

2025

**MASSACHUSETTS CONSTRUCTION
ADVANCEMENT PROGRAM (MCAP)**

GUIDE TO CONSTRUCTION CAREERS



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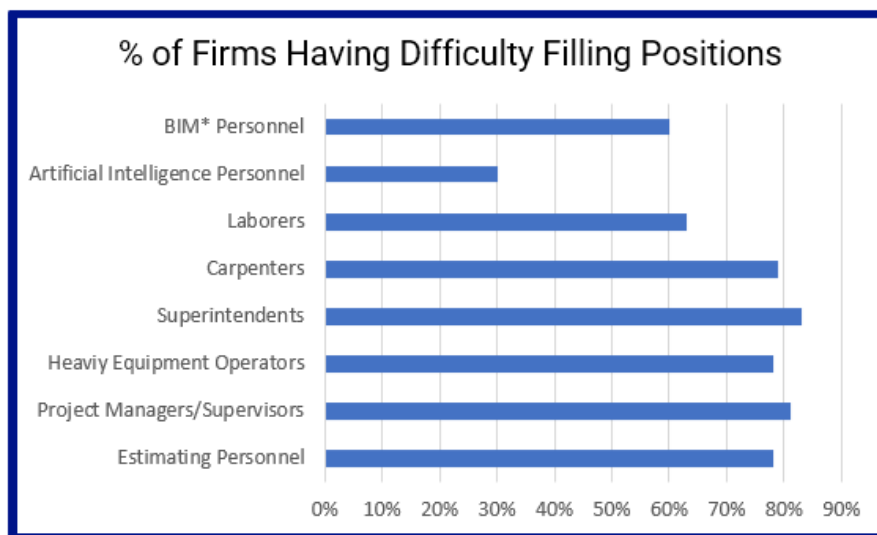
SECTION 1

Introduction

INTRODUCTION

The construction industry employs more people and contributes more money to America's bottom line than any other industry.

However, the skilled labor shortage in the construction industry is real. According to the Associated General Contractors of America's 2024 Workforce National Survey Analysis, most construction firms are having difficulty hiring people, as shown below.



*Building Information Modeling

So, your help is needed to build or renovate almost everything in your community:

- Schools
- Housing
- Town Halls
- Police and Fire Stations
- DPW Facilities
- College Campus Facilities
- Museums
- Churches and Synagogues
- Medical Facilities
- Office Buildings
- Shopping Centers
- Parking Garages
- Bridges and Highways
- Historical Restoration

This guide gives you job descriptions, career paths, wage information and resources to help you explore the huge variety of construction career options.

First, let's bust the 6 biggest myths about construction careers.

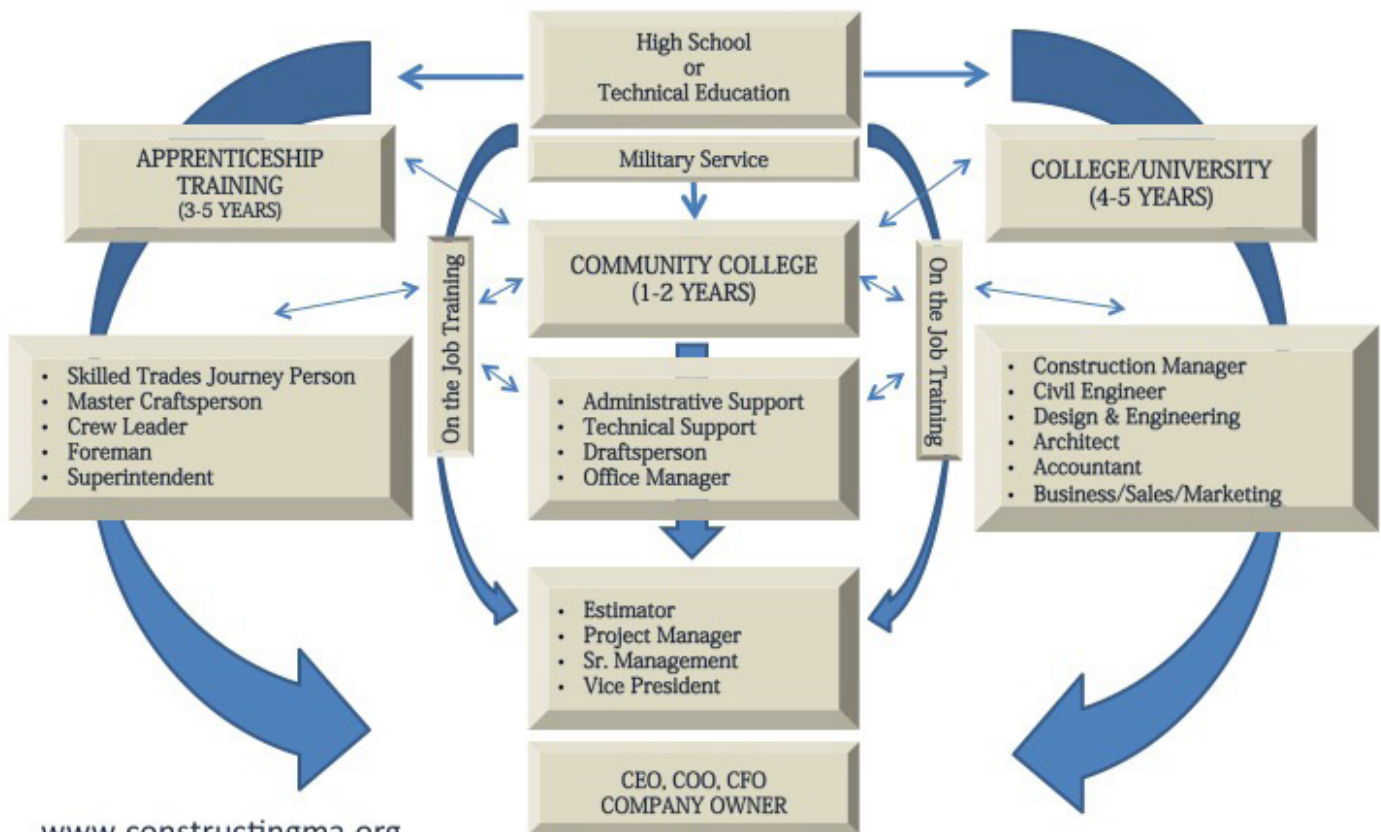
MYTH #1

Construction jobs are “dead-end” jobs

FALSE!

There are plenty of ways to advance from entry and mid-level positions to a CEO/company owner through on-the-job training or higher education, as shown below.

CONSTRUCTINGMA Your Building Industry Career Center

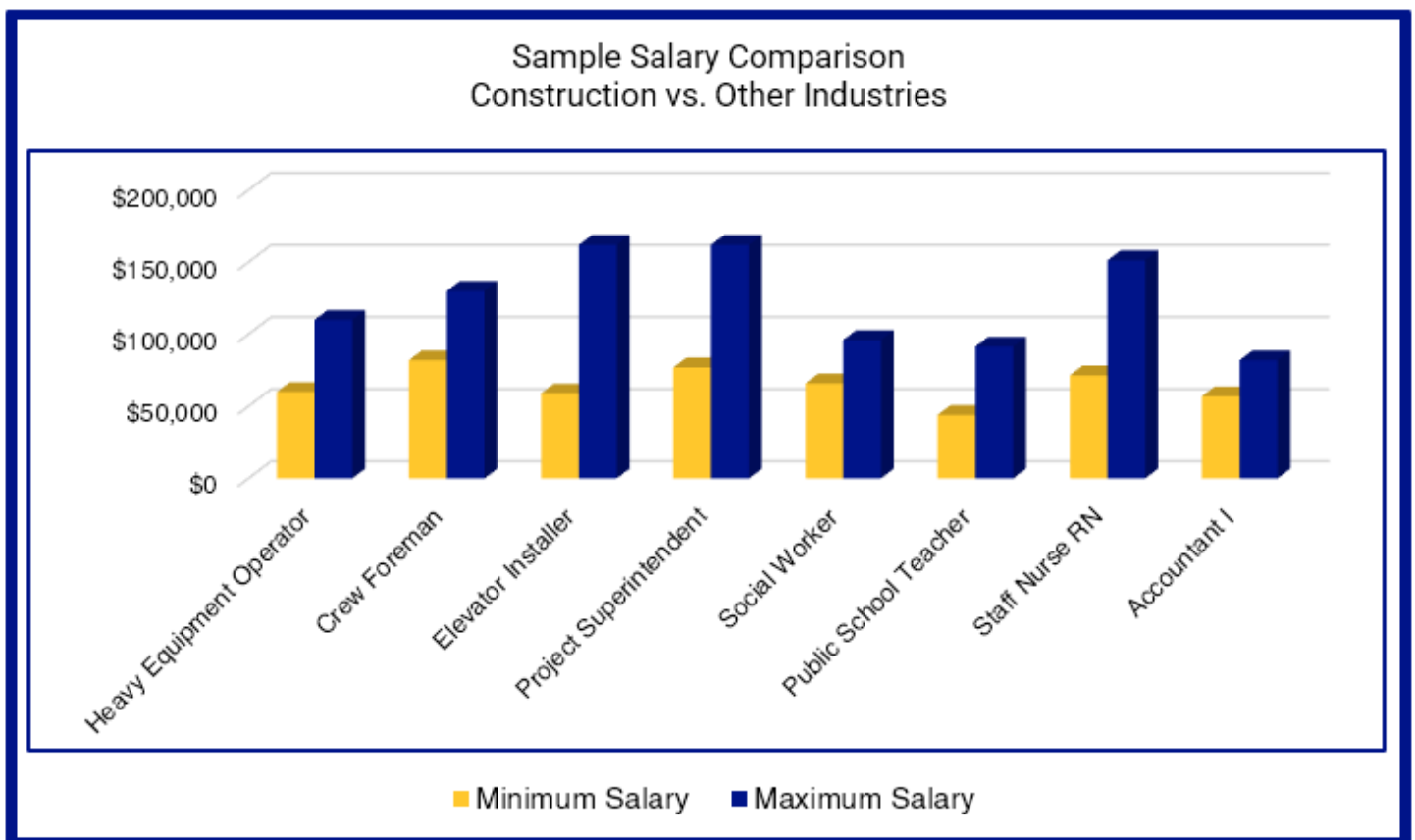


MYTH #2

Construction jobs do not pay well

FALSE!

Check out the sample salary comparison chart below. The construction jobs **do not** require a bachelor's degree, while the other jobs require **at least** a bachelor's degree.



Salaries are based in Massachusetts as of January 2025, do not include bonus and benefits and were sourced from salary.com. The lower end of the range is entry-level pay; the higher end is with **at least** eight years of experience.

MYTH #3

Construction careers are for “below-average” students

FALSE!

Craft workers and professionals must have the brains, skills, training and talent to do their jobs. The requirements vary widely among occupations, from on-the-job experience to apprenticeship programs to bachelor’s and graduate degrees.

- Take a quiz to find out what construction career would be perfect for you at <http://www.byf.org/explore-careers/trading-cards/>. (Please note that Boston wages are typically at least 20% higher than the national average.)

MYTH #4

Construction is only for men

FALSE!

The facts are:

- *Physically fit women can do most construction work*
- *Women are in demand for jobsite and leadership roles*
- *Women’s powerful communication and relationship building skills lead to greater innovation and improved teamwork*
- *The national gender pay gap is 12.5% narrower in construction than in all other industries*

Learn about education resources, scholarships and opportunities for women from the National Association for Women in Construction at <http://www.nawic.org/nawic/default.asp> and <https://www.nawicboston.org/>.

Learn about life as female member of a local carpenter’s union by watching <https://www.youtube.com/watch?v=DGjEbphow-0>.



MYTH #5

Construction careers are not rewarding

FALSE!

The facts are:

- Earn good money to train for your career in apprenticeship programs
- Be challenged on a variety of projects in all kinds of locations
- Use your hands AND your brain
- Work outside, if you prefer
- Feel a sense of pride working on a team
- Work hard and have something to show for it, every day
- Feel a sense of accomplishment when a job is completed
- Learn to master a trade; become an expert
- Potentially avoid college debt

MYTH #6

There is limited training or education available

FALSE!

In fact, many Massachusetts colleges and universities offer degrees in construction-related fields.

To become a skilled worker in many construction trades, students must learn through an apprenticeship program, which typically runs from two to five years. As an apprentice, you will be paid to work on the job under a highly skilled tradesman and attend classroom hours of training. Your pay will increase in each year of your apprenticeship. Once you complete your apprenticeship, you become a Journeyman, earning Journeyman's wages.

Acceptance into an apprenticeship program remains competitive for many trades. The best way to make your application stand out is to work as a helper for a couple months in a trade you are interested in, join a pre-apprentice program and/or do some coursework before you apply.

