required)

BID FORM (A)
BIDDER INFORMATION

The undersigned agrees that, if selected as Contractor, it will within five (5) days, Saturdays, Sundays, and legal holidays excluded, after presentation thereof by the City, execute a contract in accordance with the terms of this Bid. The undersigned hereby certifies that they are able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the Work and that they will comply fully with all laws and regulations applicable to awards made subject to M.G.L. Chapter 30B.

STATEMENT OF BIDDER'S QUALIFICATIONS

All questions must be answered, and the data given must be clear and comprehensive. This statement must be notarized. If necessary, questions may be answered on separate attached sheets. The bidder may submit any additional information he desires.

1. Name of Bidder_____

2. Permanent main office address_____

3. When organized_____

4. If a corporation, please state where incorporated:

If a partnership, please list names of partners:

If sole proprietorship - name and address of Owner:

*MEDFORD PUBLIC SCHOOLS
Replacement of Network Switches*

5. How many years have you been engaged in the business of providing elder transportation under your present firm or trade name?

6. Contracts on hand: (Schedule these, showing gross amount of each contract and the appropriate anticipated dates of completion). Please attach an additional sheet if necessary.

7. General character of work performed by you _____

8. Have you ever failed to complete any work awarded you? If so, where and why? _____

9. Have you ever been defaulted on a contract? If so, where and why? _____

11. List all equipment available and mechanically in A-1 condition for use during the period of this Contract. Also, list all the above equipment owned by you.

MEDFORD PUBLIC SCHOOLS
Replacement of Network Switches

Dated: this ____ day of _____ 2025.

Bidder: _____
(company name)

Signed: _____

By: _____
(please print name)

Title: _____

CITY OF MEDFORD

**CONTRACT NO. 25-0261
REPLACEMENT OF NETWORK SWITCHES**

THIS AGREEMENT between the CITY of Medford, a municipal corporation organized and existing under the laws of the Commonwealth of Massachusetts, hereinafter referred to as the "CITY", and _____, a **Massachusetts** corporation having a usual place of business at _____ hereinafter referred to as the "CONTRACTOR".

WITNESSETH:

WHEREAS, the CITY invited the submission of proposals for the purchase and delivery of _____, hereinafter "the Project"; and

WHEREAS, the CONTRACTOR submitted a Proposal to perform the work required to complete the Project; and

WHEREAS, the CITY has decided to award the contract therefor to the CONTRACTOR.

NOW, THEREFORE, the CITY and the CONTRACTOR agree as follows:

1. **CONTRACT DOCUMENTS.** The Contract Documents consist of this Agreement, the Invitation to Bid, Instructions to Bidders and the CONTRACTOR's Proposal. The Contract Documents constitute the entire Agreement between the parties concerning the work, and all are as fully a part of this Agreement as if attached hereto.
2. **THE WORK.** The Work consists of _____, as more fully described in the Contract Documents as defined above.
3. **TERM OF CONTRACT.** This Agreement shall be in effect from _____ and shall expire on _____, unless terminated earlier pursuant to the terms hereof.
4. **COMPENSATION.**
 - A. The CITY shall pay the CONTRACTOR as full compensation for the performance of the work outlined in Section 2 above the contract sum of \$_____.

- B. The acceptance by the CONTRACTOR of final payment for items and/or services provided shall be deemed a release of the CITY from any and all claims and liabilities under this Agreement.
- C. Neither the CITY's review, approval or acceptance of, nor payment for any of the items and/or services provided shall be construed to operate as a waiver of any rights of the CITY under the Agreement or any cause of action arising out of the performance of the Agreement.
- D. The CITY shall cancel this Agreement if funds are not appropriated or otherwise made available to support continuation of performance in any fiscal year succeeding the current fiscal year as required by G.L. c. 30B, sec. 12(c)(3).
5. **PAYMENT OF COMPENSATION.** The CITY shall make payments within thirty (30) days after its receipt of Invoice.
6. **LIABILITY OF THE CITY.** The CITY's liability hereunder shall be to make all payments when they shall become due, and the CITY shall be under no further obligation or liability. Nothing in this Agreement shall be construed to render the CITY or any elected or appointed official or employee of the CITY, or their successors in office, personally liable for any obligation under this Agreement.
7. **INDEPENDENT CONTRACTOR.** The CONTRACTOR acknowledges and agrees that it is acting as an independent contractor for all work and services rendered pursuant to this Agreement and shall not be considered an employee or agent of the CITY for any purpose.
8. **INDEMNIFICATION.** The CONTRACTOR shall indemnify, defend, and hold the CITY harmless from and against any and all claims, demands, liabilities, actions, causes of actions, costs and expenses, including attorney's fees, arising out of the CONTRACTOR's breach of this Agreement or the negligence or misconduct of the CONTRACTOR, or the CONTRACTOR's agents or employees.
9. **INSURANCE.**
The CONTRACTOR shall provide by insurance for the payment of compensation and the furnishing of other benefits under Chapter 152 of the General Laws of Massachusetts (The Worker's Compensation Act) to all employees of the CONTRACTOR who are subject to the provisions of Chapter 152 of the General Laws of Massachusetts with minimum limits of \$1,000,000. No proprietor, partner, executive officer, or member shall be excluded. Failure to provide and continue in force such insurance during the period of this contract shall be deemed a material breach of this contract, shall operate as an immediate termination thereof, and CONTRACTOR shall indemnify the CITY for all losses, claims, and actions resulting from the failure to provide the insurance required by this Article. The CONTRACTOR shall furnish to the

CITY evidence of such insurance prior to the execution of this contract and before the same shall be binding on the parties thereto.

Prior to commencement of any work and until completion of its work under this CONTRACT shall maintain the following insurance coverage, at its cost, from insurance acceptable to the CITY, giving evidence of such coverage to the CITY prior to execution of this CONTRACT, a copy of such insurance coverage to be attached herewith:

1. Comprehensive Automobile Liability Insurance covering the use of all owned, non-owned and hired automobiles in connection with its operations with a combined single limit of \$1,000,000. The comprehensive Automobile Liability insurance may be provided through primary and excess or umbrella insurance policies.
2. CONTRACTOR'S Equipment Coverage (or a certification of self-insurance satisfactory to the CITY) must be provided on and 'All Risk' basis, covering physical damage to all tools and equipment, including automotive equipment owned, rented, or used by the CONTRACTOR.
3. Commercial General Liability Insurance coverage which may be provided through primary and excess or umbrella liability policies for limits of \$2,000,000 general aggregate, \$1,000,000 per occurrence, \$100,000 damage to rented premises, \$5,000 medical expenses, \$1,000,000 personal & advertising injury, and \$2,000,000 completed operations aggregate.
4. Umbrella Liability coverage with a minimum limit of \$1,000,000 per occurrence and \$1,000,000 aggregate.

All required insurance must be endorsed to name the CITY as Additional Insured (except Workers Compensation) and shall be primary and non-contributory. All required insurance shall be endorsed to waive the insurer's rights of subrogation against the City. All policies and certificate for insurance must contain language that the insurance shall not be canceled, materially changed or non-renewed without at least thirty (30) days advance written notice to the CITY. The CONTRACTOR under this CONTRACT shall not allow its subcontractors to begin work until similar insurance has been so obtained and certificates of insurance approved by the CONTRACTOR.

10. **ASSIGNMENT.** The CONTRACTOR shall not assign, sublet, or otherwise transfer this Agreement, in whole or in part, without the prior written consent of the CITY, and shall not assign any of the moneys payable under this Agreement, except by and with the written consent of the CITY.

11. **TERMINATION.**

A. **Termination for Cause.** If at any time during the term of this Agreement the CITY determines that the CONTRACTOR has breached the terms of this Agreement

by negligently or incompetently performing the work, or any part thereof, or by failing to perform the work in a timely fashion, or by failing to perform the work to the satisfaction of the CITY, or by not complying with the direction of the CITY or its agents, or by otherwise failing to perform this Agreement in accordance with all of its terms and provisions, the CITY shall notify the CONTRACTOR in writing stating therein the nature of the alleged breach and directing the CONTRACTOR to cure such breach within ten (10) days. The CONTRACTOR specifically agrees that it shall indemnify and hold the CITY harmless from any loss, damage, cost, charge, expense, or claim arising out of or resulting from such breach regardless of its knowledge or authorization of the actions resulting in the breach. If the CONTRACTOR fails to cure said breach within ten (10) days, the CITY may, at its election at any time after the expiration of said ten (10) days, terminate this Agreement by giving written notice thereof to the CONTRACTOR specifying the effective date of the termination. Upon receipt of said notice, the CONTRACTOR shall cease to incur additional expenses in connection with this Agreement. Upon the date specified in said notice, this Agreement shall terminate. Such termination shall not prejudice or waive any rights or action which the CITY may have against the CONTRACTOR up to the date of such termination, and the CONTRACTOR shall be liable to the CITY for any amount which it may be required to pay in excess of the compensation provided herein in order to complete the work specified herein in a timely manner. Upon such termination, the CONTRACTOR shall be entitled to compensation for all satisfactory work completed prior to the termination date, as determined by the CITY.

B. Termination for Convenience. The CITY may terminate this Agreement at any time for convenience by providing the CONTRACTOR written notice specifying therein the termination date which shall not be sooner than ten days from the issuance of said notice. Upon receipt of said notice, the CONTRACTOR shall cease to incur additional expenses in connection with this Agreement. Upon such termination, the CONTRACTOR shall be entitled to compensation for all satisfactory work completed prior to the termination date, as determined by the CITY, such payment not to exceed the fair value of the services provided hereunder.