IN THIS GUIDE

- See the **What Trade(s) Should I Explore Section** to see how your skills and interests match up with various trades.
- **See the Sample Prevailing Wage Rates Section** to learn what tradespeople must be paid on a Massachusetts public construction project in November 2024.
- See the **Massachusetts Apprenticeshipable Jobs Section** to find out what careers offer apprenticeship programs or visit <https://www.mass.gov/info-details/apprenticeship-occupations>.
- See the **Registered Pre-Apprentice Programs Section** for opportunities to gain experience before applying for an apprenticeship program.
- See the **Ultimate Guide to Becoming a Union Building Trade Apprentice in MA Section** for union descriptions and requirements or visit https://massbuildingtrades.org/wp-content/uploads/2023/06/buildingandtrades_2023_final_6.1.23.pdf.
- See the **Directory of MA Joint Apprenticeship Training Centers** for more details on the trades and union apprenticeship requirements or visit <http://massbuildingtrades.org/wp-content/uploads/2018/02/apretniceship-document.pdf>.
- See the **Related Instruction Providers Section** to find schools, training centers and online certificate programs or visit <https://www.mass.gov/service-details/related-instruction-for-apprentices>.

MASSACHUSETTS APPRENTICESHIP WEBSITE

Visit <https://www.mass.gov/topics/apprenticeships> and <https://www.mass.gov/masshire-career-centers-for-jobseekers> for even more information.



SECTION 2

Glossary of Terms

GLOSSARY OF TERMS

APPRENTICE

A person who is learning a trade from a skilled employer, having agreed to work for a fixed period at low wages.

APPRENTICESHIP PROGRAM

A combination of on-the-job training (OJT) and related classroom instruction under the supervision of a journey-level craft person or trade professional in which workers learn the practical and theoretical aspects of a highly skilled occupation.

BENEFITS

Employee benefits include various types of non-wage compensation provided to employees in addition to their normal wages or salaries. Examples include: group insurance (health, dental, life etc.), disability income protection, retirement plan, daycare, tuition reimbursement, sick leave, vacation, social security and profit sharing.

FOREMAN

The worker or tradesman who is in charge of a construction crew. This role is generally assumed by a senior worker.

INDUSTRIAL ARTS

A course of study aimed at developing the manual and technical skills required to work with tools and machinery.

JOURNEYMAN

An individual who has completed an apprenticeship and is fully educated in a trade or craft, but not yet a master. A journeyman is certified to work in that trade assisting or under another person.

OPEN SHOP

A place of work where employees are not required to join a labor union.

SALARY

A person receiving a salary is not paid a smaller amount for working fewer hours, nor is he paid more for working overtime.

UNION

An organized group of workers who come together to make decisions about the conditions of their work. It serves as an intermediary between the employer and the employees. Through union membership, workers can impact wages, work hours, benefits, workplace health and safety, and other work-related issues. Under U.S. law, workers of all ages have the right to join a union.

UNION "LOCAL"

A locally-based group of organized employees holding a charter from a national or international labor organization. A local may be confined to union members in a particular geographic area or company, or it may cover multiple contracts with various employers in the same business sector. They are often numbered to distinguish each local from each other. For example, IBEW (International Brotherhood of Electrical Workers) Local 96 represents members in the Worcester area.

UNION SHOP

The employer agrees to either only hire labor union members or to require that any new employees who are not already union members become members within a certain amount of time.

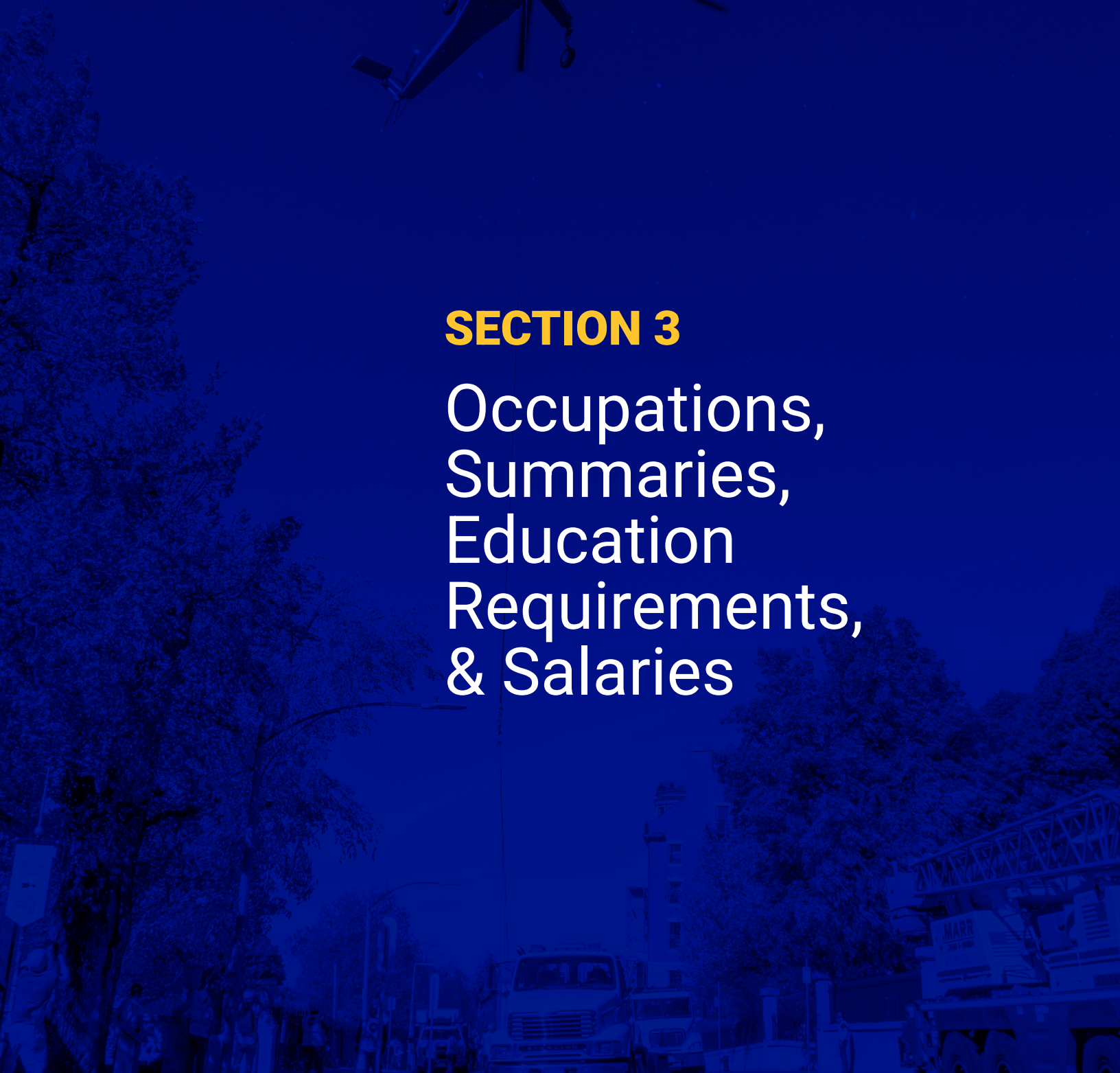
WAGES

Someone who is paid wages receives a pay rate per hour, multiplied by the number of hours worked.



SECTION 3

Occupations, Summaries, Education Requirements, & Salaries



Sample List of Construction Occupations, Educational Requirements and Salary Ranges, Boston, MA
December 2024*

Occupation	Description	Education (Entry Level)	Salary Range (not including bonus & benefits)
Architect	Designs structures, including residential houses, commercial buildings, and bridges. Architects can work independently as consultants or work for an architectural or engineering firm.	Bachelor's degree	\$60,000 - \$200,000+
Brickmason, Stonemason	Works with concrete blocks, bricks and other stone-based construction materials to build decorative buildings, veneers, fences, walls and walkways.	High school diploma	\$50,000 - \$74,000
Carpenter (union)	Works with wood to build various structures, including furniture, building frameworks, doorframes, rafters, partitions, cabinetry and siding. Specialized carpenters can develop elaborate interiors for buildings and homes.	High school diploma, on-the-job training / apprenticeship	\$41,000 - \$90,800
Carpet, Floor, and Tile Installer and Finisher	Installs and repairs tile, vinyl flooring, carpet, decorative stone flooring and wood flooring.	High school diploma	\$43,500 - \$70,440
Cement Mason, Concrete Finisher	Works with concrete in the process of construction. Creates foundations for buildings, lay patios, build concrete floors, help build dams and roadways.	High school diploma	\$52,700 - \$92,700
Construction and Heavy Equipment Operator	Drives and operates heavy equipment and machinery used in excavation, transportation of materials, construction of buildings, roadways and bridges.	High school diploma	\$60,000 - \$110,000
Construction and Building Inspector	Inspects buildings and structures to make sure they are safe and meet all federal and state building codes, contract specifications and local ordinances.	Bachelor's degree	\$51,000 - \$100,000
Construction Foreman	Leads a construction crew to ensure all work is completed on time and in compliance with building codes.	On-the-job training	\$82,000 - \$130,000
Construction Estimator	Collects and analyzes data in order to estimate the time, money, materials, and labor required to construct a building.	Bachelor's degree	\$67,400 - \$116,000

Sample List of Construction Occupations, Educational Requirements and Salary Ranges, Boston, MA
December 2024*

Occupation	Description	Education (Entry Level)	Salary Range (not including bonus & benefits)
Construction Project Manager	Manages the construction process for buildings, bridges, roads and other structures. Responsible for all aspects of construction including planning, coordinating, budgeting and supervising construction projects.	Bachelor's degree	\$65,000 - \$200,000
Construction Project Superintendent	Oversees the daily construction activities at a work site. Responsible for the overall progress of the project as well as the scheduling of workers and the delivery of equipment and materials.	Bachelor's degree or years of on-the-job experience	\$77,200 - \$162,000
Drafter	Uses specialized software and designs programs to convert designs developed by engineers and architects into plans that are used by construction workers and managers.	Associate's degree	\$47,800 - \$89,000
Electrician (union)	Designs, installs and repairs electrical systems that control lighting and control systems in homes, buildings, cities, businesses and factories.	High school diploma	\$54,300 - \$121,000
Elevator Installer and Repairer	Assembles, installs, maintains, and replaces elevators, escalators, chairlifts, moving walkways, and similar equipment in buildings. Usually specializes in installation, maintenance, or repair work.	On-the-job training / apprenticeship	\$59,000 - \$162,000
Engineer- Civil	Designs and supervises construction projects such as airports, bridges, channels, dams, railroads, and roads.	Bachelor's degree	\$46,000 - \$200,000
Engineer - Mechanical	Designs, develops, and tests all aspects of mechanical components, equipment, and machinery. Applies knowledge of engineering principles to design products such as engines, instruments, controls, robots, machines, etc.	Bachelor's degree	\$66,000 - \$250,000
Engineer - Structural	Designs load-bearing structures or structural elements, such as buildings, bridges, or roadways. Determines cause of structural failures, damages, and defects through site investigations.	Bachelor's degree	\$55,000 - \$150,000

Sample List of Construction Occupations, Educational Requirements and Salary Ranges, Boston, MA
December 2024*

Occupation	Description	Education (Entry Level)	Salary Range (not including bonus & benefits)
Landscape Architect	Designs and develops plans for outdoor landscapes including parks, homes, buildings, campuses, and other recreation areas. Focuses on both landscape function and aesthetics.	Bachelor's degree	\$64,000 - \$120,000
Plumber (union)	Inspects, repairs, installs, modifies, and maintains plumbing fixtures in heating, water and drainage systems. Identifies electrical, plumbing and safety problems applicable to the installation and takes necessary corrective action.	High school diploma, on-the-job training / apprenticeship	\$52,000 - \$126,000
Roofer	May work in commercial and residential settings to assess, repair, or build roofs. Must be able to perform accurate, occasionally intricate work, as well as be able to work safely.	On-the-job training / apprenticeship	\$47,000 - \$80,000



SECTION 4

What Trade(s) Should I Explore

WHAT TRADES SHOULD I EXPLORE?

There is a huge variety of exciting opportunities in construction.

In most trades, you must:

- Have a willingness and aptitude for learning
- Be able to work productively on a team
- Enjoy working with your hands
- Have basic math skills
- Be able to understand and follow instructions
- Have good manual dexterity
- Have strong hand-eye coordination
- Be in good physical condition

***Are you okay with heights?
Do you love the outdoors?
Are you creative?***

Visit <http://byf.org/professions> to find what jobs you may be suited for based on your skills and interests.

How will you know which trade to pursue?

Choose a trade and contact local tradesmen for short-term helper positions. If you find it is a great fit for you, that experience will be necessary to apply for an apprenticeship.

CONSTRUCTION CAREERS

EXPLORE THE SKILLED CRAFTS

Explore the wide variety of construction careers. With opportunities ranging from STEM careers to tech jobs to crafts focused on artistry — you can find your perfect fit in the industry. Learn about in-demand construction careers, their salaries and education requirements below.

CONSTRUCTION CAREER MATCH

This personality quiz will match your strengths and interests with potential career fields in construction.

TAKE THE QUIZ

Interests and Skills
Select Skills
 Being Active
 Being Creative

Hourly Rate Range
\$0/hr — \$50/hr



SECTION 5

Sample Prevailing
Wage Rates



MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

EXHIBIT F
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: Woods Hole Steamship Authority

Contract Number: 17-2023 **City/Town:** FALMOUTH

Description of Work: Work includes site regrading, new ferry terminal building, utility building, attendant booths, and overall reconstruction of site utilities and vehicle accommodations. Total 775 days.

Job Location: Foot of Railroad Avenue

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 annual update requirement is not applicable to 27F "rental of equipment" contracts. **The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.**
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$38.95	\$15.07	\$18.67	\$0.00	\$72.69
	06/01/2024	\$39.95	\$15.07	\$18.67	\$0.00	\$73.69
	12/01/2024	\$39.95	\$15.07	\$20.17	\$0.00	\$75.19
	01/01/2025	\$39.95	\$15.57	\$20.17	\$0.00	\$75.69
	06/01/2025	\$40.95	\$15.57	\$20.17	\$0.00	\$76.69
	12/01/2025	\$40.95	\$15.57	\$21.78	\$0.00	\$78.30
	01/01/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$78.90
	06/01/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$79.90
	12/01/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$81.64
	01/01/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.02	\$15.07	\$18.67	\$0.00	\$72.76
	06/01/2024	\$40.02	\$15.07	\$18.67	\$0.00	\$73.76
	12/01/2024	\$40.02	\$15.07	\$20.17	\$0.00	\$75.26
	01/01/2025	\$40.02	\$15.57	\$20.17	\$0.00	\$75.76
	06/01/2025	\$41.02	\$15.57	\$20.17	\$0.00	\$76.76
	12/01/2025	\$41.02	\$15.57	\$21.78	\$0.00	\$78.37
	01/01/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$78.97
	06/01/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$79.97
	12/01/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$81.71
	01/01/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.14	\$15.07	\$18.67	\$0.00	\$72.88
	06/01/2024	\$40.14	\$15.07	\$18.67	\$0.00	\$73.88
	12/01/2024	\$40.14	\$15.07	\$20.17	\$0.00	\$75.38
	01/01/2025	\$40.14	\$15.57	\$20.17	\$0.00	\$75.88
	06/01/2025	\$41.14	\$15.57	\$20.17	\$0.00	\$76.88
	12/01/2025	\$41.14	\$15.57	\$21.78	\$0.00	\$78.49
	01/01/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$79.09
	06/01/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$80.09
	12/01/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$81.83
	01/01/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	12/01/2023	\$40.80	\$14.50	\$11.05	\$0.00	\$66.35	
	06/01/2024	\$41.80	\$14.50	\$11.05	\$0.00	\$67.35	
	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	
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90	
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90	
	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23	
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56	
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95	
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33	
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77	
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21	
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43	
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73	
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18	
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48	
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93	
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23	
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43	
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73	
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18	
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48	
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93	
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23	
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68	
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90	
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40	
	For apprentice rates see "Apprentice- LABORER"						
	BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
		06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
		12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
		06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
		12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
06/01/2026		\$45.48	\$9.65	\$17.14	\$0.00	\$72.27	
12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71		
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	

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

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)	08/01/2023	\$62.40	\$11.49	\$22.34	\$0.00	\$96.23
BRICKLAYERS LOCAL 3 (NEW BEDFORD)	02/01/2024	\$63.65	\$11.49	\$22.34	\$0.00	\$97.48
	08/01/2024	\$65.75	\$11.49	\$22.34	\$0.00	\$99.58
	02/01/2025	\$67.05	\$11.49	\$22.34	\$0.00	\$100.88
	08/01/2025	\$69.20	\$11.49	\$22.34	\$0.00	\$103.03
	02/01/2026	\$70.55	\$11.49	\$22.34	\$0.00	\$104.38
	08/01/2026	\$72.75	\$11.49	\$22.34	\$0.00	\$106.58
	02/01/2027	\$74.15	\$11.49	\$22.34	\$0.00	\$107.98

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.20	\$11.49	\$22.34	\$0.00	\$65.03
2	60	\$37.44	\$11.49	\$22.34	\$0.00	\$71.27
3	70	\$43.68	\$11.49	\$22.34	\$0.00	\$77.51
4	80	\$49.92	\$11.49	\$22.34	\$0.00	\$83.75
5	90	\$56.16	\$11.49	\$22.34	\$0.00	\$89.99

Effective Date - 02/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.83	\$11.49	\$22.34	\$0.00	\$65.66
2	60	\$38.19	\$11.49	\$22.34	\$0.00	\$72.02
3	70	\$44.56	\$11.49	\$22.34	\$0.00	\$78.39
4	80	\$50.92	\$11.49	\$22.34	\$0.00	\$84.75
5	90	\$57.29	\$11.49	\$22.34	\$0.00	\$91.12

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	12/01/2023	\$45.48	\$9.65	\$18.22	\$0.00	\$73.35
	06/01/2024	\$46.96	\$9.65	\$18.22	\$0.00	\$74.83
	12/01/2024	\$48.43	\$9.65	\$18.22	\$0.00	\$76.30
	06/01/2025	\$49.93	\$9.65	\$18.22	\$0.00	\$77.80
	12/01/2025	\$51.43	\$9.65	\$18.22	\$0.00	\$79.30
	06/01/2026	\$52.98	\$9.65	\$18.22	\$0.00	\$80.85
	12/01/2026	\$54.48	\$9.65	\$18.22	\$0.00	\$82.35

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	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
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	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"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2023	\$45.12	\$9.33	\$19.97	\$0.00	\$74.42

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.56	\$9.33	\$1.73	\$0.00	\$33.62
2	60	\$27.07	\$9.33	\$1.73	\$0.00	\$38.13
3	70	\$31.58	\$9.33	\$14.78	\$0.00	\$55.69
4	75	\$33.84	\$9.33	\$14.78	\$0.00	\$57.95
5	80	\$36.10	\$9.33	\$16.51	\$0.00	\$61.94
6	80	\$36.10	\$9.33	\$16.51	\$0.00	\$61.94
7	90	\$40.61	\$9.33	\$18.24	\$0.00	\$68.18
8	90	\$40.61	\$9.33	\$18.24	\$0.00	\$68.18

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.71/ 3&4 \$36.93/ 5&6 \$56.82/ 7&8 \$63.06

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME <i>CARPENTERS-ZONE 3 (Wood Frame)</i>	04/01/2023	\$24.16	\$7.21	\$4.80	\$0.00	\$36.17
All Aspects of New Wood Frame Work						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Wood Frame) - Zone 3

Effective Date - 04/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
2	60	\$14.50	\$7.21	\$0.00	\$0.00	\$21.71
3	65	\$15.70	\$7.21	\$0.00	\$0.00	\$22.91
4	70	\$16.91	\$7.21	\$0.00	\$0.00	\$24.12
5	75	\$18.12	\$7.21	\$3.80	\$0.00	\$29.13
6	80	\$19.33	\$7.21	\$3.80	\$0.00	\$30.34
7	85	\$20.54	\$7.21	\$3.80	\$0.00	\$31.55
8	90	\$21.74	\$7.21	\$3.80	\$0.00	\$32.75

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$17.86/ 3&4 \$20.22/ 5&6 \$27.57/ 7&8 \$29.94

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (NEW BEDFORD)	01/01/2024	\$49.33	\$13.00	\$23.57	\$1.30	\$87.20
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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.67	\$13.00	\$15.93	\$0.00	\$53.60
2	60	\$29.60	\$13.00	\$18.57	\$1.30	\$62.47
3	65	\$32.06	\$13.00	\$19.57	\$1.30	\$65.93
4	70	\$34.53	\$13.00	\$20.57	\$1.30	\$69.40
5	75	\$37.00	\$13.00	\$21.57	\$1.30	\$72.87
6	80	\$39.46	\$13.00	\$22.57	\$1.30	\$76.33
7	90	\$44.40	\$13.00	\$23.57	\$1.30	\$82.27

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 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
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For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2023	\$56.13	\$15.00	\$16.40	\$0.00	\$87.53
	06/01/2024	\$57.45	\$15.00	\$16.40	\$0.00	\$88.85
	12/01/2024	\$58.93	\$15.00	\$16.40	\$0.00	\$90.33
	06/01/2025	\$60.26	\$15.00	\$16.40	\$0.00	\$91.66
	12/01/2025	\$61.73	\$15.00	\$16.40	\$0.00	\$93.13
	06/01/2026	\$63.06	\$15.00	\$16.40	\$0.00	\$94.46
	12/01/2026	\$64.54	\$15.00	\$16.40	\$0.00	\$95.94

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
	06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
	12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
	06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN <i>LABORERS - ZONE 2</i>	12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
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For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
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For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS <i>LABORERS - ZONE 2</i>	12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 2</i>	12/01/2023	\$45.48	\$9.65	\$18.07	\$0.00	\$73.20
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2023	\$45.23	\$9.65	\$18.07	\$0.00	\$72.95
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	12/01/2023	\$44.48	\$9.65	\$18.07	\$0.00	\$72.20
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$68.70	\$9.40	\$23.12	\$0.00	\$101.22
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$49.07	\$9.40	\$23.12	\$0.00	\$81.59
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$73.60	\$9.40	\$23.12	\$0.00	\$106.12
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$23.12	\$0.00	\$135.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>DRAWBRIDGE - SEIU LOCAL 888</i>	07/01/2020	\$26.77	\$6.67	\$3.93	\$0.16	\$37.53
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2023	\$47.87	\$11.75	\$16.86	\$0.00	\$76.48

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 223

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.15	\$11.75	\$0.57	\$0.00	\$31.47
2	45	\$21.54	\$11.75	\$0.65	\$0.00	\$33.94
3	50	\$23.94	\$11.75	\$0.72	\$0.00	\$36.41
4	55	\$26.33	\$11.75	\$7.79	\$0.00	\$45.87
5	60	\$28.72	\$11.75	\$8.31	\$0.00	\$48.78
6	65	\$31.12	\$11.75	\$8.65	\$0.00	\$51.52
7	70	\$33.51	\$11.75	\$9.38	\$0.00	\$54.64
8	75	\$35.90	\$11.75	\$9.90	\$0.00	\$57.55

Notes:

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86
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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 ELEVATOR CONSTRUCTORS LOCAL 4	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) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21

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

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	11/01/2023	\$50.30	\$14.50	\$16.15	\$0.00	\$80.95
	05/01/2024	\$51.54	\$14.50	\$16.15	\$0.00	\$82.19
	11/01/2024	\$52.83	\$14.50	\$16.15	\$0.00	\$83.48
	05/01/2025	\$54.27	\$14.50	\$16.15	\$0.00	\$84.92
	11/01/2025	\$55.56	\$14.50	\$16.15	\$0.00	\$86.21
	05/01/2026	\$57.00	\$14.50	\$16.15	\$0.00	\$87.65
	11/01/2026	\$58.29	\$14.50	\$16.15	\$0.00	\$88.94
	05/01/2027	\$59.72	\$14.50	\$16.15	\$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>	11/01/2023	\$51.87	\$14.50	\$16.15	\$0.00	\$82.52
	05/01/2024	\$53.12	\$14.50	\$16.15	\$0.00	\$83.77
	11/01/2024	\$54.42	\$14.50	\$16.15	\$0.00	\$85.07
	05/01/2025	\$55.87	\$14.50	\$16.15	\$0.00	\$86.52
	11/01/2025	\$57.17	\$14.50	\$16.15	\$0.00	\$87.82
	05/01/2026	\$58.62	\$14.50	\$16.15	\$0.00	\$89.27
	11/01/2026	\$59.92	\$14.50	\$16.15	\$0.00	\$90.57
	05/01/2027	\$61.37	\$14.50	\$16.15	\$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>	11/01/2023	\$24.93	\$14.50	\$16.15	\$0.00	\$55.58
	05/01/2024	\$25.66	\$14.50	\$16.15	\$0.00	\$56.31
	11/01/2024	\$26.42	\$14.50	\$16.15	\$0.00	\$57.07
	05/01/2025	\$27.27	\$14.50	\$16.15	\$0.00	\$57.92
	11/01/2025	\$28.03	\$14.50	\$16.15	\$0.00	\$58.68
	05/01/2026	\$28.88	\$14.50	\$16.15	\$0.00	\$59.53
	11/01/2026	\$29.64	\$14.50	\$16.15	\$0.00	\$60.29
	05/01/2027	\$30.49	\$14.50	\$16.15	\$0.00	\$61.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 223</i>	09/01/2020	\$36.86	\$10.90	\$12.45	\$0.00	\$60.21
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$44.47	\$15.00	\$16.40	\$0.00	\$75.87
	06/01/2024	\$45.53	\$15.00	\$16.40	\$0.00	\$76.93
	12/01/2024	\$46.71	\$15.00	\$16.40	\$0.00	\$78.11
	06/01/2025	\$47.77	\$15.00	\$16.40	\$0.00	\$79.17
	12/01/2025	\$48.94	\$15.00	\$16.40	\$0.00	\$80.34
	06/01/2026	\$50.00	\$15.00	\$16.40	\$0.00	\$81.40
	12/01/2026	\$51.18	\$15.00	\$16.40	\$0.00	\$82.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$25.48	\$9.65	\$17.14	\$0.00	\$52.27
	06/01/2024	\$26.51	\$9.65	\$17.14	\$0.00	\$53.30
	12/01/2024	\$26.51	\$9.65	\$17.14	\$0.00	\$53.30
	06/01/2025	\$27.59	\$9.65	\$17.14	\$0.00	\$54.38
	12/01/2025	\$27.59	\$9.65	\$17.14	\$0.00	\$54.38
	06/01/2026	\$28.71	\$9.65	\$17.14	\$0.00	\$55.50
	12/01/2026	\$28.71	\$9.65	\$17.14	\$0.00	\$55.50
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE II	09/01/2023	\$48.97	\$8.83	\$20.27	\$0.00	\$78.07
	03/01/2024	\$49.47	\$8.83	\$20.27	\$0.00	\$78.57