12. **INSPECTION AND REPORTS.** The CITY shall have the right at any time to inspect the work of the CONTRACTOR, including the right to enter upon any property owned or occupied by CONTRACTOR, whether situated within or beyond the limits of the CITY. Whenever requested, CONTRACTOR shall immediately furnish to the CITY full and complete written reports of its operation under this Contract in such detail and with such information as the CITY may request.
13. **ROYALTIES AND PATENTS.** The CONTRACTOR shall pay all applicable royalties and license fees. In addition, the CONTRACTOR hereby represents that it is duly authorized to use any process or other intellectual property rights held by third

parties in the performance of this Agreement, it shall defend all suits or claims for infringement of any patent or other intellectual property rights and shall indemnify and hold the CITY harmless from loss on account thereof.

14. **SUCCESSOR AND ASSIGNS.** This Agreement is binding upon the parties hereto, their successors, assigns and legal representatives. Neither the CITY nor the CONTRACTOR shall assign or transfer any interest in the Agreement without the written consent of the other.
15. **COMPLIANCE WITH LAWS.** The CONTRACTOR shall comply with all Federal, State and local laws, rules, regulations and orders applicable to the work provided pursuant to this Agreement, such provisions being incorporated herein by reference, and shall be responsible for obtaining all necessary licenses, permits, and approvals required for the performance of such work.
16. **NOTICE.** Any and all notices, or other communications required or permitted under this Agreement, shall be in writing and delivered by hand or mailed postage prepaid, return receipt requested, by registered or certified mail or by other reputable delivery service, to the parties at the addresses set forth on Page 1 or furnished from time to time in writing hereafter by one party to the other party. Any such notice or correspondence shall be deemed given when so delivered by hand, if so mailed, when deposited with the U.S. Postal Service or, if sent by private overnight or other delivery service, when deposited with such delivery service.

The City: Fiona Maxwell
Chief Procurement Officer
Medford City Hall
85 George P. Hassett Drive
Medford, MA 02155

The Contractor: _____

17. **SEVERABILITY.** If any term or condition of this Agreement or any application thereof shall to any extent be held invalid, illegal or unenforceable by the court of competent jurisdiction, the validity, legality, and enforceability of the remaining terms and conditions of this Agreement shall not be deemed affected thereby unless one or both parties would be substantially or materially prejudiced.

18. **GOVERNING LAW.** This Agreement shall be governed by, construed and enforced in accordance with the laws of the Commonwealth of Massachusetts and the CONTRACTOR submits to the jurisdiction of any of its appropriate courts for the adjudication of disputes arising out of this Agreement.
19. **ENTIRE AGREEMENT.** This Agreement, including all documents incorporated herein by reference, constitutes the entire integrated agreement between the parties with respect to the matters described. This Agreement supersedes all prior agreements, negotiations and representations, either written or oral, and it shall not be modified or amended except by a written document executed by the parties hereto.

SAMPLE

Replacement of Network Switches
(company name)

25-0261

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day
and year first above written.

CITY OF MEDFORD

[INSERT NAME OF COMPANY]

Breanna Lungo-Koehn, Mayor

Date: _____

Name, Title

Date: _____

Fiona Maxwell, Chief Procurement Officer

Date: _____

APPROVED AS TO FORM:

APPROVED AS CONTRACT MANAGER:

Mark R. Reich, esq
KP Law

Date: _____

Contract Manager Name, Title

Date: _____

I CERTIFY THAT FUNDS HAVE BEEN
ENCUMBERED IN THE AMOUNT OF
\$_____ FOR THIS CONTRACT.

APPROPRIATION NUMBER:

PO No. _____

Replacement of Network Switches
(company name)

25-0261

Robert Dickinson, Finance Director

Date: _____

SAMPLE

CERTIFICATE OF CORPORATE AUTHORITY

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

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

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

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

6. ATTEST: _____
(Signature of Clerk or Secretary)*

AFFIX CORPORATE
SEAL HERE

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

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

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



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

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: City of Medford
Contract Number: **City/Town:** MEDFORD
Description of Work: Replacement of network switches, replacement of wireless access points, electric components needed to be run core switch networking system.
Job Location: Medford Public Schools

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F "rental of equipment" contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentices 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.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2024	\$41.05	\$14.91	\$20.17	\$0.00	\$76.13
	06/01/2025	\$42.05	\$14.91	\$20.17	\$0.00	\$77.13
	08/01/2025	\$42.05	\$15.41	\$20.17	\$0.00	\$77.63
	12/01/2025	\$42.05	\$15.41	\$21.78	\$0.00	\$79.24
	06/01/2026	\$43.05	\$15.41	\$21.78	\$0.00	\$80.24
	08/01/2026	\$43.05	\$15.91	\$21.78	\$0.00	\$80.74
	12/01/2026	\$43.05	\$15.91	\$23.52	\$0.00	\$82.48
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
	06/01/2025	\$41.12	\$14.91	\$20.17	\$0.00	\$76.20
	08/01/2025	\$41.12	\$15.41	\$20.17	\$0.00	\$76.70
	12/01/2025	\$41.12	\$15.41	\$21.78	\$0.00	\$78.31
	06/01/2026	\$43.12	\$15.41	\$21.78	\$0.00	\$80.31
	08/01/2026	\$43.12	\$15.91	\$21.78	\$0.00	\$80.81
	12/01/2026	\$43.12	\$15.91	\$23.52	\$0.00	\$82.55
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2024	\$41.24	\$14.91	\$20.17	\$0.00	\$76.32
	06/01/2025	\$42.24	\$14.91	\$20.17	\$0.00	\$77.32
	08/01/2025	\$42.24	\$15.41	\$20.17	\$0.00	\$77.82
	12/01/2025	\$42.24	\$15.41	\$21.78	\$0.00	\$79.43
	06/01/2026	\$43.24	\$15.41	\$21.78	\$0.00	\$80.43
	08/01/2026	\$43.24	\$15.91	\$21.78	\$0.00	\$80.93
	12/01/2026	\$43.24	\$15.91	\$23.52	\$0.00	\$82.67
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	01/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2024	\$42.80	\$14.50	\$11.05	\$0.00	\$68.35
	06/01/2025	\$43.80	\$14.50	\$11.05	\$0.00	\$69.35
	12/01/2025	\$44.80	\$14.50	\$11.05	\$0.00	\$70.35

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2024	\$48.12	\$7.07	\$20.60	\$0.00	\$75.79

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
2	65	\$31.28	\$7.07	\$13.22	\$0.00	\$51.57
3	70	\$33.68	\$7.07	\$14.23	\$0.00	\$54.98
4	75	\$36.09	\$7.07	\$15.24	\$0.00	\$58.40
5	80	\$38.50	\$7.07	\$16.25	\$0.00	\$61.82
6	85	\$40.90	\$7.07	\$17.28	\$0.00	\$65.25
7	90	\$43.31	\$7.07	\$18.28	\$0.00	\$68.66
8	95	\$45.71	\$7.07	\$19.32	\$0.00	\$72.10

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	02/01/2025	\$65.80	\$11.49	\$23.59	\$0.00	\$100.88
	08/01/2025	\$67.95	\$11.49	\$23.59	\$0.00	\$103.03
	02/01/2026	\$69.30	\$11.49	\$23.59	\$0.00	\$104.38
	08/01/2026	\$71.50	\$11.49	\$23.59	\$0.00	\$106.58
	02/01/2027	\$72.90	\$11.49	\$23.59	\$0.00	\$107.98

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.90	\$11.49	\$23.59	\$0.00	\$67.98
2	60	\$39.48	\$11.49	\$23.59	\$0.00	\$74.56
3	70	\$46.06	\$11.49	\$23.59	\$0.00	\$81.14
4	80	\$52.64	\$11.49	\$23.59	\$0.00	\$87.72
5	90	\$59.22	\$11.49	\$23.59	\$0.00	\$94.30

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.98	\$11.49	\$23.59	\$0.00	\$69.06
2	60	\$40.77	\$11.49	\$23.59	\$0.00	\$75.85
3	70	\$47.57	\$11.49	\$23.59	\$0.00	\$82.65
4	80	\$54.36	\$11.49	\$23.59	\$0.00	\$89.44
5	90	\$61.16	\$11.49	\$23.59	\$0.00	\$96.24

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$48.10	\$9.65	\$18.22	\$0.00	\$75.97
	06/01/2025	\$49.60	\$9.65	\$18.22	\$0.00	\$77.47
	12/01/2025	\$51.10	\$9.65	\$18.22	\$0.00	\$78.97
	06/01/2026	\$52.65	\$9.65	\$18.22	\$0.00	\$80.52
	12/01/2026	\$54.15	\$9.65	\$18.22	\$0.00	\$82.02
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
	06/01/2025	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
	12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
	06/01/2026	\$51.50	\$9.65	\$18.22	\$0.00	\$79.37
	12/01/2026	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2024	\$47.28	\$9.65	\$18.22	\$0.00	\$75.15
	06/01/2025	\$48.78	\$9.65	\$18.22	\$0.00	\$76.65
	12/01/2025	\$50.28	\$9.65	\$18.22	\$0.00	\$78.15
	06/01/2026	\$51.83	\$9.65	\$18.22	\$0.00	\$79.70
	12/01/2026	\$53.33	\$9.65	\$18.22	\$0.00	\$81.20
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
LABORERS - ZONE 1	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