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.49	\$8.83	\$1.76	\$0.00	\$35.08
2	55	\$26.93	\$8.83	\$1.76	\$0.00	\$37.52
3	60	\$29.38	\$8.83	\$3.52	\$0.00	\$41.73
4	65	\$31.83	\$8.83	\$3.52	\$0.00	\$44.18
5	70	\$34.28	\$8.83	\$16.75	\$0.00	\$59.86
6	75	\$36.73	\$8.83	\$16.75	\$0.00	\$62.31
7	80	\$39.18	\$8.83	\$18.51	\$0.00	\$66.52
8	85	\$41.62	\$8.83	\$18.51	\$0.00	\$68.96

Effective Date - 03/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.74	\$8.83	\$1.76	\$0.00	\$35.33
2	55	\$27.21	\$8.83	\$1.76	\$0.00	\$37.80
3	60	\$29.68	\$8.83	\$3.52	\$0.00	\$42.03
4	65	\$32.16	\$8.83	\$3.52	\$0.00	\$44.51
5	70	\$34.63	\$8.83	\$16.75	\$0.00	\$60.21
6	75	\$37.10	\$8.83	\$16.75	\$0.00	\$62.68
7	80	\$39.58	\$8.83	\$18.51	\$0.00	\$66.92
8	85	\$42.05	\$8.83	\$18.51	\$0.00	\$69.39

Notes: Steps are 750 hrs.
 % After 10/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.63/ 3&4 \$39.28/ 5&6 \$59.86/ 7&8 \$66.52

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
	06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
	12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
	06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) <i>GLAZIERS LOCAL 1333</i>	06/01/2020	\$39.18	\$10.80	\$10.45	\$0.00	\$60.43

Apprentice - GLAZIER - Local 1333

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.59	\$10.80	\$1.80	\$0.00	\$32.19
2	56	\$22.04	\$10.80	\$1.80	\$0.00	\$34.64
3	63	\$24.49	\$10.80	\$2.45	\$0.00	\$37.74
4	69	\$26.94	\$10.80	\$2.45	\$0.00	\$40.19
5	75	\$29.39	\$10.80	\$3.15	\$0.00	\$43.34
6	81	\$31.83	\$10.80	\$3.15	\$0.00	\$45.78
7	88	\$34.28	\$10.80	\$10.45	\$0.00	\$55.53
8	94	\$36.73	\$10.80	\$10.45	\$0.00	\$57.98

Notes:

Apprentice to Journeyworker Ratio:1:3

HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.27	\$15.00	\$0.00	\$0.00	\$45.27
2	60	\$33.02	\$15.00	\$16.40	\$0.00	\$64.42
3	65	\$35.77	\$15.00	\$16.40	\$0.00	\$67.17
4	70	\$38.52	\$15.00	\$16.40	\$0.00	\$69.92
5	75	\$41.27	\$15.00	\$16.40	\$0.00	\$72.67
6	80	\$44.02	\$15.00	\$16.40	\$0.00	\$75.42
7	85	\$46.78	\$15.00	\$16.40	\$0.00	\$78.18
8	90	\$49.53	\$15.00	\$16.40	\$0.00	\$80.93

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.98	\$15.00	\$0.00	\$0.00	\$45.98
2	60	\$33.80	\$15.00	\$16.40	\$0.00	\$65.20
3	65	\$36.61	\$15.00	\$16.40	\$0.00	\$68.01
4	70	\$39.43	\$15.00	\$16.40	\$0.00	\$70.83
5	75	\$42.25	\$15.00	\$16.40	\$0.00	\$73.65
6	80	\$45.06	\$15.00	\$16.40	\$0.00	\$76.46
7	85	\$47.88	\$15.00	\$16.40	\$0.00	\$79.28
8	90	\$50.70	\$15.00	\$16.40	\$0.00	\$82.10

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - B	10/01/2023	\$39.74	\$14.43	\$19.04	\$2.20	\$75.41
	04/01/2024	\$41.24	\$14.43	\$19.04	\$2.20	\$76.91
	10/01/2024	\$42.49	\$14.43	\$19.04	\$2.20	\$78.16
	04/01/2025	\$43.99	\$14.43	\$19.04	\$2.20	\$79.66
	10/01/2025	\$45.24	\$14.43	\$19.04	\$2.20	\$80.91
	04/01/2026	\$46.74	\$14.43	\$19.04	\$2.20	\$82.41

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 223	09/01/2020	\$43.66	\$10.90	\$14.66	\$0.00	\$69.22
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For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - B	10/01/2023	\$39.74	\$14.43	\$19.04	\$2.20	\$75.41
	04/01/2024	\$41.24	\$14.43	\$19.04	\$2.20	\$76.91
	10/01/2024	\$42.49	\$14.43	\$19.04	\$2.20	\$78.16
	04/01/2025	\$43.99	\$14.43	\$19.04	\$2.20	\$79.66
	10/01/2025	\$45.24	\$14.43	\$19.04	\$2.20	\$80.91
	04/01/2026	\$46.74	\$14.43	\$19.04	\$2.20	\$82.41

For apprentice rates see "Apprentice- SHEET METAL WORKER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	08/28/2023	\$51.99	\$10.15	\$19.95	\$0.00	\$82.09
	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	08/28/2023	\$51.99	\$10.15	\$19.95	\$0.00	\$82.09
	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
For apprentice rates see "Apprentice- LABORER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$38.61	\$9.65	\$17.14	\$0.00	\$65.40
	06/01/2024	\$39.94	\$9.65	\$17.14	\$0.00	\$66.73
	12/01/2024	\$41.27	\$9.65	\$17.14	\$0.00	\$68.06
	06/01/2025	\$42.66	\$9.65	\$17.14	\$0.00	\$69.45
	12/01/2025	\$44.04	\$9.65	\$17.14	\$0.00	\$70.83
	06/01/2026	\$45.48	\$9.65	\$17.14	\$0.00	\$72.27
	12/01/2026	\$46.92	\$9.65	\$17.14	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2023	\$48.15	\$14.75	\$19.61	\$0.00	\$82.51
	09/01/2024	\$51.23	\$14.75	\$19.61	\$0.00	\$85.59
	09/01/2025	\$54.31	\$14.75	\$19.61	\$0.00	\$88.67
	09/01/2026	\$57.38	\$14.75	\$19.61	\$0.00	\$91.74

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.08	\$14.75	\$14.32	\$0.00	\$53.15
2	60	\$28.89	\$14.75	\$15.37	\$0.00	\$59.01
3	70	\$33.71	\$14.75	\$16.43	\$0.00	\$64.89
4	80	\$38.52	\$14.75	\$17.49	\$0.00	\$70.76

Effective Date - 09/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.62	\$14.75	\$14.32	\$0.00	\$54.69
2	60	\$30.74	\$14.75	\$15.37	\$0.00	\$60.86
3	70	\$35.86	\$14.75	\$16.43	\$0.00	\$67.04
4	80	\$40.98	\$14.75	\$17.49	\$0.00	\$73.22

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	03/16/2021	\$42.46	\$7.70	\$17.10	\$0.00	\$67.26
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Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - IRONWORKER - Local 37

Effective Date - 03/16/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$29.72	\$7.70	\$17.10	\$0.00	\$54.52
2	75	\$31.85	\$7.70	\$17.10	\$0.00	\$56.65
3	80	\$33.97	\$7.70	\$17.10	\$0.00	\$58.77
4	85	\$36.09	\$7.70	\$17.10	\$0.00	\$60.89
5	90	\$38.21	\$7.70	\$17.10	\$0.00	\$63.01
6	95	\$40.34	\$7.70	\$17.10	\$0.00	\$65.14

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
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For apprentice rates see "Apprentice- LABORER"

LABORER LABORERS - ZONE 2	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
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Apprentice - LABORER - Zone 2

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.72	\$9.40	\$16.89	\$0.00	\$49.01
2	70	\$26.50	\$9.40	\$16.89	\$0.00	\$52.79
3	80	\$30.29	\$9.40	\$16.89	\$0.00	\$56.58
4	90	\$34.07	\$9.40	\$16.89	\$0.00	\$60.36

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
	06/01/2024	\$39.19	\$9.65	\$17.14	\$0.00	\$65.98
	12/01/2024	\$40.52	\$9.65	\$17.14	\$0.00	\$67.31
	06/01/2025	\$41.91	\$9.65	\$17.14	\$0.00	\$68.70
	12/01/2025	\$43.29	\$9.65	\$17.14	\$0.00	\$70.08
	06/01/2026	\$44.73	\$9.65	\$17.14	\$0.00	\$71.52
	12/01/2026	\$46.17	\$9.65	\$17.14	\$0.00	\$72.96

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.72	\$9.65	\$17.14	\$0.00	\$49.51
2	70	\$26.50	\$9.65	\$17.14	\$0.00	\$53.29
3	80	\$30.29	\$9.65	\$17.14	\$0.00	\$57.08
4	90	\$34.07	\$9.65	\$17.14	\$0.00	\$60.86

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.51	\$9.00	\$16.89	\$0.00	\$49.40
2	70	\$27.43	\$9.00	\$16.89	\$0.00	\$53.32
3	80	\$31.35	\$9.00	\$16.89	\$0.00	\$57.24
4	90	\$35.27	\$9.00	\$16.89	\$0.00	\$61.16

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER 12/01/2023 \$37.86 \$9.65 \$17.14 \$0.00 \$64.65
 LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER 12/01/2023 \$38.36 \$9.40 \$16.89 \$0.00 \$64.65
 LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2023 \$37.95 \$9.65 \$17.20 \$0.00 \$64.80
 LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER 12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$64.90
 LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY) 12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$64.90
 LABORERS - ZONE 2 (HEAVY & HIGHWAY)
 06/01/2024 \$39.44 \$9.65 \$17.14 \$0.00 \$66.23
 12/01/2024 \$40.77 \$9.65 \$17.14 \$0.00 \$67.56
 06/01/2025 \$42.16 \$9.65 \$17.14 \$0.00 \$68.95
 12/01/2025 \$43.54 \$9.65 \$17.14 \$0.00 \$70.33
 06/01/2026 \$44.98 \$9.65 \$17.14 \$0.00 \$71.77
 12/01/2026 \$46.42 \$9.65 \$17.14 \$0.00 \$73.21

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

LABORER: MULTI-TRADE TENDER 12/01/2023 \$37.86 \$9.65 \$17.14 \$0.00 \$64.65
 LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER 12/01/2023 \$37.86 \$9.65 \$17.14 \$0.00 \$64.65
 LABORERS - ZONE 2

This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR 12/01/2023 \$38.11 \$9.65 \$17.14 \$0.00 \$64.90
 LABORERS - ZONE 2

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2023	\$47.89	\$11.49	\$20.37	\$0.00	\$79.75
	02/01/2024	\$48.89	\$11.49	\$20.37	\$0.00	\$80.75
	08/01/2024	\$50.57	\$11.49	\$20.37	\$0.00	\$82.43
	02/01/2025	\$51.61	\$11.49	\$20.37	\$0.00	\$83.47
	08/01/2025	\$53.33	\$11.49	\$20.37	\$0.00	\$85.19
	02/01/2026	\$54.41	\$11.49	\$20.37	\$0.00	\$86.27
	08/01/2026	\$56.17	\$11.49	\$20.37	\$0.00	\$88.03
	02/01/2027	\$57.29	\$11.49	\$20.37	\$0.00	\$89.15

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

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.95	\$11.49	\$20.37	\$0.00	\$55.81
2	60	\$28.73	\$11.49	\$20.37	\$0.00	\$60.59
3	70	\$33.52	\$11.49	\$20.37	\$0.00	\$65.38
4	80	\$38.31	\$11.49	\$20.37	\$0.00	\$70.17
5	90	\$43.10	\$11.49	\$20.37	\$0.00	\$74.96

Effective Date - 02/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.45	\$11.49	\$20.37	\$0.00	\$56.31
2	60	\$29.33	\$11.49	\$20.37	\$0.00	\$61.19
3	70	\$34.22	\$11.49	\$20.37	\$0.00	\$66.08
4	80	\$39.11	\$11.49	\$20.37	\$0.00	\$70.97
5	90	\$44.00	\$11.49	\$20.37	\$0.00	\$75.86

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS, TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2023	\$62.42	\$11.49	\$22.31	\$0.00	\$96.22
	02/01/2024	\$63.67	\$11.49	\$22.31	\$0.00	\$97.47
	08/01/2024	\$65.77	\$11.49	\$22.31	\$0.00	\$99.57
	02/01/2025	\$67.07	\$11.49	\$22.31	\$0.00	\$100.87
	08/01/2025	\$69.22	\$11.49	\$22.31	\$0.00	\$103.02
	02/01/2026	\$70.57	\$11.49	\$22.31	\$0.00	\$104.37
	08/01/2026	\$72.77	\$11.49	\$22.31	\$0.00	\$106.57
	02/01/2027	\$74.17	\$11.49	\$22.31	\$0.00	\$107.97

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.21	\$11.49	\$22.31	\$0.00	\$65.01
2	60	\$37.45	\$11.49	\$22.31	\$0.00	\$71.25
3	70	\$43.69	\$11.49	\$22.31	\$0.00	\$77.49
4	80	\$49.94	\$11.49	\$22.31	\$0.00	\$83.74
5	90	\$56.18	\$11.49	\$22.31	\$0.00	\$89.98

Effective Date - 02/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.84	\$11.49	\$22.31	\$0.00	\$65.64
2	60	\$38.20	\$11.49	\$22.31	\$0.00	\$72.00
3	70	\$44.57	\$11.49	\$22.31	\$0.00	\$78.37
4	80	\$50.94	\$11.49	\$22.31	\$0.00	\$84.74
5	90	\$57.30	\$11.49	\$22.31	\$0.00	\$91.10

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MILLWRIGHT (Zone 2) MILLWRIGHTS LOCAL 1121 - Zone 2	01/02/2023	\$41.92	\$8.58	\$21.57	\$0.00	\$72.07
Apprentice - MILLWRIGHT - Local 1121 Zone 2						
Effective Date - 01/02/2023						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.06	\$8.58	\$5.72	\$0.00	\$37.36
2	65	\$27.25	\$8.58	\$17.93	\$0.00	\$53.76
3	75	\$31.44	\$8.58	\$18.98	\$0.00	\$59.00
4	85	\$35.63	\$8.58	\$20.01	\$0.00	\$64.22
<p>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</p>						
Apprentice to Journeyworker Ratio:1:4						
MORTAR MIXER LABORERS - ZONE 2	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$24.41	\$15.00	\$16.40	\$0.00	\$55.81
	06/01/2024	\$25.01	\$15.00	\$16.40	\$0.00	\$56.41
	12/01/2024	\$25.67	\$15.00	\$16.40	\$0.00	\$57.07
	06/01/2025	\$26.27	\$15.00	\$16.40	\$0.00	\$57.67
	12/01/2025	\$26.93	\$15.00	\$16.40	\$0.00	\$58.33
	06/01/2026	\$27.52	\$15.00	\$16.40	\$0.00	\$58.92
	12/01/2026	\$28.19	\$15.00	\$16.40	\$0.00	\$59.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2023	\$29.86	\$15.00	\$16.40	\$0.00	\$61.26
	06/01/2024	\$30.58	\$15.00	\$16.40	\$0.00	\$61.98
	12/01/2024	\$31.38	\$15.00	\$16.40	\$0.00	\$62.78
	06/01/2025	\$32.10	\$15.00	\$16.40	\$0.00	\$63.50
	12/01/2025	\$32.90	\$15.00	\$16.40	\$0.00	\$64.30
	06/01/2026	\$33.62	\$15.00	\$16.40	\$0.00	\$65.02
	12/01/2026	\$34.42	\$15.00	\$16.40	\$0.00	\$65.82
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2024	\$56.06	\$9.95	\$23.95	\$0.00	\$89.96
	07/01/2024	\$57.26	\$9.95	\$23.95	\$0.00	\$91.16
	01/01/2025	\$58.46	\$9.95	\$23.95	\$0.00	\$92.36

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.03	\$9.95	\$0.00	\$0.00	\$37.98
2	55	\$30.83	\$9.95	\$6.66	\$0.00	\$47.44
3	60	\$33.64	\$9.95	\$7.26	\$0.00	\$50.85
4	65	\$36.44	\$9.95	\$7.87	\$0.00	\$54.26
5	70	\$39.24	\$9.95	\$20.32	\$0.00	\$69.51
6	75	\$42.05	\$9.95	\$20.93	\$0.00	\$72.93
7	80	\$44.85	\$9.95	\$21.53	\$0.00	\$76.33
8	90	\$50.45	\$9.95	\$22.74	\$0.00	\$83.14

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.63	\$9.95	\$0.00	\$0.00	\$38.58
2	55	\$31.49	\$9.95	\$6.66	\$0.00	\$48.10
3	60	\$34.36	\$9.95	\$7.26	\$0.00	\$51.57
4	65	\$37.22	\$9.95	\$7.87	\$0.00	\$55.04
5	70	\$40.08	\$9.95	\$20.32	\$0.00	\$70.35
6	75	\$42.95	\$9.95	\$20.93	\$0.00	\$73.83
7	80	\$45.81	\$9.95	\$21.53	\$0.00	\$77.29
8	90	\$51.53	\$9.95	\$22.74	\$0.00	\$84.22

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2024	\$46.96	\$9.95	\$23.95	\$0.00	\$80.86
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$48.16	\$9.95	\$23.95	\$0.00	\$82.06
	01/01/2025	\$49.36	\$9.95	\$23.95	\$0.00	\$83.26

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.48	\$9.95	\$0.00	\$0.00	\$33.43
2	55	\$25.83	\$9.95	\$6.66	\$0.00	\$42.44
3	60	\$28.18	\$9.95	\$7.26	\$0.00	\$45.39
4	65	\$30.52	\$9.95	\$7.87	\$0.00	\$48.34
5	70	\$32.87	\$9.95	\$20.32	\$0.00	\$63.14
6	75	\$35.22	\$9.95	\$20.93	\$0.00	\$66.10
7	80	\$37.57	\$9.95	\$21.53	\$0.00	\$69.05
8	90	\$42.26	\$9.95	\$22.74	\$0.00	\$74.95

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.08	\$9.95	\$0.00	\$0.00	\$34.03
2	55	\$26.49	\$9.95	\$6.66	\$0.00	\$43.10
3	60	\$28.90	\$9.95	\$7.26	\$0.00	\$46.11
4	65	\$31.30	\$9.95	\$7.87	\$0.00	\$49.12
5	70	\$33.71	\$9.95	\$20.32	\$0.00	\$63.98
6	75	\$36.12	\$9.95	\$20.93	\$0.00	\$67.00
7	80	\$38.53	\$9.95	\$21.53	\$0.00	\$70.01
8	90	\$43.34	\$9.95	\$22.74	\$0.00	\$76.03

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2024	\$45.02	\$9.95	\$23.95	\$0.00	\$78.92
PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$46.22	\$9.95	\$23.95	\$0.00	\$80.12
	01/01/2025	\$47.42	\$9.95	\$23.95	\$0.00	\$81.32

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.51	\$9.95	\$0.00	\$0.00	\$32.46
2	55	\$24.76	\$9.95	\$6.66	\$0.00	\$41.37
3	60	\$27.01	\$9.95	\$7.26	\$0.00	\$44.22
4	65	\$29.26	\$9.95	\$7.87	\$0.00	\$47.08
5	70	\$31.51	\$9.95	\$20.32	\$0.00	\$61.78
6	75	\$33.77	\$9.95	\$20.93	\$0.00	\$64.65
7	80	\$36.02	\$9.95	\$21.53	\$0.00	\$67.50
8	90	\$40.52	\$9.95	\$22.74	\$0.00	\$73.21

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.11	\$9.95	\$0.00	\$0.00	\$33.06
2	55	\$25.42	\$9.95	\$6.66	\$0.00	\$42.03
3	60	\$27.73	\$9.95	\$7.26	\$0.00	\$44.94
4	65	\$30.04	\$9.95	\$7.87	\$0.00	\$47.86
5	70	\$32.35	\$9.95	\$20.32	\$0.00	\$62.62
6	75	\$34.67	\$9.95	\$20.93	\$0.00	\$65.55
7	80	\$36.98	\$9.95	\$21.53	\$0.00	\$68.46
8	90	\$41.60	\$9.95	\$22.74	\$0.00	\$74.29

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	01/01/2024	\$45.56	\$9.95	\$23.95	\$0.00	\$79.46
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$46.76	\$9.95	\$23.95	\$0.00	\$80.66
	01/01/2025	\$47.96	\$9.95	\$23.95	\$0.00	\$81.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.78	\$9.95	\$0.00	\$0.00	\$32.73
2	55	\$25.06	\$9.95	\$6.66	\$0.00	\$41.67
3	60	\$27.34	\$9.95	\$7.26	\$0.00	\$44.55
4	65	\$29.61	\$9.95	\$7.87	\$0.00	\$47.43
5	70	\$31.89	\$9.95	\$20.32	\$0.00	\$62.16
6	75	\$34.17	\$9.95	\$20.93	\$0.00	\$65.05
7	80	\$36.45	\$9.95	\$21.53	\$0.00	\$67.93
8	90	\$41.00	\$9.95	\$22.74	\$0.00	\$73.69

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$9.95	\$0.00	\$0.00	\$33.33
2	55	\$25.72	\$9.95	\$6.66	\$0.00	\$42.33
3	60	\$28.06	\$9.95	\$7.26	\$0.00	\$45.27
4	65	\$30.39	\$9.95	\$7.87	\$0.00	\$48.21
5	70	\$32.73	\$9.95	\$20.32	\$0.00	\$63.00
6	75	\$35.07	\$9.95	\$20.93	\$0.00	\$65.95
7	80	\$37.41	\$9.95	\$21.53	\$0.00	\$68.89
8	90	\$42.08	\$9.95	\$22.74	\$0.00	\$74.77

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2024	\$43.62	\$9.95	\$23.95	\$0.00	\$77.52
PAINTERS LOCAL 35 - ZONE 2	07/01/2024	\$44.82	\$9.95	\$23.95	\$0.00	\$78.72
	01/01/2025	\$46.02	\$9.95	\$23.95	\$0.00	\$79.92

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT

Effective Date - 01/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.81	\$9.95	\$0.00	\$0.00	\$31.76
2	55	\$23.99	\$9.95	\$6.66	\$0.00	\$40.60
3	60	\$26.17	\$9.95	\$7.26	\$0.00	\$43.38
4	65	\$28.35	\$9.95	\$7.87	\$0.00	\$46.17
5	70	\$30.53	\$9.95	\$20.32	\$0.00	\$60.80
6	75	\$32.72	\$9.95	\$20.93	\$0.00	\$63.60
7	80	\$34.90	\$9.95	\$21.53	\$0.00	\$66.38
8	90	\$39.26	\$9.95	\$22.74	\$0.00	\$71.95

Effective Date - 07/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.41	\$9.95	\$0.00	\$0.00	\$32.36
2	55	\$24.65	\$9.95	\$6.66	\$0.00	\$41.26
3	60	\$26.89	\$9.95	\$7.26	\$0.00	\$44.10
4	65	\$29.13	\$9.95	\$7.87	\$0.00	\$46.95
5	70	\$31.37	\$9.95	\$20.32	\$0.00	\$61.64
6	75	\$33.62	\$9.95	\$20.93	\$0.00	\$64.50
7	80	\$35.86	\$9.95	\$21.53	\$0.00	\$67.34
8	90	\$40.34	\$9.95	\$22.74	\$0.00	\$73.03

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/01/2023	\$37.86	\$9.65	\$17.14	\$0.00	\$64.65
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	06/01/2024	\$39.19	\$9.65	\$17.14	\$0.00	\$65.98
	12/01/2024	\$40.52	\$9.65	\$17.14	\$0.00	\$67.31
	06/01/2025	\$41.91	\$9.65	\$17.14	\$0.00	\$68.70
	12/01/2025	\$43.29	\$9.65	\$17.14	\$0.00	\$70.08
	06/01/2026	\$44.73	\$9.65	\$17.14	\$0.00	\$71.52
	12/01/2026	\$46.17	\$9.65	\$17.14	\$0.00	\$72.96

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

PANEL & PICKUP TRUCKS DRIVER	01/01/2024	\$38.78	\$15.07	\$18.67	\$0.00	\$72.52
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2024	\$39.78	\$15.07	\$18.67	\$0.00	\$73.52
	12/01/2024	\$39.78	\$15.07	\$20.17	\$0.00	\$75.02
	01/01/2025	\$39.78	\$15.57	\$20.17	\$0.00	\$75.52
	06/01/2025	\$40.78	\$15.57	\$20.17	\$0.00	\$76.52
	12/01/2025	\$40.78	\$15.57	\$21.78	\$0.00	\$78.13
	01/01/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$78.73
	06/01/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$79.73
	12/01/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$81.47
	01/01/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$82.07

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$46.11	\$9.40	\$23.12	\$0.00	\$78.63

Apprentice - PILE DRIVER - Local 56 Zone 2

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1\$57.06/2\$61.96/3\$66.87/4\$69.32/5\$71.78/6\$71.78/7\$76.68/8\$76.68