CARPENTER	09/01/2024	\$58.96	\$9.83	\$19.97	\$0.00	\$88.76
CARPENTERS -ZONE 1 (Metro Boston)	03/01/2025	\$60.46	\$9.83	\$19.97	\$0.00	\$90.26
	09/01/2025	\$61.96	\$9.83	\$19.97	\$0.00	\$91.76
	03/01/2026	\$63.46	\$9.83	\$19.97	\$0.00	\$93.26
	09/01/2026	\$64.96	\$9.83	\$19.97	\$0.00	\$94.76
	03/01/2027	\$66.46	\$9.83	\$19.97	\$0.00	\$96.26

Apprentice - CARPENTER - Zone 1 Metro Boston

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$26.53	\$9.83	\$1.73	\$0.00	\$38.09
2	45	\$26.53	\$9.83	\$1.73	\$0.00	\$38.09
3	55	\$32.43	\$9.83	\$3.40	\$0.00	\$45.66
4	55	\$32.43	\$9.83	\$3.40	\$0.00	\$45.66
5	70	\$41.27	\$9.83	\$16.51	\$0.00	\$67.61
6	70	\$41.27	\$9.83	\$16.51	\$0.00	\$67.61
7	80	\$47.17	\$9.83	\$18.24	\$0.00	\$75.24
8	80	\$47.17	\$9.83	\$18.24	\$0.00	\$75.24

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$27.21	\$9.83	\$1.73	\$0.00	\$38.77
2	45	\$27.21	\$9.83	\$1.73	\$0.00	\$38.77
3	55	\$33.25	\$9.83	\$3.40	\$0.00	\$46.48
4	55	\$33.25	\$9.83	\$3.40	\$0.00	\$46.48
5	70	\$42.32	\$9.83	\$16.51	\$0.00	\$68.66
6	70	\$42.32	\$9.83	\$16.51	\$0.00	\$68.66
7	80	\$48.37	\$9.83	\$18.24	\$0.00	\$76.44
8	80	\$48.37	\$9.83	\$18.24	\$0.00	\$76.44

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME	10/01/2024	\$31.91	\$7.02	\$6.47	\$0.00	\$45.40
CARPENTERS -ZONE 2 (Wood Frame)	10/01/2025	\$33.21	\$7.02	\$6.47	\$0.00	\$46.70
	10/01/2026	\$34.51	\$7.02	\$6.47	\$0.00	\$48.00

All Aspects of New Wood Frame Work

Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.96	\$7.02	\$0.00	\$0.00	\$22.98
2	50	\$15.96	\$7.02	\$0.00	\$0.00	\$22.98
3	55	\$17.55	\$7.02	\$2.00	\$0.00	\$26.57
4	55	\$17.55	\$7.02	\$2.00	\$0.00	\$26.57
5	70	\$22.34	\$7.02	\$6.47	\$0.00	\$35.83
6	70	\$22.34	\$7.02	\$6.47	\$0.00	\$35.83
7	80	\$25.53	\$7.02	\$6.47	\$0.00	\$39.02
8	80	\$25.53	\$7.02	\$6.47	\$0.00	\$39.02

Effective Date - 10/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.61	\$7.02	\$0.00	\$0.00	\$23.63
2	50	\$16.61	\$7.02	\$0.00	\$0.00	\$23.63
3	55	\$18.27	\$7.02	\$2.00	\$0.00	\$27.29
4	55	\$18.27	\$7.02	\$2.00	\$0.00	\$27.29
5	70	\$23.25	\$7.02	\$6.47	\$0.00	\$36.74
6	70	\$23.25	\$7.02	\$6.47	\$0.00	\$36.74
7	80	\$26.57	\$7.02	\$6.47	\$0.00	\$40.06
8	80	\$26.57	\$7.02	\$6.47	\$0.00	\$40.06

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING	07/01/2024	\$49.19	\$13.35	\$24.21	\$1.80	\$88.55
BRICKLAYERS LOCAL 3 (BOSTON)						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.60	\$13.35	\$16.43	\$0.00	\$54.38
2	60	\$29.51	\$13.35	\$19.21	\$1.80	\$63.87
3	65	\$31.97	\$13.35	\$20.21	\$1.80	\$67.33
4	70	\$34.43	\$13.35	\$21.21	\$1.80	\$70.79
5	75	\$36.89	\$13.35	\$22.21	\$1.80	\$74.25
6	80	\$39.35	\$13.35	\$23.21	\$1.80	\$77.71
7	90	\$44.27	\$13.35	\$24.21	\$1.80	\$83.63

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR

LABORERS - ZONE 1

12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES

OPERATING ENGINEERS LOCAL 4

12/01/2024	\$58.18	\$15.55	\$16.50	\$0.00	\$90.23
06/01/2025	\$59.51	\$15.55	\$16.50	\$0.00	\$91.56
12/01/2025	\$60.98	\$15.55	\$16.50	\$0.00	\$93.03
06/01/2026	\$62.31	\$15.55	\$16.50	\$0.00	\$94.36
12/01/2026	\$63.79	\$15.55	\$16.50	\$0.00	\$95.84

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR

OPERATING ENGINEERS LOCAL 4

12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)

PAINTERS LOCAL 35 - ZONE 1

01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36
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Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN
LABORERS - ZONE 1

12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR
LABORERS - ZONE 1

12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS
LABORERS - ZONE 1

12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER	12/02/2024	\$48.00	\$9.65	\$18.40	\$0.00	\$76.05
LABORERS - ZONE 1	06/02/2025	\$49.50	\$9.65	\$18.40	\$0.00	\$77.55
	12/01/2025	\$51.00	\$9.65	\$18.40	\$0.00	\$79.05
	06/01/2026	\$52.55	\$9.65	\$18.40	\$0.00	\$80.60
	12/07/2026	\$54.05	\$9.65	\$18.40	\$0.00	\$82.10
	06/07/2027	\$55.65	\$9.65	\$18.40	\$0.00	\$83.70
	12/06/2027	\$57.25	\$9.65	\$18.40	\$0.00	\$85.30
	06/05/2028	\$58.93	\$9.65	\$18.40	\$0.00	\$86.98
	12/04/2028	\$60.60	\$9.65	\$18.40	\$0.00	\$88.65
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR	12/02/2024	\$47.75	\$9.65	\$18.40	\$0.00	\$75.80
LABORERS - ZONE 1	06/02/2025	\$49.25	\$9.65	\$18.40	\$0.00	\$77.30
	12/01/2025	\$50.75	\$9.65	\$18.40	\$0.00	\$78.80
	06/01/2026	\$52.30	\$9.65	\$18.40	\$0.00	\$80.35
	12/07/2026	\$53.80	\$9.65	\$18.40	\$0.00	\$81.85
	06/07/2027	\$55.40	\$9.65	\$18.40	\$0.00	\$83.45
	12/06/2027	\$57.00	\$9.65	\$18.40	\$0.00	\$85.05
	06/05/2028	\$58.68	\$9.65	\$18.40	\$0.00	\$86.73
	12/04/2028	\$60.35	\$9.65	\$18.40	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
LABORERS - ZONE 1	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER	08/01/2024	\$78.11	\$10.08	\$21.66	\$0.00	\$109.85
PILE DRIVER LOCAL 56 (ZONE 1)						
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate						
DIVER TENDER	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER LOCAL 56 (ZONE 1)						
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate						
DIVER TENDER (EFFLUENT)	08/01/2024	\$83.69	\$10.08	\$24.29	\$0.00	\$118.06
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2024	\$117.16	\$10.08	\$24.29	\$0.00	\$151.53
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) DRAW'BRIDGE - SEIU LOCAL 888	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN ELECTRICIANS LOCAL 103	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

Apprentice - ELECTRICIAN - Local 103

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
2	40	\$25.51	\$13.00	\$0.77	\$0.00	\$39.28
3	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
4	45	\$28.70	\$13.00	\$16.69	\$0.00	\$58.39
5	50	\$31.89	\$13.00	\$17.20	\$0.00	\$62.09
6	55	\$35.08	\$13.00	\$17.70	\$0.00	\$65.78
7	60	\$38.27	\$13.00	\$18.21	\$0.00	\$69.48
8	65	\$41.46	\$13.00	\$18.71	\$0.00	\$73.17
9	70	\$44.65	\$13.00	\$19.22	\$0.00	\$76.87
10	75	\$47.84	\$13.00	\$19.74	\$0.00	\$80.58

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77
2	40	\$25.99	\$13.00	\$0.78	\$0.00	\$39.77
3	45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95
4	45	\$29.24	\$13.00	\$16.71	\$0.00	\$58.95
5	50	\$32.49	\$13.00	\$17.21	\$0.00	\$62.70
6	55	\$35.74	\$13.00	\$17.72	\$0.00	\$66.46
7	60	\$38.99	\$13.00	\$18.23	\$0.00	\$70.22
8	65	\$42.24	\$13.00	\$18.74	\$0.00	\$73.98
9	70	\$45.49	\$13.00	\$19.24	\$0.00	\$77.73
10	75	\$48.74	\$13.00	\$19.76	\$0.00	\$81.50

Notes :