Apprentice to Journeyworker Ratio:1:5

PIPELAYER <i>LABORERS - ZONE 2</i> For apprentice rates see "Apprentice- LABORER"	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
PIPELAYER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	08/28/2023	\$51.99	\$10.15	\$19.95	\$0.00	\$82.09
	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PLUMBER/PIPEFITTER - Local 51

Effective Date - 08/28/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.80	\$10.15	\$2.50	\$0.00	\$33.45
2	50	\$26.00	\$10.15	\$2.50	\$0.00	\$38.65
3	60	\$31.19	\$10.15	\$8.80	\$0.00	\$50.14
4	70	\$36.39	\$10.15	\$14.08	\$0.00	\$60.62
5	80	\$41.59	\$10.15	\$17.60	\$0.00	\$69.34

Effective Date - 08/26/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.90	\$10.15	\$2.50	\$0.00	\$34.55
2	50	\$27.37	\$10.15	\$2.50	\$0.00	\$40.02
3	60	\$32.84	\$10.15	\$8.80	\$0.00	\$51.79
4	70	\$38.32	\$10.15	\$14.08	\$0.00	\$62.55
5	80	\$43.79	\$10.15	\$17.60	\$0.00	\$71.54

Notes:
Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

Apprentice to Journeyworker Ratio:1:3

PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	08/28/2023	\$51.99	\$10.15	\$19.95	\$0.00	\$82.09
	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.86	\$9.65	\$17.14	\$0.00	\$65.65
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$39.36	\$9.40	\$16.89	\$0.00	\$65.65
	06/01/2024	\$40.69	\$9.40	\$16.89	\$0.00	\$66.98
	12/01/2024	\$42.02	\$9.40	\$16.89	\$0.00	\$68.31
	06/01/2025	\$43.41	\$9.40	\$16.89	\$0.00	\$69.70
	12/01/2025	\$44.79	\$9.40	\$16.89	\$0.00	\$71.08
	06/01/2026	\$46.23	\$9.40	\$16.89	\$0.00	\$72.52
	12/01/2026	\$47.67	\$9.40	\$16.89	\$0.00	\$73.96

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$35.62	\$15.00	\$16.40	\$0.00	\$67.02
	06/01/2024	\$36.47	\$15.00	\$16.40	\$0.00	\$67.87
	12/01/2024	\$37.42	\$15.00	\$16.40	\$0.00	\$68.82
	06/01/2025	\$38.27	\$15.00	\$16.40	\$0.00	\$69.67
	12/01/2025	\$39.22	\$15.00	\$16.40	\$0.00	\$70.62
	06/01/2026	\$40.08	\$15.00	\$16.40	\$0.00	\$71.48
	12/01/2026	\$41.03	\$15.00	\$16.40	\$0.00	\$72.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 653 - Southeastern Concrete (Weymouth)</i>	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) ROOFERS LOCAL 33	08/01/2023	\$50.03	\$12.78	\$20.20	\$0.00	\$83.01
	02/01/2024	\$51.28	\$12.78	\$20.20	\$0.00	\$84.26
	08/01/2024	\$52.78	\$12.78	\$20.20	\$0.00	\$85.76
	02/01/2025	\$54.03	\$12.78	\$20.20	\$0.00	\$87.01
	08/01/2025	\$55.53	\$12.78	\$20.20	\$0.00	\$88.51
	02/01/2026	\$56.78	\$12.78	\$20.20	\$0.00	\$89.76

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.02	\$12.78	\$5.59	\$0.00	\$43.39
2	60	\$30.02	\$12.78	\$20.20	\$0.00	\$63.00
3	65	\$32.52	\$12.78	\$20.20	\$0.00	\$65.50
4	75	\$37.52	\$12.78	\$20.20	\$0.00	\$70.50
5	85	\$42.53	\$12.78	\$20.20	\$0.00	\$75.51

Effective Date - 02/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.64	\$12.78	\$5.59	\$0.00	\$44.01
2	60	\$30.77	\$12.78	\$20.20	\$0.00	\$63.75
3	65	\$33.33	\$12.78	\$20.20	\$0.00	\$66.31
4	75	\$38.46	\$12.78	\$20.20	\$0.00	\$71.44
5	85	\$43.59	\$12.78	\$20.20	\$0.00	\$76.57

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 ROOFERS LOCAL 33	08/01/2023	\$50.28	\$12.78	\$20.20	\$0.00	\$83.26
	02/01/2024	\$51.53	\$12.78	\$20.20	\$0.00	\$84.51
	08/01/2024	\$53.03	\$12.78	\$20.20	\$0.00	\$86.01
	02/01/2025	\$54.28	\$12.78	\$20.20	\$0.00	\$87.26
	08/01/2025	\$55.78	\$12.78	\$20.20	\$0.00	\$88.76
	02/01/2026	\$57.03	\$12.78	\$20.20	\$0.00	\$90.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 17 - B	10/01/2023	\$39.74	\$14.43	\$19.04	\$2.20	\$75.41
	04/01/2024	\$41.24	\$14.43	\$19.04	\$2.20	\$76.91
	10/01/2024	\$42.49	\$14.43	\$19.04	\$2.20	\$78.16
	04/01/2025	\$43.99	\$14.43	\$19.04	\$2.20	\$79.66
	10/01/2025	\$45.24	\$14.43	\$19.04	\$2.20	\$80.91
	04/01/2026	\$46.74	\$14.43	\$19.04	\$2.20	\$82.41

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-B

Effective Date - 10/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.90	\$14.27	\$4.18	\$1.06	\$35.41
2	45	\$17.88	\$14.27	\$4.71	\$1.13	\$37.99
3	50	\$19.87	\$14.27	\$11.44	\$1.40	\$46.98
4	55	\$21.86	\$14.27	\$11.44	\$1.46	\$49.03
5	60	\$23.84	\$14.27	\$14.99	\$1.59	\$54.69
6	65	\$25.83	\$14.27	\$15.28	\$1.65	\$57.03
7	70	\$27.82	\$14.27	\$15.58	\$1.72	\$59.39
8	75	\$29.81	\$14.27	\$15.87	\$1.79	\$61.74
9	80	\$31.79	\$14.27	\$16.17	\$1.86	\$64.09
10	85	\$33.78	\$14.27	\$16.46	\$1.92	\$66.43

Effective Date - 04/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$16.50	\$14.27	\$4.18	\$1.06	\$36.01
2	45	\$18.56	\$14.27	\$4.71	\$1.13	\$38.67
3	50	\$20.62	\$14.27	\$11.44	\$1.40	\$47.73
4	55	\$22.68	\$14.27	\$11.44	\$1.46	\$49.85
5	60	\$24.74	\$14.27	\$14.99	\$1.59	\$55.59
6	65	\$26.81	\$14.27	\$15.28	\$1.65	\$58.01
7	70	\$28.87	\$14.27	\$15.58	\$1.72	\$60.44
8	75	\$30.93	\$14.27	\$15.87	\$1.79	\$62.86
9	80	\$32.99	\$14.27	\$16.17	\$1.86	\$65.29
10	85	\$35.05	\$14.27	\$16.46	\$1.92	\$67.70

Notes:

Apprentice to Journeyworker Ratio:1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.53	\$15.07	\$18.67	\$0.00	\$73.27
	06/01/2024	\$40.53	\$15.07	\$18.67	\$0.00	\$74.27
	12/01/2024	\$40.53	\$15.07	\$20.17	\$0.00	\$75.77
	01/01/2025	\$40.53	\$15.57	\$20.17	\$0.00	\$76.27
	06/01/2025	\$41.53	\$15.57	\$20.17	\$0.00	\$77.27
	12/01/2025	\$41.53	\$15.57	\$21.78	\$0.00	\$78.88
	01/01/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$79.48
	06/01/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$80.48
	12/01/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$82.22
	01/01/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$82.82
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2</i>	10/01/2023	\$61.16	\$10.90	\$23.20	\$0.00	\$95.26
	03/01/2024	\$62.78	\$10.90	\$23.20	\$0.00	\$96.88
	10/01/2024	\$64.40	\$10.90	\$23.20	\$0.00	\$98.50
	03/01/2025	\$66.02	\$10.90	\$23.20	\$0.00	\$100.12

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2

Effective Date - 10/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.41	\$10.90	\$12.80	\$0.00	\$45.11
2	40	\$24.46	\$10.90	\$13.60	\$0.00	\$48.96
3	45	\$27.52	\$10.90	\$14.40	\$0.00	\$52.82
4	50	\$30.58	\$10.90	\$15.20	\$0.00	\$56.68
5	55	\$33.64	\$10.90	\$16.00	\$0.00	\$60.54
6	60	\$36.70	\$10.90	\$16.80	\$0.00	\$64.40
7	65	\$39.75	\$10.90	\$17.60	\$0.00	\$68.25
8	70	\$42.81	\$10.90	\$18.40	\$0.00	\$72.11
9	75	\$45.87	\$10.90	\$19.20	\$0.00	\$75.97
10	80	\$48.93	\$10.90	\$20.00	\$0.00	\$79.83

Effective Date - 03/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.97	\$10.90	\$12.80	\$0.00	\$45.67
2	40	\$25.11	\$10.90	\$13.60	\$0.00	\$49.61
3	45	\$28.25	\$10.90	\$14.40	\$0.00	\$53.55
4	50	\$31.39	\$10.90	\$15.20	\$0.00	\$57.49
5	55	\$34.53	\$10.90	\$16.00	\$0.00	\$61.43
6	60	\$37.67	\$10.90	\$16.80	\$0.00	\$65.37
7	65	\$40.81	\$10.90	\$17.60	\$0.00	\$69.31
8	70	\$43.95	\$10.90	\$18.40	\$0.00	\$73.25
9	75	\$47.09	\$10.90	\$19.20	\$0.00	\$77.19
10	80	\$50.22	\$10.90	\$20.00	\$0.00	\$81.12

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

STEAM BOILER OPERATOR	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
OPERATING ENGINEERS LOCAL 4	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2023	\$39.40	\$11.50	\$13.91	\$0.00	\$64.81
	09/01/2024	\$40.69	\$11.75	\$14.53	\$0.00	\$66.97

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: See Electrician Apprentice Wages
 Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:2:3***

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2023	\$61.34	\$11.49	\$22.34	\$0.00	\$95.17
	02/01/2024	\$62.59	\$11.49	\$22.34	\$0.00	\$96.42
	08/01/2024	\$64.69	\$11.49	\$22.34	\$0.00	\$98.52
	02/01/2025	\$65.99	\$11.49	\$22.34	\$0.00	\$99.82
	08/01/2025	\$68.14	\$11.49	\$22.34	\$0.00	\$101.97
	02/01/2026	\$69.49	\$11.49	\$22.34	\$0.00	\$103.32
	08/01/2026	\$71.69	\$11.49	\$22.34	\$0.00	\$105.52
	02/01/2027	\$73.09	\$11.49	\$22.34	\$0.00	\$106.92

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.67	\$11.49	\$22.34	\$0.00	\$64.50
2	60	\$36.80	\$11.49	\$22.34	\$0.00	\$70.63
3	70	\$42.94	\$11.49	\$22.34	\$0.00	\$76.77
4	80	\$49.07	\$11.49	\$22.34	\$0.00	\$82.90
5	90	\$55.21	\$11.49	\$22.34	\$0.00	\$89.04

Effective Date - 02/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.30	\$11.49	\$22.34	\$0.00	\$65.13
2	60	\$37.55	\$11.49	\$22.34	\$0.00	\$71.38
3	70	\$43.81	\$11.49	\$22.34	\$0.00	\$77.64
4	80	\$50.07	\$11.49	\$22.34	\$0.00	\$83.90
5	90	\$56.33	\$11.49	\$22.34	\$0.00	\$90.16

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$48.33	\$9.65	\$18.22	\$0.00	\$76.20
	06/01/2024	\$49.81	\$9.65	\$18.22	\$0.00	\$77.68
	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 <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.45	\$9.65	\$18.22	\$0.00	\$72.32
	06/01/2024	\$45.93	\$9.65	\$18.22	\$0.00	\$73.80
	12/01/2024	\$47.40	\$9.65	\$18.22	\$0.00	\$75.27
	06/01/2025	\$48.90	\$9.65	\$18.22	\$0.00	\$76.77
	12/01/2025	\$50.40	\$9.65	\$18.22	\$0.00	\$78.27
	06/01/2026	\$51.95	\$9.65	\$18.22	\$0.00	\$79.82
	12/01/2026	\$53.45	\$9.65	\$18.22	\$0.00	\$81.32

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2023	\$44.33	\$9.65	\$18.22	\$0.00	\$72.20
	06/01/2024	\$45.81	\$9.65	\$18.22	\$0.00	\$73.68
	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
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$16.40	\$0.00	\$85.83
	06/01/2024	\$55.71	\$15.00	\$16.40	\$0.00	\$87.11
	12/01/2024	\$57.15	\$15.00	\$16.40	\$0.00	\$88.55
	06/01/2025	\$58.43	\$15.00	\$16.40	\$0.00	\$89.83
	12/01/2025	\$59.87	\$15.00	\$16.40	\$0.00	\$91.27
	06/01/2026	\$61.15	\$15.00	\$16.40	\$0.00	\$92.55
	12/01/2026	\$62.59	\$15.00	\$16.40	\$0.00	\$93.99
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.82	\$15.07	\$18.67	\$0.00	\$73.56
	06/01/2024	\$40.82	\$15.07	\$18.67	\$0.00	\$74.56
	12/01/2024	\$40.82	\$15.07	\$20.17	\$0.00	\$76.06
	01/01/2025	\$40.82	\$15.57	\$20.17	\$0.00	\$76.56
	06/01/2025	\$41.82	\$15.57	\$20.17	\$0.00	\$77.56
	12/01/2025	\$41.82	\$15.57	\$21.78	\$0.00	\$79.17
	01/01/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$79.77
	06/01/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$80.77
	12/01/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$82.51
	01/01/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2023	\$56.56	\$9.65	\$18.67	\$0.00	\$84.88
	06/01/2024	\$58.04	\$9.65	\$18.67	\$0.00	\$86.36
	12/01/2024	\$59.51	\$9.65	\$18.67	\$0.00	\$87.83
	06/01/2025	\$61.01	\$9.65	\$18.67	\$0.00	\$89.33
	12/01/2025	\$62.51	\$9.65	\$18.67	\$0.00	\$90.83
	06/01/2026	\$64.06	\$9.65	\$18.67	\$0.00	\$92.38
	12/01/2026	\$65.56	\$9.65	\$18.67	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2023	\$58.56	\$9.65	\$18.67	\$0.00	\$86.88
	06/01/2024	\$60.04	\$9.65	\$18.67	\$0.00	\$88.36
	12/01/2024	\$61.51	\$9.65	\$18.67	\$0.00	\$89.83
	06/01/2025	\$63.01	\$9.65	\$18.67	\$0.00	\$91.33
	12/01/2025	\$64.51	\$9.65	\$18.67	\$0.00	\$92.83
	06/01/2026	\$66.06	\$9.65	\$18.67	\$0.00	\$94.38
	12/01/2026	\$67.56	\$9.65	\$18.67	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2023	\$48.63	\$9.65	\$18.67	\$0.00	\$76.95
	06/01/2024	\$50.11	\$9.65	\$18.67	\$0.00	\$78.43
	12/01/2024	\$51.58	\$9.65	\$18.67	\$0.00	\$79.90
	06/01/2025	\$53.08	\$9.65	\$18.67	\$0.00	\$81.40
	12/01/2025	\$54.58	\$9.65	\$18.67	\$0.00	\$82.90
	06/01/2026	\$56.13	\$9.65	\$18.67	\$0.00	\$84.45
	12/01/2026	\$57.63	\$9.65	\$18.67	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2023	\$50.63	\$9.65	\$18.67	\$0.00	\$78.95
	06/01/2024	\$52.11	\$9.65	\$18.67	\$0.00	\$80.43
	12/01/2024	\$53.58	\$9.65	\$18.67	\$0.00	\$81.90
	06/01/2025	\$55.08	\$9.65	\$18.67	\$0.00	\$83.40
	12/01/2025	\$56.58	\$9.65	\$18.67	\$0.00	\$84.90
	06/01/2026	\$58.13	\$9.65	\$18.67	\$0.00	\$86.45
	12/01/2026	\$59.63	\$9.65	\$18.67	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.24	\$15.07	\$18.67	\$0.00	\$72.98
	06/01/2024	\$40.24	\$15.07	\$18.67	\$0.00	\$73.98
	12/01/2024	\$40.24	\$15.07	\$20.17	\$0.00	\$75.48
	01/01/2025	\$40.24	\$15.57	\$20.17	\$0.00	\$75.98
	06/01/2025	\$41.24	\$15.57	\$20.17	\$0.00	\$76.98
	12/01/2025	\$41.24	\$15.57	\$21.78	\$0.00	\$78.59
	01/01/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$79.19
	06/01/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$80.19
	12/01/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$81.93
	01/01/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$82.53
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
For apprentice rates see "Apprentice- LABORER"						
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$38.11	\$9.65	\$17.14	\$0.00	\$64.90
	06/01/2024	\$39.44	\$9.65	\$17.14	\$0.00	\$66.23
	12/01/2024	\$40.77	\$9.65	\$17.14	\$0.00	\$67.56
	06/01/2025	\$42.16	\$9.65	\$17.14	\$0.00	\$68.95
	12/01/2025	\$43.54	\$9.65	\$17.14	\$0.00	\$70.33
	06/01/2026	\$44.98	\$9.65	\$17.14	\$0.00	\$71.77
	12/01/2026	\$46.42	\$9.65	\$17.14	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$16.40	\$0.00	\$86.43
	06/01/2024	\$56.33	\$15.00	\$16.40	\$0.00	\$87.73
	12/01/2024	\$57.78	\$15.00	\$16.40	\$0.00	\$89.18
	06/01/2025	\$59.08	\$15.00	\$16.40	\$0.00	\$90.48
	12/01/2025	\$60.53	\$15.00	\$16.40	\$0.00	\$91.93
	06/01/2026	\$61.83	\$15.00	\$16.40	\$0.00	\$93.23
	12/01/2026	\$63.28	\$15.00	\$16.40	\$0.00	\$94.68
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	08/28/2023	\$51.99	\$10.15	\$19.95	\$0.00	\$82.09
	08/26/2024	\$54.74	\$10.15	\$19.95	\$0.00	\$84.84
	08/25/2025	\$57.49	\$10.15	\$19.95	\$0.00	\$87.59
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$29.67	\$9.25	\$1.89	\$0.00	\$40.81
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$42.03	\$9.25	\$10.27	\$0.00	\$61.55
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$34.62	\$9.25	\$10.07	\$0.00	\$53.94
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$42.03	\$9.25	\$14.35	\$0.00	\$65.63
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$37.09	\$9.25	\$10.87	\$0.00	\$57.21
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$27.20	\$9.25	\$1.82	\$0.00	\$38.27
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> For apprentice rates see "Apprentice- LINEMAN"	08/30/2020	\$22.25	\$9.25	\$1.82	\$0.00	\$33.32
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	08/30/2020	\$49.45	\$9.25	\$17.48	\$0.00	\$76.18

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/30/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.67	\$9.25	\$3.39	\$0.00	\$42.31
2	65	\$32.14	\$9.25	\$3.46	\$0.00	\$44.85
3	70	\$34.62	\$9.25	\$3.54	\$0.00	\$47.41
4	75	\$37.09	\$9.25	\$5.11	\$0.00	\$51.45
5	80	\$39.56	\$9.25	\$5.19	\$0.00	\$54.00
6	85	\$42.03	\$9.25	\$5.26	\$0.00	\$56.54
7	90	\$44.51	\$9.25	\$7.34	\$0.00	\$61.10

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77

Rental of Equipment - East

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$38.95	\$15.07	\$0.00	\$0.00	\$54.02
	06/01/2024	\$39.95	\$15.07	\$0.00	\$0.00	\$55.02
	12/01/2024	\$39.95	\$15.07	\$0.00	\$0.00	\$55.02
	01/01/2025	\$39.95	\$15.57	\$0.00	\$0.00	\$55.52
	06/01/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$56.52
	12/01/2025	\$40.95	\$15.57	\$0.00	\$0.00	\$56.52
	01/01/2026	\$40.95	\$16.17	\$0.00	\$0.00	\$57.12
	06/01/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$58.12
	12/01/2026	\$41.95	\$16.17	\$0.00	\$0.00	\$58.12
	01/01/2027	\$41.95	\$16.77	\$0.00	\$0.00	\$58.72
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.02	\$15.07	\$0.00	\$0.00	\$54.09
	06/01/2024	\$40.02	\$15.07	\$0.00	\$0.00	\$55.09
	12/01/2024	\$40.02	\$15.07	\$0.00	\$0.00	\$55.09
	01/01/2025	\$40.02	\$15.57	\$0.00	\$0.00	\$55.59
	06/01/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$56.59
	12/01/2025	\$41.02	\$15.57	\$0.00	\$0.00	\$56.59
	01/01/2026	\$41.02	\$16.17	\$0.00	\$0.00	\$57.19
	06/01/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$58.19
	12/01/2026	\$42.02	\$16.17	\$0.00	\$0.00	\$58.19
	01/01/2027	\$42.02	\$16.77	\$0.00	\$0.00	\$58.79
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.14	\$15.07	\$0.00	\$0.00	\$54.21
	06/01/2024	\$40.14	\$15.07	\$0.00	\$0.00	\$55.21
	12/01/2024	\$40.14	\$15.07	\$0.00	\$0.00	\$55.21
	01/01/2025	\$40.14	\$15.57	\$0.00	\$0.00	\$55.71
	06/01/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$56.71
	12/01/2025	\$41.14	\$15.57	\$0.00	\$0.00	\$56.71
	01/01/2026	\$41.14	\$16.17	\$0.00	\$0.00	\$57.31
	06/01/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$58.31
	12/01/2026	\$42.14	\$16.17	\$0.00	\$0.00	\$58.31
	01/01/2027	\$42.14	\$16.77	\$0.00	\$0.00	\$58.91
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$56.13	\$15.00	\$0.00	\$0.00	\$71.13
	06/01/2024	\$57.45	\$15.00	\$0.00	\$0.00	\$72.45
	12/01/2024	\$58.93	\$15.00	\$0.00	\$0.00	\$73.93
	06/01/2025	\$60.26	\$15.00	\$0.00	\$0.00	\$75.26
	12/01/2025	\$61.73	\$15.00	\$0.00	\$0.00	\$76.73
	06/01/2026	\$63.06	\$15.00	\$0.00	\$0.00	\$78.06
	12/01/2026	\$64.54	\$15.00	\$0.00	\$0.00	\$79.54
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
	12/01/2026	\$41.03	\$15.00	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$68.70	\$9.40	\$0.00	\$0.00	\$78.10
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$49.07	\$9.40	\$0.00	\$0.00	\$58.47
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$73.60	\$9.40	\$0.00	\$0.00	\$83.00
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i>	08/01/2020	\$103.05	\$9.40	\$0.00	\$0.00	\$112.45
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
	12/01/2026	\$41.03	\$15.00	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.27	\$15.00	\$0.00	\$0.00	\$45.27
2	60	\$33.02	\$15.00	\$0.00	\$0.00	\$48.02
3	65	\$35.77	\$15.00	\$0.00	\$0.00	\$50.77
4	70	\$38.52	\$15.00	\$0.00	\$0.00	\$53.52
5	75	\$41.27	\$15.00	\$0.00	\$0.00	\$56.27
6	80	\$44.02	\$15.00	\$0.00	\$0.00	\$59.02
7	85	\$46.78	\$15.00	\$0.00	\$0.00	\$61.78
8	90	\$49.53	\$15.00	\$0.00	\$0.00	\$64.53

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$30.98	\$15.00	\$0.00	\$0.00	\$45.98
2	60	\$33.80	\$15.00	\$0.00	\$0.00	\$48.80
3	65	\$36.61	\$15.00	\$0.00	\$0.00	\$51.61
4	70	\$39.43	\$15.00	\$0.00	\$0.00	\$54.43
5	75	\$42.25	\$15.00	\$0.00	\$0.00	\$57.25
6	80	\$45.06	\$15.00	\$0.00	\$0.00	\$60.06
7	85	\$47.88	\$15.00	\$0.00	\$0.00	\$62.88
8	90	\$50.70	\$15.00	\$0.00	\$0.00	\$65.70

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	12/01/2023	\$37.86	\$9.65	\$0.00	\$0.00	\$47.51
LABORERS - ZONE 2						

Apprentice - LABORER - Zone 2

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.72	\$9.40	\$0.00	\$0.00	\$32.12
2	70	\$26.50	\$9.40	\$0.00	\$0.00	\$35.90
3	80	\$30.29	\$9.40	\$0.00	\$0.00	\$39.69
4	90	\$34.07	\$9.40	\$0.00	\$0.00	\$43.47

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 2 (HEAVY & HIGHWAY)</i>	12/01/2023	\$37.86	\$9.65	\$0.00	\$0.00	\$47.51
	06/01/2024	\$39.19	\$9.65	\$0.00	\$0.00	\$48.84
	12/01/2024	\$40.52	\$9.65	\$0.00	\$0.00	\$50.17
	06/01/2025	\$41.91	\$9.65	\$0.00	\$0.00	\$51.56
	12/01/2025	\$43.29	\$9.65	\$0.00	\$0.00	\$52.94
	06/01/2026	\$44.73	\$9.65	\$0.00	\$0.00	\$54.38
	12/01/2026	\$46.17	\$9.65	\$0.00	\$0.00	\$55.82

Apprentice - LABORER (Heavy & Highway) - Zone 2

Effective Date - 12/01/2023

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.72	\$9.65	\$0.00	\$0.00	\$32.37
2	70	\$26.50	\$9.65	\$0.00	\$0.00	\$36.15
3	80	\$30.29	\$9.65	\$0.00	\$0.00	\$39.94
4	90	\$34.07	\$9.65	\$0.00	\$0.00	\$43.72