Apprentice to Journeyworker Ratio:2:3***

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2022

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.81	\$16.03	\$0.00	\$0.00	\$48.84
2	55	\$36.09	\$16.03	\$20.21	\$0.00	\$72.33
3	65	\$42.65	\$16.03	\$20.21	\$0.00	\$78.89
4	70	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
5	80	\$52.50	\$16.03	\$20.21	\$0.00	\$88.74

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
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For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30

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

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2024	\$51.78	\$15.30	\$16.40	\$0.00	\$83.48
	05/01/2025	\$53.22	\$15.30	\$16.40	\$0.00	\$84.92
	11/01/2025	\$54.51	\$15.30	\$16.40	\$0.00	\$86.21
	05/01/2026	\$55.95	\$15.30	\$16.40	\$0.00	\$87.65
	11/01/2026	\$57.24	\$15.30	\$16.40	\$0.00	\$88.94
	05/01/2027	\$58.67	\$15.30	\$16.40	\$0.00	\$90.37

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2024	\$53.37	\$15.30	\$16.40	\$0.00	\$85.07
	05/01/2025	\$54.82	\$15.30	\$16.40	\$0.00	\$86.52
	11/01/2025	\$56.12	\$15.30	\$16.40	\$0.00	\$87.82
	05/01/2026	\$57.57	\$15.30	\$16.40	\$0.00	\$89.27
	11/01/2026	\$58.87	\$15.30	\$16.40	\$0.00	\$90.57
	05/01/2027	\$60.32	\$15.30	\$16.40	\$0.00	\$92.02

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
	05/01/2025	\$26.22	\$15.30	\$16.40	\$0.00	\$57.92
	11/01/2025	\$26.98	\$15.30	\$16.40	\$0.00	\$58.68
	05/01/2026	\$27.83	\$15.30	\$16.40	\$0.00	\$59.53
	11/01/2026	\$28.59	\$15.30	\$16.40	\$0.00	\$60.29
	05/01/2027	\$29.44	\$15.30	\$16.40	\$0.00	\$61.14

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$45.96	\$15.55	\$16.50	\$0.00	\$78.01
	06/01/2025	\$47.02	\$15.55	\$16.50	\$0.00	\$79.07
	12/01/2025	\$48.19	\$15.55	\$16.50	\$0.00	\$80.24
	06/01/2026	\$49.25	\$15.55	\$16.50	\$0.00	\$81.30
	12/01/2026	\$50.43	\$15.55	\$16.50	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2024	\$27.01	\$9.65	\$18.40	\$0.00	\$55.06
	06/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
	12/01/2025	\$28.09	\$9.65	\$18.40	\$0.00	\$56.14
	06/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
	12/01/2026	\$29.21	\$9.65	\$18.40	\$0.00	\$57.26
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	09/01/2024	\$56.23	\$8.83	\$20.27	\$0.00	\$85.33
	03/01/2025	\$57.73	\$8.83	\$20.27	\$0.00	\$86.83
	09/01/2025	\$59.23	\$8.83	\$20.27	\$0.00	\$88.33
	03/01/2026	\$60.73	\$8.83	\$20.27	\$0.00	\$89.83
	09/01/2026	\$62.23	\$8.83	\$20.27	\$0.00	\$91.33
	03/01/2027	\$63.73	\$8.83	\$20.27	\$0.00	\$92.83

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$25.30	\$8.83	\$1.76	\$0.00	\$35.89
2	45	\$25.30	\$8.83	\$1.76	\$0.00	\$35.89
3	55	\$30.93	\$8.83	\$3.52	\$0.00	\$43.28
4	55	\$30.93	\$8.83	\$3.52	\$0.00	\$43.28
5	70	\$39.36	\$8.83	\$16.75	\$0.00	\$64.94
6	70	\$39.36	\$8.83	\$16.75	\$0.00	\$64.94
7	80	\$44.98	\$8.83	\$18.51	\$0.00	\$72.32
8	80	\$44.98	\$8.83	\$18.51	\$0.00	\$72.32

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
2	45	\$25.98	\$8.83	\$1.76	\$0.00	\$36.57
3	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
4	55	\$31.75	\$8.83	\$3.52	\$0.00	\$44.10
5	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
6	70	\$40.41	\$8.83	\$16.75	\$0.00	\$65.99
7	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52
8	80	\$46.18	\$8.83	\$18.51	\$0.00	\$73.52

Notes: Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
<i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2025	\$53.75	\$9.95	\$23.95	\$0.00	\$87.65
<i>GLAZIERS LOCAL 35 (ZONE 1)</i>						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - GLAZIER - Local 35 Zone 1

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83
2	55	\$29.56	\$9.95	\$6.66	\$0.00	\$46.17
3	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.46
4	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.76
5	70	\$37.63	\$9.95	\$20.32	\$0.00	\$67.90
6	75	\$40.31	\$9.95	\$20.93	\$0.00	\$71.19
7	80	\$43.00	\$9.95	\$21.53	\$0.00	\$74.48
8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58

Classification

Effective Date

Base Wage

Health

Pension

**Supplemental
Unemployment**

Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$31.37	\$0.00	\$0.00	\$0.00	\$31.37
2	60	\$34.22	\$15.55	\$16.50	\$0.00	\$66.27
3	65	\$37.07	\$15.55	\$16.50	\$0.00	\$69.12
4	70	\$39.92	\$15.55	\$16.50	\$0.00	\$71.97
5	75	\$42.77	\$15.55	\$16.50	\$0.00	\$74.82
6	80	\$45.62	\$15.55	\$16.50	\$0.00	\$77.67
7	85	\$48.48	\$15.55	\$16.50	\$0.00	\$80.53
8	90	\$51.33	\$15.55	\$16.50	\$0.00	\$83.38

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$32.08	\$0.00	\$0.00	\$0.00	\$32.08
2	60	\$35.00	\$15.55	\$16.50	\$0.00	\$67.05
3	65	\$37.91	\$15.55	\$16.50	\$0.00	\$69.96
4	70	\$40.83	\$15.55	\$16.50	\$0.00	\$72.88
5	75	\$43.75	\$15.55	\$16.50	\$0.00	\$75.80
6	80	\$46.66	\$15.55	\$16.50	\$0.00	\$78.71
7	85	\$49.58	\$15.55	\$16.50	\$0.00	\$81.63
8	90	\$52.50	\$15.55	\$16.50	\$0.00	\$84.55

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS)	09/01/2024	\$63.78	\$13.00	\$22.26	\$0.00	\$99.04
ELECTRICIANS LOCAL 103	03/01/2025	\$64.98	\$13.00	\$22.30	\$0.00	\$100.28
	09/01/2025	\$66.89	\$13.00	\$22.36	\$0.00	\$102.25
	03/01/2026	\$68.09	\$13.00	\$22.39	\$0.00	\$103.48
	09/01/2026	\$70.00	\$13.00	\$22.45	\$0.00	\$105.45
	03/01/2027	\$71.19	\$13.00	\$22.49	\$0.00	\$106.68
	09/01/2027	\$73.11	\$13.00	\$22.54	\$0.00	\$108.65
	03/01/2028	\$74.31	\$13.00	\$22.58	\$0.00	\$109.89

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR)	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) PIPEFITTERS LOCAL 537	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PIPEFITTERS LOCAL 537	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 1	12/01/2024	\$47.60	\$9.65	\$18.40	\$0.00	\$75.65
	06/01/2025	\$49.10	\$9.65	\$18.40	\$0.00	\$77.15
	12/01/2025	\$50.60	\$9.65	\$18.40	\$0.00	\$78.65
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$53.65	\$9.65	\$18.40	\$0.00	\$81.70
	06/01/2027	\$55.25	\$9.65	\$18.40	\$0.00	\$83.30
	12/01/2027	\$56.85	\$9.65	\$18.40	\$0.00	\$84.90
	06/01/2028	\$58.53	\$9.65	\$18.40	\$0.00	\$86.58
	12/01/2028	\$60.20	\$9.65	\$18.40	\$0.00	\$88.25
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 1 (HEAVY & HIGHWAY)	12/01/2024	\$47.70	\$9.65	\$18.40	\$0.00	\$75.75
	06/01/2025	\$49.20	\$9.65	\$18.40	\$0.00	\$77.25
	12/01/2025	\$50.70	\$9.65	\$18.40	\$0.00	\$78.75
	06/01/2026	\$52.25	\$9.65	\$18.40	\$0.00	\$80.30
	12/01/2026	\$53.75	\$9.65	\$18.40	\$0.00	\$81.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2024	\$56.92	\$14.75	\$19.61	\$0.00	\$91.28
	09/01/2025	\$60.34	\$14.75	\$19.61	\$0.00	\$94.70
	09/01/2026	\$63.76	\$14.75	\$19.61	\$0.00	\$98.12

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.46	\$14.75	\$14.32	\$0.00	\$57.53
2	60	\$34.15	\$14.75	\$15.37	\$0.00	\$64.27
3	70	\$39.84	\$14.75	\$16.43	\$0.00	\$71.02
4	80	\$45.54	\$14.75	\$17.49	\$0.00	\$77.78

Effective Date - 09/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.17	\$14.75	\$14.32	\$0.00	\$59.24
2	60	\$36.20	\$14.75	\$15.37	\$0.00	\$66.32
3	70	\$42.24	\$14.75	\$16.43	\$0.00	\$73.42
4	80	\$48.27	\$14.75	\$17.49	\$0.00	\$80.51

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)	03/16/2024	\$53.97	\$8.35	\$26.70	\$0.00	\$89.02
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Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$32.38	\$8.35	\$26.70	\$0.00	\$67.43
2	70	\$37.78	\$8.35	\$26.70	\$0.00	\$72.83
3	75	\$40.48	\$8.35	\$26.70	\$0.00	\$75.53
4	80	\$43.18	\$8.35	\$26.70	\$0.00	\$78.23
5	85	\$45.87	\$8.35	\$26.70	\$0.00	\$80.92
6	90	\$48.57	\$8.35	\$26.70	\$0.00	\$83.62

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR

LABORERS - ZONE 1

12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

LABORER

LABORERS - ZONE 1

12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - *LABORER - Zone 1*

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.11	\$9.65	\$18.40	\$0.00	\$56.16
2	70	\$32.80	\$9.65	\$18.40	\$0.00	\$60.85
3	80	\$37.48	\$9.65	\$18.40	\$0.00	\$65.53
4	90	\$42.17	\$9.65	\$18.40	\$0.00	\$70.22

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.01	\$9.65	\$18.40	\$0.00	\$57.06
2	70	\$33.85	\$9.65	\$18.40	\$0.00	\$61.90
3	80	\$38.68	\$9.65	\$18.40	\$0.00	\$66.73
4	90	\$43.52	\$9.65	\$18.40	\$0.00	\$71.57

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	12/01/2024	\$46.95	\$9.65	\$18.40	\$0.00	\$75.00
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$48.45	\$9.65	\$18.40	\$0.00	\$76.50
	12/01/2025	\$49.95	\$9.65	\$18.40	\$0.00	\$78.00
	06/01/2026	\$51.50	\$9.65	\$18.40	\$0.00	\$79.55
	12/01/2026	\$53.00	\$9.65	\$18.40	\$0.00	\$81.05

Apprentice - *LABORER (Heavy & Highway) - Zone 1*

Effective Date - 12/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.17	\$9.65	\$18.40	\$0.00	\$56.22
2	70	\$32.87	\$9.65	\$18.40	\$0.00	\$60.92
3	80	\$37.56	\$9.65	\$18.40	\$0.00	\$65.61
4	90	\$42.26	\$9.65	\$18.40	\$0.00	\$70.31

Effective Date - 06/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.07	\$9.65	\$18.40	\$0.00	\$57.12
2	70	\$33.92	\$9.65	\$18.40	\$0.00	\$61.97
3	80	\$38.76	\$9.65	\$18.40	\$0.00	\$66.81
4	90	\$43.61	\$9.65	\$18.40	\$0.00	\$71.66

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i>	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i>	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	12/02/2024	\$47.00	\$9.65	\$18.40	\$0.00	\$75.05
	06/02/2025	\$48.50	\$9.65	\$18.40	\$0.00	\$76.55
	12/01/2025	\$50.00	\$9.65	\$18.40	\$0.00	\$78.05
	06/01/2026	\$51.55	\$9.65	\$18.40	\$0.00	\$79.60
	12/07/2026	\$53.05	\$9.65	\$18.40	\$0.00	\$81.10
	06/07/2027	\$54.65	\$9.65	\$18.40	\$0.00	\$82.70
	12/06/2027	\$56.25	\$9.65	\$18.40	\$0.00	\$84.30
	06/05/2028	\$57.93	\$9.65	\$18.40	\$0.00	\$85.98
	12/04/2028	\$59.60	\$9.65	\$18.40	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	12/01/2024	\$46.85	\$9.65	\$18.40	\$0.00	\$74.90
	06/01/2025	\$48.35	\$9.65	\$18.40	\$0.00	\$76.40
	12/01/2025	\$49.85	\$9.65	\$18.40	\$0.00	\$77.90
	06/01/2026	\$51.40	\$9.65	\$18.40	\$0.00	\$79.45
	12/01/2026	\$52.90	\$9.65	\$18.40	\$0.00	\$80.95
	06/01/2027	\$54.50	\$9.65	\$18.40	\$0.00	\$82.55
	12/01/2027	\$56.10	\$9.65	\$18.40	\$0.00	\$84.15
	06/01/2028	\$57.78	\$9.65	\$18.40	\$0.00	\$85.83
	12/01/2028	\$59.45	\$9.65	\$18.40	\$0.00	\$87.50
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2025	\$50.36	\$11.49	\$21.62	\$0.00	\$83.47
	08/01/2025	\$52.08	\$11.49	\$21.62	\$0.00	\$85.19
	02/01/2026	\$53.16	\$11.49	\$21.62	\$0.00	\$86.27
	08/01/2026	\$54.92	\$11.49	\$21.62	\$0.00	\$88.03
	02/01/2027	\$56.04	\$11.49	\$21.62	\$0.00	\$89.15

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.18	\$11.49	\$21.62	\$0.00	\$58.29
2	60	\$30.22	\$11.49	\$21.62	\$0.00	\$63.33
3	70	\$35.25	\$11.49	\$21.62	\$0.00	\$68.36
4	80	\$40.29	\$11.49	\$21.62	\$0.00	\$73.40
5	90	\$45.32	\$11.49	\$21.62	\$0.00	\$78.43

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.04	\$11.49	\$21.62	\$0.00	\$59.15
2	60	\$31.25	\$11.49	\$21.62	\$0.00	\$64.36
3	70	\$36.46	\$11.49	\$21.62	\$0.00	\$69.57
4	80	\$41.66	\$11.49	\$21.62	\$0.00	\$74.77
5	90	\$46.87	\$11.49	\$21.62	\$0.00	\$79.98

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2025	\$65.82	\$11.49	\$23.56	\$0.00	\$100.87
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2025	\$67.97	\$11.49	\$23.56	\$0.00	\$103.02
	02/01/2026	\$69.32	\$11.49	\$23.56	\$0.00	\$104.37
	08/01/2026	\$71.52	\$11.49	\$23.56	\$0.00	\$106.57
	02/01/2027	\$72.92	\$11.49	\$23.56	\$0.00	\$107.97

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile**Effective Date - 02/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.91	\$11.49	\$23.56	\$0.00	\$67.96
2	60	\$39.49	\$11.49	\$23.56	\$0.00	\$74.54
3	70	\$46.07	\$11.49	\$23.56	\$0.00	\$81.12
4	80	\$52.66	\$11.49	\$23.56	\$0.00	\$87.71
5	90	\$59.24	\$11.49	\$23.56	\$0.00	\$94.29

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.99	\$11.49	\$23.56	\$0.00	\$69.04
2	60	\$40.78	\$11.49	\$23.56	\$0.00	\$75.83
3	70	\$47.58	\$11.49	\$23.56	\$0.00	\$82.63
4	80	\$54.38	\$11.49	\$23.56	\$0.00	\$89.43
5	90	\$61.17	\$11.49	\$23.56	\$0.00	\$96.22

Notes:**Apprentice to Journeyworker Ratio:1:5**MECH. SWEEPER OPERATOR (ON CONST. SITES)
OPERATING ENGINEERS LOCAL 4

12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE
OPERATING ENGINEERS LOCAL 4

12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 1)
MILLWRIGHTS LOCAL 1121 - Zone 1

01/06/2025	\$50.53	\$10.08	\$21.72	\$0.00	\$82.33
01/05/2026	\$53.03	\$10.08	\$21.72	\$0.00	\$84.83

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 01/06/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.79	\$10.08	\$5.64	\$0.00	\$43.51
2	65	\$32.84	\$10.08	\$6.66	\$0.00	\$49.58
3	75	\$37.90	\$10.08	\$19.16	\$0.00	\$67.14
4	85	\$42.95	\$10.08	\$20.18	\$0.00	\$73.21

Effective Date - 01/05/2026

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$29.17	\$10.08	\$5.64	\$0.00	\$44.89
2	65	\$34.47	\$10.08	\$6.66	\$0.00	\$51.21
3	75	\$39.77	\$10.08	\$19.16	\$0.00	\$69.01
4	85	\$45.08	\$10.08	\$20.18	\$0.00	\$75.34

Notes: Step 1&2 Appr. indentured after 1/6/2020 receive no pension,
but do receive annuity. (Step 1 \$5.72, Step 2 \$6.66)
Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:4

MORTAR MIXER

LABORERS - ZONE 1

12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS)

OPERATING ENGINEERS LOCAL 4

12/01/2024	\$25.37	\$15.30	\$16.40	\$0.00	\$57.07
06/01/2025	\$25.97	\$15.30	\$16.40	\$0.00	\$57.67
12/01/2025	\$26.63	\$15.30	\$16.40	\$0.00	\$58.33
06/01/2026	\$27.22	\$15.30	\$16.40	\$0.00	\$58.92
12/01/2026	\$27.89	\$15.30	\$16.40	\$0.00	\$59.59

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)

OPERATING ENGINEERS LOCAL 4

12/01/2024	\$31.08	\$15.30	\$16.40	\$0.00	\$62.78
06/01/2025	\$31.80	\$15.30	\$16.40	\$0.00	\$63.50
12/01/2025	\$32.60	\$15.30	\$16.40	\$0.00	\$64.30
06/01/2026	\$33.32	\$15.30	\$16.40	\$0.00	\$65.02
12/01/2026	\$34.12	\$15.30	\$16.40	\$0.00	\$65.82

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 1	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.23	\$9.95	\$0.00	\$0.00	\$39.18
2	55	\$32.15	\$9.95	\$6.66	\$0.00	\$48.76
3	60	\$35.08	\$9.95	\$7.26	\$0.00	\$52.29
4	65	\$38.00	\$9.95	\$7.87	\$0.00	\$55.82
5	70	\$40.92	\$9.95	\$20.32	\$0.00	\$71.19
6	75	\$43.85	\$9.95	\$20.93	\$0.00	\$74.73
7	80	\$46.77	\$9.95	\$21.53	\$0.00	\$78.25
8	90	\$52.61	\$9.95	\$22.74	\$0.00	\$85.30

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2025	\$55.15	\$9.95	\$23.95	\$0.00	\$89.05
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* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 1

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - New

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.58	\$9.95	\$0.00	\$0.00	\$37.53
2	55	\$30.33	\$9.95	\$6.66	\$0.00	\$46.94
3	60	\$33.09	\$9.95	\$7.26	\$0.00	\$50.30
4	65	\$35.85	\$9.95	\$7.87	\$0.00	\$53.67
5	70	\$38.61	\$9.95	\$20.32	\$0.00	\$68.88
6	75	\$41.36	\$9.95	\$20.93	\$0.00	\$72.24
7	80	\$44.12	\$9.95	\$21.53	\$0.00	\$75.60
8	90	\$49.64	\$9.95	\$22.74	\$0.00	\$82.33

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 1</i>	01/01/2025	\$53.21	\$9.95	\$23.95	\$0.00	\$87.11

Apprentice - PAINTER Local 35 Zone 1 - Spray/Sandblast - Repaint

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.61	\$9.95	\$0.00	\$0.00	\$36.56
2	55	\$29.27	\$9.95	\$6.66	\$0.00	\$45.88
3	60	\$31.93	\$9.95	\$7.26	\$0.00	\$49.14
4	65	\$34.59	\$9.95	\$7.87	\$0.00	\$52.41
5	70	\$37.25	\$9.95	\$20.32	\$0.00	\$67.52
6	75	\$39.91	\$9.95	\$20.93	\$0.00	\$70.79
7	80	\$42.57	\$9.95	\$21.53	\$0.00	\$74.05
8	90	\$47.89	\$9.95	\$22.74	\$0.00	\$80.58

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2025	\$53.75	\$9.95	\$23.95	\$0.00	\$87.65
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* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used.*PAINTERS LOCAL 35 - ZONE 1*

Apprentice - PAINTER - Local 35 Zone 1 - BRUSH NEW

Effective Date - 01/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.88	\$9.95	\$0.00	\$0.00	\$36.83
2	55	\$29.56	\$9.95	\$6.66	\$0.00	\$46.17
3	60	\$32.25	\$9.95	\$7.26	\$0.00	\$49.46
4	65	\$34.94	\$9.95	\$7.87	\$0.00	\$52.76
5	70	\$37.63	\$9.95	\$20.32	\$0.00	\$67.90
6	75	\$40.31	\$9.95	\$20.93	\$0.00	\$71.19
7	80	\$43.00	\$9.95	\$21.53	\$0.00	\$74.48
8	90	\$48.38	\$9.95	\$22.74	\$0.00	\$81.07

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2025	\$51.81	\$9.95	\$23.95	\$0.00	\$85.71
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PAINTERS LOCAL 35 - ZONE 1

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PAINTER Local 35 Zone 1 - BRUSH REPAINT**Effective Date - 01/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.91	\$9.95	\$0.00	\$0.00	\$35.86
2	55	\$28.50	\$9.95	\$6.66	\$0.00	\$45.11
3	60	\$31.09	\$9.95	\$7.26	\$0.00	\$48.30
4	65	\$33.68	\$9.95	\$7.87	\$0.00	\$51.50
5	70	\$36.27	\$9.95	\$20.32	\$0.00	\$66.54
6	75	\$38.86	\$9.95	\$20.93	\$0.00	\$69.74
7	80	\$41.45	\$9.95	\$21.53	\$0.00	\$72.93
8	90	\$46.63	\$9.95	\$22.74	\$0.00	\$79.32

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2024	\$46.95	\$9.65	\$18.40	\$0.00	\$75.00
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$48.45	\$9.65	\$18.40	\$0.00	\$76.50
	12/01/2025	\$49.95	\$9.65	\$18.40	\$0.00	\$78.00
	06/01/2026	\$51.50	\$9.65	\$18.40	\$0.00	\$79.55
	12/01/2026	\$53.00	\$9.65	\$18.40	\$0.00	\$81.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PANEL & PICKUP TRUCKS DRIVER	12/01/2024	\$40.88	\$14.91	\$20.17	\$0.00	\$75.96
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2025	\$41.88	\$14.91	\$20.17	\$0.00	\$76.96
	08/01/2025	\$41.88	\$15.41	\$20.17	\$0.00	\$77.46
	12/01/2025	\$41.88	\$15.41	\$21.78	\$0.00	\$79.07
	06/01/2026	\$42.88	\$15.41	\$21.78	\$0.00	\$80.07
	08/01/2026	\$42.88	\$15.91	\$21.78	\$0.00	\$80.57
	12/01/2026	\$42.88	\$15.91	\$23.52	\$0.00	\$82.31
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER LOCAL 56 (ZONE 1)						
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER	08/01/2024	\$55.79	\$10.08	\$24.29	\$0.00	\$90.16
PILE DRIVER LOCAL 56 (ZONE 1)						

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$25.11	\$10.08	\$2.53	\$0.00	\$37.72
2	55	\$30.68	\$10.08	\$5.07	\$0.00	\$45.83
3	70	\$39.05	\$10.08	\$19.22	\$0.00	\$68.35
4	80	\$44.63	\$10.08	\$21.76	\$0.00	\$76.47

Notes:

% Indentured BEFORE 8/1/20; 50/60/70/75/80/80/90/90

Apprentice to Journeyworker Ratio: 1/2 3/4 \$76.21/ 5&6 \$79.00/ 7&8 \$84.58

PIPEFITTER & STEAMFITTER
PIPEFITTERS LOCAL 537

09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38

Apprentice - PIPEFITTER - Local 537

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$26.83	\$12.70	\$9.05	\$0.00	\$48.58
2	45	\$30.19	\$12.70	\$21.80	\$0.00	\$64.69
3	60	\$40.25	\$12.70	\$21.80	\$0.00	\$74.75
4	70	\$46.96	\$12.70	\$21.80	\$0.00	\$81.46
5	80	\$53.66	\$12.70	\$21.80	\$0.00	\$88.16

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$27.55	\$12.70	\$9.05	\$0.00	\$49.30
2	45	\$31.00	\$12.70	\$21.80	\$0.00	\$65.50
3	60	\$41.33	\$12.70	\$21.80	\$0.00	\$75.83
4	70	\$48.22	\$12.70	\$21.80	\$0.00	\$82.72
5	80	\$55.10	\$12.70	\$21.80	\$0.00	\$89.60

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

PIPELAYER
LABORERS - ZONE 1

12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
PIPELAYER (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PLUMBERS & GASFITTERS	09/01/2024	\$69.04	\$14.32	\$19.61	\$0.00	\$102.97
PLUMBERS & GASFITTERS LOCAL 12	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$24.16	\$14.32	\$7.06	\$0.00	\$45.54
2	40	\$27.62	\$14.32	\$8.02	\$0.00	\$49.96
3	55	\$37.97	\$14.32	\$10.93	\$0.00	\$63.22
4	65	\$44.88	\$14.32	\$12.86	\$0.00	\$72.06
5	75	\$51.78	\$14.32	\$14.79	\$0.00	\$80.89

Effective Date - 03/02/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$24.79	\$14.32	\$7.06	\$0.00	\$46.17
2	40	\$28.34	\$14.32	\$8.02	\$0.00	\$50.68
3	55	\$38.96	\$14.32	\$10.93	\$0.00	\$64.21
4	65	\$46.05	\$14.32	\$12.86	\$0.00	\$73.23
5	75	\$53.13	\$14.32	\$14.79	\$0.00	\$82.24

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr

Step4 with lic\$76.49 tot.rate, Step5 with lic. \$85.32 tot. rate

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	09/01/2024	\$67.08	\$12.70	\$21.80	\$0.00	\$101.58
PIPEFITTERS LOCAL 537	03/01/2025	\$68.88	\$12.70	\$21.80	\$0.00	\$103.38

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

PNEUMATIC DRILL/TOOL OPERATOR	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
LABORERS - ZONE 1	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY)	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER	12/01/2024	\$47.85	\$9.65	\$18.40	\$0.00	\$75.90
LABORERS - ZONE 1	06/01/2025	\$49.35	\$9.65	\$18.40	\$0.00	\$77.40
	12/01/2025	\$50.85	\$9.65	\$18.40	\$0.00	\$78.90
	06/01/2026	\$52.40	\$9.65	\$18.40	\$0.00	\$80.45
	12/01/2026	\$53.90	\$9.65	\$18.40	\$0.00	\$81.95
	06/01/2027	\$55.50	\$9.65	\$18.40	\$0.00	\$83.55
	12/01/2027	\$57.10	\$9.65	\$18.40	\$0.00	\$85.15
	06/01/2028	\$58.78	\$9.65	\$18.40	\$0.00	\$86.83
	12/01/2028	\$60.45	\$9.65	\$18.40	\$0.00	\$88.50
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2024	\$47.95	\$9.65	\$18.40	\$0.00	\$76.00
LABORERS - ZONE 1 (HEAVY & HIGHWAY)	06/01/2025	\$49.45	\$9.65	\$18.40	\$0.00	\$77.50
	12/01/2025	\$50.95	\$9.65	\$18.40	\$0.00	\$79.00
	06/01/2026	\$52.50	\$9.65	\$18.40	\$0.00	\$80.55
	12/01/2026	\$54.00	\$9.65	\$18.40	\$0.00	\$82.05
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE)	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2024	\$36.67	\$15.55	\$16.50	\$0.00	\$68.72
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$37.52	\$15.55	\$16.50	\$0.00	\$69.57
	12/01/2025	\$38.47	\$15.55	\$16.50	\$0.00	\$70.52
	06/01/2026	\$39.33	\$15.55	\$16.50	\$0.00	\$71.38
	12/01/2026	\$40.28	\$15.55	\$16.50	\$0.00	\$72.33
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/12	08/01/2022	\$30.40	\$11.91	\$15.25	\$0.00	\$57.56
(Drivers Hired After 4/30/2012) TEAMSTERS 25 (Metro) - Aggregate						
READY-MIX CONCRETE DRIVER	08/01/2022	\$34.41	\$11.91	\$15.25	\$0.00	\$61.57
TEAMSTERS 25 (Metro) - Aggregate						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RECLAIMERS	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
LABORERS - ZONE 1	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
OPERATING ENGINEERS LOCAL 4	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofer Waterproofing & Roofer Dampproofg)	02/01/2025	\$52.28	\$13.03	\$21.70	\$0.00	\$87.01
ROOFERS LOCAL 33	08/01/2025	\$53.78	\$13.03	\$21.70	\$0.00	\$88.51
	02/01/2026	\$55.03	\$13.03	\$21.70	\$0.00	\$89.76

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.14	\$13.03	\$15.55	\$0.00	\$54.72
2	60	\$31.37	\$13.03	\$21.70	\$0.00	\$66.10
3	65	\$33.98	\$13.03	\$21.70	\$0.00	\$68.71
4	75	\$39.21	\$13.03	\$21.70	\$0.00	\$73.94
5	85	\$44.44	\$13.03	\$21.70	\$0.00	\$79.17

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.89	\$13.03	\$15.55	\$0.00	\$55.47
2	60	\$32.27	\$13.03	\$21.70	\$0.00	\$67.00
3	65	\$34.96	\$13.03	\$21.70	\$0.00	\$69.69
4	75	\$40.34	\$13.03	\$21.70	\$0.00	\$75.07
5	85	\$45.71	\$13.03	\$21.70	\$0.00	\$80.44

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
(Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)
Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	02/01/2025	\$52.53	\$13.03	\$21.70	\$0.00	\$87.26
ROOFERS LOCAL 33	08/01/2025	\$54.03	\$13.03	\$21.70	\$0.00	\$88.76
	02/01/2026	\$55.28	\$13.03	\$21.70	\$0.00	\$90.01
For apprentice rates see "Apprentice- ROOFER"						
SHEETMETAL WORKER	02/01/2025	\$59.69	\$14.75	\$28.12	\$2.98	\$105.54
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2025	\$61.54	\$14.75	\$28.12	\$2.98	\$107.39
	02/01/2026	\$63.49	\$14.75	\$28.12	\$2.98	\$109.34

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$25.07	\$14.75	\$6.13	\$0.00	\$45.95
2	42	\$25.07	\$14.75	\$6.13	\$0.00	\$45.95
3	47	\$28.05	\$14.75	\$12.11	\$1.62	\$56.53
4	47	\$28.05	\$14.75	\$12.11	\$1.62	\$56.53
5	52	\$31.04	\$14.75	\$13.09	\$1.74	\$60.62
6	52	\$31.04	\$14.75	\$13.34	\$1.75	\$60.88
7	60	\$35.81	\$14.75	\$14.75	\$1.93	\$67.24
8	65	\$38.80	\$14.75	\$15.73	\$2.04	\$71.32
9	75	\$44.77	\$14.75	\$17.69	\$2.28	\$79.49
10	85	\$50.74	\$14.75	\$19.15	\$2.49	\$87.13

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$25.85	\$14.75	\$6.13	\$0.00	\$46.73
2	42	\$25.85	\$14.75	\$6.13	\$0.00	\$46.73
3	47	\$28.92	\$14.75	\$12.11	\$1.62	\$57.40
4	47	\$28.92	\$14.75	\$12.11	\$1.62	\$57.40
5	52	\$32.00	\$14.75	\$13.09	\$1.74	\$61.58
6	52	\$32.00	\$14.75	\$13.34	\$1.75	\$61.84
7	60	\$36.92	\$14.75	\$14.75	\$1.93	\$68.35
8	65	\$40.00	\$14.75	\$15.73	\$2.04	\$72.52
9	75	\$46.16	\$14.75	\$17.69	\$2.28	\$80.88
10	85	\$52.31	\$14.75	\$19.15	\$2.49	\$88.70

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	12/01/2024	\$41.63	\$14.91	\$20.17	\$0.00	\$76.71
	06/01/2025	\$42.63	\$14.91	\$20.17	\$0.00	\$77.71
	08/01/2025	\$42.63	\$15.41	\$20.17	\$0.00	\$78.21
	12/01/2025	\$42.63	\$15.41	\$21.78	\$0.00	\$79.82
	06/01/2026	\$43.63	\$15.41	\$21.78	\$0.00	\$80.82
	08/01/2026	\$43.63	\$15.91	\$21.78	\$0.00	\$81.32
	12/01/2026	\$43.63	\$15.91	\$23.52	\$0.00	\$83.06
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	10/01/2024	\$70.34	\$11.51	\$23.80	\$0.00	\$105.65
	03/01/2025	\$72.14	\$11.51	\$23.80	\$0.00	\$107.45

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 10/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$24.62	\$11.51	\$13.07	\$0.00	\$49.20
2	40	\$28.14	\$11.51	\$13.90	\$0.00	\$53.55
3	45	\$31.65	\$11.51	\$14.73	\$0.00	\$57.89
4	50	\$35.17	\$11.51	\$15.55	\$0.00	\$62.23
5	55	\$38.69	\$11.51	\$16.37	\$0.00	\$66.57
6	60	\$42.20	\$11.51	\$17.20	\$0.00	\$70.91
7	65	\$45.72	\$11.51	\$18.03	\$0.00	\$75.26
8	70	\$49.24	\$11.51	\$18.85	\$0.00	\$79.60
9	75	\$52.76	\$11.51	\$19.67	\$0.00	\$83.94
10	80	\$56.27	\$11.51	\$20.50	\$0.00	\$88.28

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$25.25	\$11.51	\$13.07	\$0.00	\$49.83
2	40	\$28.86	\$11.51	\$13.90	\$0.00	\$54.27
3	45	\$32.46	\$11.51	\$14.73	\$0.00	\$58.70
4	50	\$36.07	\$11.51	\$15.55	\$0.00	\$63.13
5	55	\$39.68	\$11.51	\$16.37	\$0.00	\$67.56
6	60	\$43.28	\$11.51	\$17.20	\$0.00	\$71.99
7	65	\$46.89	\$11.51	\$18.03	\$0.00	\$76.43
8	70	\$50.50	\$11.51	\$18.85	\$0.00	\$80.86
9	75	\$54.11	\$11.51	\$19.67	\$0.00	\$85.29
10	80	\$57.71	\$11.51	\$20.50	\$0.00	\$89.72

Notes: Apprentice entered prior 9/30/10:

40/45/50/55/60/65/70/75/80/85

Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
	06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
	12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
	06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
	12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	09/01/2024	\$51.02	\$13.00	\$20.24	\$0.00	\$84.26
	03/01/2025	\$51.98	\$13.00	\$20.27	\$0.00	\$85.25
	09/01/2025	\$53.51	\$13.00	\$20.32	\$0.00	\$86.83
	03/01/2026	\$54.47	\$13.00	\$20.34	\$0.00	\$87.81
	09/01/2026	\$56.00	\$13.00	\$20.39	\$0.00	\$89.39
	03/01/2027	\$56.95	\$13.00	\$20.42	\$0.00	\$90.37
	09/01/2027	\$58.49	\$13.00	\$20.46	\$0.00	\$91.95
	03/01/2028	\$59.45	\$13.00	\$20.49	\$0.00	\$92.94

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$22.96	\$13.00	\$0.69	\$0.00	\$36.65
2	45	\$22.96	\$13.00	\$0.69	\$0.00	\$36.65
3	50	\$25.51	\$13.00	\$16.16	\$0.00	\$54.67
4	50	\$25.51	\$13.00	\$16.16	\$0.00	\$54.67
5	55	\$28.06	\$13.00	\$16.57	\$0.00	\$57.63
6	60	\$30.61	\$13.00	\$16.97	\$0.00	\$60.58
7	65	\$33.16	\$13.00	\$17.38	\$0.00	\$63.54
8	70	\$35.71	\$13.00	\$17.78	\$0.00	\$66.49
9	75	\$38.27	\$13.00	\$18.18	\$0.00	\$69.45
10	80	\$40.82	\$13.00	\$18.58	\$0.00	\$72.40

Effective Date - 03/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$23.39	\$13.00	\$0.70	\$0.00	\$37.09
2	45	\$23.39	\$13.00	\$0.70	\$0.00	\$37.09
3	50	\$25.99	\$13.00	\$16.16	\$0.00	\$55.15
4	50	\$25.99	\$13.00	\$16.16	\$0.00	\$55.15
5	55	\$28.59	\$13.00	\$16.57	\$0.00	\$58.16
6	60	\$31.19	\$13.00	\$16.97	\$0.00	\$61.16
7	65	\$33.79	\$13.00	\$17.38	\$0.00	\$64.17
8	70	\$36.39	\$13.00	\$17.78	\$0.00	\$67.17
9	75	\$38.99	\$13.00	\$18.18	\$0.00	\$70.17
10	80	\$41.58	\$13.00	\$18.58	\$0.00	\$73.16

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2025	\$64.74	\$11.49	\$23.59	\$0.00	\$99.82
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2025	\$66.89	\$11.49	\$23.59	\$0.00	\$101.97
	02/01/2026	\$68.24	\$11.49	\$23.59	\$0.00	\$103.32
	08/01/2026	\$70.44	\$11.49	\$23.59	\$0.00	\$105.52
	02/01/2027	\$71.84	\$11.49	\$23.59	\$0.00	\$106.92

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile**Effective Date - 02/01/2025**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$32.37	\$11.49	\$23.59	\$0.00	\$67.45
2	60	\$38.84	\$11.49	\$23.59	\$0.00	\$73.92
3	70	\$45.32	\$11.49	\$23.59	\$0.00	\$80.40
4	80	\$51.79	\$11.49	\$23.59	\$0.00	\$86.87
5	90	\$58.27	\$11.49	\$23.59	\$0.00	\$93.35

Effective Date - 08/01/2025

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$33.45	\$11.49	\$23.59	\$0.00	\$68.53
2	60	\$40.13	\$11.49	\$23.59	\$0.00	\$75.21
3	70	\$46.82	\$11.49	\$23.59	\$0.00	\$81.90
4	80	\$53.51	\$11.49	\$23.59	\$0.00	\$88.59
5	90	\$60.20	\$11.49	\$23.59	\$0.00	\$95.28

Notes:**Apprentice to Journeyworker Ratio:1:3****TEST BORING DRILLER**
LABORERS - FOUNDATION AND MARINE

12/01/2024	\$51.28	\$9.65	\$18.22	\$0.00	\$79.15
06/01/2025	\$52.78	\$9.65	\$18.22	\$0.00	\$80.65
12/01/2025	\$54.28	\$9.65	\$18.22	\$0.00	\$82.15
06/01/2026	\$55.83	\$9.65	\$18.22	\$0.00	\$83.70
12/01/2026	\$57.33	\$9.65	\$18.22	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER
LABORERS - FOUNDATION AND MARINE

12/01/2024	\$47.07	\$9.65	\$18.22	\$0.00	\$74.94
06/01/2025	\$48.57	\$9.65	\$18.22	\$0.00	\$76.44
12/01/2025	\$50.07	\$9.65	\$18.22	\$0.00	\$77.94
06/01/2026	\$51.62	\$9.65	\$18.22	\$0.00	\$79.49
12/01/2026	\$53.12	\$9.65	\$18.22	\$0.00	\$80.99

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER
LABORERS - FOUNDATION AND MARINE

12/01/2024	\$46.95	\$9.65	\$18.22	\$0.00	\$74.82
06/01/2025	\$48.45	\$9.65	\$18.22	\$0.00	\$76.32
12/01/2025	\$49.95	\$9.65	\$18.22	\$0.00	\$77.82
06/01/2026	\$51.50	\$9.65	\$18.22	\$0.00	\$79.37
12/01/2026	\$53.00	\$9.65	\$18.22	\$0.00	\$80.87

For apprentice rates see "Apprentice- LABORER"

TRACTORS/PORTABLE STEAM GENERATORS
OPERATING ENGINEERS LOCAL 4

12/01/2024	\$56.40	\$15.55	\$16.50	\$0.00	\$88.45
06/01/2025	\$57.68	\$15.55	\$16.50	\$0.00	\$89.73
12/01/2025	\$59.12	\$15.55	\$16.50	\$0.00	\$91.17
06/01/2026	\$60.40	\$15.55	\$16.50	\$0.00	\$92.45
12/01/2026	\$61.84	\$15.55	\$16.50	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2024	\$41.92	\$14.91	\$20.17	\$0.00	\$77.00
	06/01/2025	\$42.92	\$14.91	\$20.17	\$0.00	\$78.00
	08/01/2025	\$42.92	\$15.41	\$20.17	\$0.00	\$78.50
	12/01/2025	\$42.92	\$15.41	\$21.78	\$0.00	\$80.11
	06/01/2026	\$43.92	\$15.41	\$21.78	\$0.00	\$81.11
	08/01/2026	\$43.92	\$15.91	\$21.78	\$0.00	\$81.61
	12/01/2026	\$43.92	\$15.91	\$23.52	\$0.00	\$83.35
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$59.18	\$9.65	\$19.00	\$0.00	\$87.83
	06/01/2025	\$60.68	\$9.65	\$19.00	\$0.00	\$89.33
	12/01/2025	\$62.18	\$9.65	\$19.00	\$0.00	\$90.83
	06/01/2026	\$63.73	\$9.65	\$19.00	\$0.00	\$92.38
	12/01/2026	\$65.23	\$9.65	\$19.00	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2024	\$61.18	\$9.65	\$19.00	\$0.00	\$89.83
	06/01/2025	\$62.68	\$9.65	\$19.00	\$0.00	\$91.33
	12/01/2025	\$64.18	\$9.65	\$19.00	\$0.00	\$92.83
	06/01/2026	\$65.73	\$9.65	\$19.00	\$0.00	\$94.38
	12/01/2026	\$67.23	\$9.65	\$19.00	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$51.25	\$9.65	\$19.00	\$0.00	\$79.90
	06/01/2025	\$52.75	\$9.65	\$19.00	\$0.00	\$81.40
	12/01/2025	\$54.25	\$9.65	\$19.00	\$0.00	\$82.90
	06/01/2026	\$55.80	\$9.65	\$19.00	\$0.00	\$84.45
	12/01/2026	\$57.30	\$9.65	\$19.00	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2024	\$53.25	\$9.65	\$19.00	\$0.00	\$81.90
	06/01/2025	\$54.75	\$9.65	\$19.00	\$0.00	\$83.40
	12/01/2025	\$56.25	\$9.65	\$19.00	\$0.00	\$84.90
	06/01/2026	\$57.80	\$9.65	\$19.00	\$0.00	\$86.45
	12/01/2026	\$59.30	\$9.65	\$19.00	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2024	\$41.34	\$14.91	\$20.17	\$0.00	\$76.42
	06/01/2025	\$42.34	\$14.91	\$20.17	\$0.00	\$77.42
	08/01/2025	\$42.34	\$15.41	\$20.17	\$0.00	\$77.92
	12/01/2025	\$42.34	\$15.41	\$21.78	\$0.00	\$79.53
	06/01/2026	\$43.34	\$15.41	\$21.78	\$0.00	\$80.53
	08/01/2026	\$43.34	\$15.91	\$21.78	\$0.00	\$81.03
	12/01/2026	\$43.34	\$15.91	\$23.52	\$0.00	\$82.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2024	\$47.10	\$9.65	\$18.40	\$0.00	\$75.15
	06/01/2025	\$48.60	\$9.65	\$18.40	\$0.00	\$76.65
	12/01/2025	\$50.10	\$9.65	\$18.40	\$0.00	\$78.15
	06/01/2026	\$51.65	\$9.65	\$18.40	\$0.00	\$79.70
	12/01/2026	\$53.15	\$9.65	\$18.40	\$0.00	\$81.20
	06/01/2027	\$54.75	\$9.65	\$18.40	\$0.00	\$82.80
	12/01/2027	\$56.35	\$9.65	\$18.40	\$0.00	\$84.40
	06/01/2028	\$58.03	\$9.65	\$18.40	\$0.00	\$86.08
	12/01/2028	\$59.70	\$9.65	\$18.40	\$0.00	\$87.75
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 1 (HEAVY & HIGHWAY)</i>	12/01/2024	\$47.20	\$9.65	\$18.40	\$0.00	\$75.25
	06/01/2025	\$48.70	\$9.65	\$18.40	\$0.00	\$76.75
	12/01/2025	\$50.20	\$9.65	\$18.40	\$0.00	\$78.25
	06/01/2026	\$51.75	\$9.65	\$18.40	\$0.00	\$79.80
	12/01/2026	\$53.25	\$9.65	\$18.40	\$0.00	\$81.30
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2024	\$57.03	\$15.55	\$16.50	\$0.00	\$89.08
	06/01/2025	\$58.33	\$15.55	\$16.50	\$0.00	\$90.38
	12/01/2025	\$59.78	\$15.55	\$16.50	\$0.00	\$91.83
	06/01/2026	\$61.08	\$15.55	\$16.50	\$0.00	\$93.13
	12/01/2026	\$62.53	\$15.55	\$16.50	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	09/01/2024	\$69.04	\$14.32	\$19.61	\$0.00	\$102.97
	03/02/2025	\$70.84	\$14.32	\$19.61	\$0.00	\$104.77
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

All apprentices must be registered with the Division of Apprenticeship Training (DAS) in accordance with M.G.L. c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L. c. 149, §§ 26-27D. Apprentice ratios are established by DAS pursuant to M.G.L. c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements (CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate. Parties having questions regarding what ratio to use should contact DAS.