Effective Date - 06/01/2024

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.51	\$9.00	\$0.00	\$0.00	\$32.51
2	70	\$27.43	\$9.00	\$0.00	\$0.00	\$36.43
3	80	\$31.35	\$9.00	\$0.00	\$0.00	\$40.35
4	90	\$35.27	\$9.00	\$0.00	\$0.00	\$44.27

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$24.41	\$15.00	\$0.00	\$0.00	\$39.41
	06/01/2024	\$25.01	\$15.00	\$0.00	\$0.00	\$40.01
	12/01/2024	\$25.67	\$15.00	\$0.00	\$0.00	\$40.67
	06/01/2025	\$26.27	\$15.00	\$0.00	\$0.00	\$41.27
	12/01/2025	\$26.93	\$15.00	\$0.00	\$0.00	\$41.93
	06/01/2026	\$27.52	\$15.00	\$0.00	\$0.00	\$42.52
	12/01/2026	\$28.19	\$15.00	\$0.00	\$0.00	\$43.19

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$29.86	\$15.00	\$0.00	\$0.00	\$44.86
	06/01/2024	\$30.58	\$15.00	\$0.00	\$0.00	\$45.58
	12/01/2024	\$31.38	\$15.00	\$0.00	\$0.00	\$46.38
	06/01/2025	\$32.10	\$15.00	\$0.00	\$0.00	\$47.10
	12/01/2025	\$32.90	\$15.00	\$0.00	\$0.00	\$47.90
	06/01/2026	\$33.62	\$15.00	\$0.00	\$0.00	\$48.62
	12/01/2026	\$34.42	\$15.00	\$0.00	\$0.00	\$49.42

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$38.78	\$15.07	\$0.00	\$0.00	\$53.85
	06/01/2024	\$39.78	\$15.07	\$0.00	\$0.00	\$54.85
	12/01/2024	\$39.78	\$15.07	\$0.00	\$0.00	\$54.85
	01/01/2025	\$39.78	\$15.57	\$0.00	\$0.00	\$55.35
	06/01/2025	\$40.78	\$15.57	\$0.00	\$0.00	\$56.35
	12/01/2025	\$40.78	\$15.57	\$0.00	\$0.00	\$56.35
	01/01/2026	\$40.78	\$16.17	\$0.00	\$0.00	\$56.95
	06/01/2026	\$41.78	\$16.17	\$0.00	\$0.00	\$57.95
	12/01/2026	\$41.78	\$16.17	\$0.00	\$0.00	\$57.95
	01/01/2027	\$41.78	\$16.77	\$0.00	\$0.00	\$58.55
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$55.03	\$15.00	\$0.00	\$0.00	\$70.03
	06/01/2024	\$56.33	\$15.00	\$0.00	\$0.00	\$71.33
	12/01/2024	\$57.78	\$15.00	\$0.00	\$0.00	\$72.78
	06/01/2025	\$59.08	\$15.00	\$0.00	\$0.00	\$74.08
	12/01/2025	\$60.53	\$15.00	\$0.00	\$0.00	\$75.53
	06/01/2026	\$61.83	\$15.00	\$0.00	\$0.00	\$76.83
	12/01/2026	\$63.28	\$15.00	\$0.00	\$0.00	\$78.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$35.62	\$15.00	\$0.00	\$0.00	\$50.62
	06/01/2024	\$36.47	\$15.00	\$0.00	\$0.00	\$51.47
	12/01/2024	\$37.42	\$15.00	\$0.00	\$0.00	\$52.42
	06/01/2025	\$38.27	\$15.00	\$0.00	\$0.00	\$53.27
	12/01/2025	\$39.22	\$15.00	\$0.00	\$0.00	\$54.22
	06/01/2026	\$40.08	\$15.00	\$0.00	\$0.00	\$55.08
	12/01/2026	\$41.03	\$15.00	\$0.00	\$0.00	\$56.03
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.24	\$15.07	\$0.00	\$0.00	\$54.31
	06/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	12/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	01/01/2025	\$40.24	\$15.57	\$0.00	\$0.00	\$55.81
	06/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	12/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	01/01/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$57.41
	06/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	12/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	01/01/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$59.01
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.53	\$15.07	\$0.00	\$0.00	\$54.60
	06/01/2024	\$40.53	\$15.07	\$0.00	\$0.00	\$55.60
	12/01/2024	\$40.53	\$15.07	\$0.00	\$0.00	\$55.60
	01/01/2025	\$40.53	\$15.57	\$0.00	\$0.00	\$56.10
	06/01/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$57.10
	12/01/2025	\$41.53	\$15.57	\$0.00	\$0.00	\$57.10
	01/01/2026	\$41.53	\$16.17	\$0.00	\$0.00	\$57.70
	06/01/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$58.70
	12/01/2026	\$42.53	\$16.17	\$0.00	\$0.00	\$58.70
	01/01/2027	\$42.53	\$16.77	\$0.00	\$0.00	\$59.30
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2023	\$54.43	\$15.00	\$0.00	\$0.00	\$69.43
	06/01/2024	\$55.71	\$15.00	\$0.00	\$0.00	\$70.71
	12/01/2024	\$57.15	\$15.00	\$0.00	\$0.00	\$72.15
	06/01/2025	\$58.43	\$15.00	\$0.00	\$0.00	\$73.43
	12/01/2025	\$59.87	\$15.00	\$0.00	\$0.00	\$74.87
	06/01/2026	\$61.15	\$15.00	\$0.00	\$0.00	\$76.15
	12/01/2026	\$62.59	\$15.00	\$0.00	\$0.00	\$77.59
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.82	\$15.07	\$0.00	\$0.00	\$54.89
	06/01/2024	\$40.82	\$15.07	\$0.00	\$0.00	\$55.89
	12/01/2024	\$40.82	\$15.07	\$0.00	\$0.00	\$55.89
	01/01/2025	\$40.82	\$15.57	\$0.00	\$0.00	\$56.39
	06/01/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$57.39
	12/01/2025	\$41.82	\$15.57	\$0.00	\$0.00	\$57.39
	01/01/2026	\$41.82	\$16.17	\$0.00	\$0.00	\$57.99
	06/01/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$58.99
	12/01/2026	\$42.82	\$16.17	\$0.00	\$0.00	\$58.99
	01/01/2027	\$42.82	\$16.77	\$0.00	\$0.00	\$59.59

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	01/01/2024	\$39.24	\$15.07	\$0.00	\$0.00	\$54.31
	06/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	12/01/2024	\$40.24	\$15.07	\$0.00	\$0.00	\$55.31
	01/01/2025	\$40.24	\$15.57	\$0.00	\$0.00	\$55.81
	06/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	12/01/2025	\$41.24	\$15.57	\$0.00	\$0.00	\$56.81
	01/01/2026	\$41.24	\$16.17	\$0.00	\$0.00	\$57.41
	06/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	12/01/2026	\$42.24	\$16.17	\$0.00	\$0.00	\$58.41
	01/01/2027	\$42.24	\$16.77	\$0.00	\$0.00	\$59.01
Sweeper						
Driver <i>{FALMOUTH}</i>	07/01/2023	\$27.20	\$7.70	\$0.00	\$0.00	\$34.90
	07/01/2024	\$28.29	\$7.70	\$0.00	\$0.00	\$35.99
	07/01/2025	\$29.42	\$7.70	\$0.00	\$0.00	\$37.12
	07/01/2026	\$30.60	\$7.70	\$0.00	\$0.00	\$38.30
Laborer						
<i>{FALMOUTH}</i>	07/01/2023	\$20.75	\$7.70	\$0.00	\$0.00	\$28.45
	07/01/2024	\$21.58	\$7.70	\$0.00	\$0.00	\$29.28
	07/01/2025	\$22.45	\$7.70	\$0.00	\$0.00	\$30.15
	07/01/2026	\$23.34	\$7.70	\$0.00	\$0.00	\$31.04

Additional Apprentices Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.



SECTION 6

**MA Apprenticeable
Jobs**

APPRENTICEABLE JOBS

Massachusetts offers a wide range of apprenticeship opportunities, providing hands-on experience to kick-start or grow your career. From CNC Operators and Robotics Technicians in advanced manufacturing to Electricians, Plumbers, and HVAC Specialists in the trades, the options are endless. Careers in healthcare, education, finance, and beyond—like Registered Nurses, Early Childhood Educators, and Financial Managers—showcase the program’s versatility. Whether you’re drawn to bio-tech, public safety, or culinary arts, these apprenticeships are your gateway to valuable skills and career growth.



Advanced Manufacturing

- CNC Operator
- Precision Machinist
- Tool & Die Maker
- Robotics Technician
- Quality Technician
- Machine Operator



Bio-Technology

- Laboratory Technician
- Biomanufacturing Technician (Downstream)
- Biomanufacturing Technician (Upstream)
- Laboratory Assistant



Building Trades

- Plumber
- Electrician
- Pipefitters
- Sheet Metal Workers
- Elevator Constructors
- Heavy Equipment Operator
- HVAC
- Construction Craft Laborer



Education

- Early Childhood Educator
- Teacher Aide
- Childcare Development Specialist
- K-12 Teacher
- Direct Support Specialist
- Childcare Development Specialist



Finance

- Bank Teller
- Bank Branch Manager
- Claims Adjuster
- Computer Information System Managers
- Business Intelligence Analyst
- Financial Manager
- Insurance Claims & Processing



Healthcare

- RN (Registered Nurse)
- CMA (Certified Medical Assistant)
- Dispensing Optician
- Sonographer
- EMT (Emergency Medical Technician)
- Medical Office Specialist
- CNA (Certified Nursing Assistant)



Other

- Chef
- Correction Officer
- Gunsmith
- Wind Technician
- Automotive Mechanic (Truck)
- Police Officer
- Firefighter



SECTION 7

**MA Registered
Pre-Apprentice
Programs**

**COMMONWEALTH OF MASSACHUSETTS
REGISTERED PRE-APPRENTICE PROGRAMS
JANUARY 14, 2025**

<i>Sponsor/Program Provider</i>	<i>Program Name</i>	<i>City</i>	<i>Contact</i>	<i>Email</i>	<i>Status</i>
ABC / MAP	ABC / MAP - Construction Trades	Woburn	John Rich	john@abcma.org	Active
BEST Corp.	HOUSEKEEPER	Boston	Mary Cronin / Lori Sylvia / Marie Downey	mcronin@hoteltrainingcenter.org	Active
Building Pathways	CONSTRUCTION TRADES	Boston	Mary Vogel	maryvogel01@gmail.com	Active
Building Pathways South	Construction Trades	Somerset	James Pimental	unionbrickie@aol.com	Active
Building Pathways Worcester-Fitchburg	CONSTRUCTION TRADES	Worcester	Jeffrey Turgeon	turgeonj@worcesterma.gov	Active
Common Ground Institute	Construction Trades	Boston	Capt. David Granese	dgranese@scsdma.org	Active
Community Works	Community Works	Amherst	Joseph Connolly	gbriggs@umass.edu	Active/no enrollees
Community Works c/o The Construction Institute	CONSTRUCTION TRADES	Dorchester	Mary Vogel	maryvogel@builtbest.org	Active
Lawrence Family Development & Education Fund	CHEF (RESTAURANT)	Lawrence	April Lyskowsky	alyskowsky@lawrenceyouth.com	Active
Lawrence Family Development & Education Fund	CONSTRUCTION TRADES	Lawrence	April Lyskowsky	alyskowsky@lawrenceyouth.com	Active
Malden High School	Malden High School	Malden	Kelli Collomb	kcollomb@maldenps.org	Active/no enrollees
Manufacturing Advancement Center	Machinist	Worcester	Kathie Mahoney / Karen Myhaver	kathiem@massmep.org	Active
Massachusetts Department of Transportation	CONSTRUCTION CRAFT LABORER	Boston	Ann M. O'Neill	ann.o'neill@dot.state.ma.us	Active
Northeast Advanced Manufacturing Consortium	Machine Operator - Metal Products Assembler	Lawrence	Brian Norris / Kate O'Malley	bnorris@mvwib.org	Active
Roca, Inc.	CARPENTER - EAST	Chelsea	Rob Thayer	jake_jacobs@rocainc.com	Active
SkillsBuild Building Trades Pre-Apprentice Prog	Construction Craft Laborer	Malden	Robert Bower	rbower@massaflcio.org	Active/no enrollees
Synventive Molding Solutions	Synventive Molding Solutions	Peabody	Bailey Kaplan	bkaplan@synventive.com	Active
Teamsters Local 25 Pre-Apprenticeship	TRUCK DRIVER, HEAVY	Charlestown	James Donovan	jdonovan@teamsterslocal25.com	Active
The Salvation Army at the Kroc Center	CHEF (RESTAURANT)	Dorchester	Timothy Tucker	Timothy.Tucker@use.salvationarmy.org	Active
The Worcester Diesel Technician/South High School	DIESEL MECHANIC	Worcester	Maureen Binienda, Principal	BiniendaM@worc.k12.ma.us	Active
YOUTH BUILD BOSTON	CARPENTER - EAST	ROXBURY	TIM TUDOR x17	timtudor@cape.com	Active

An aerial photograph of a large, multi-winged industrial or commercial building complex. The building has a flat roof with visible structural elements and a grid-like pattern. The surrounding area includes parking lots with several vehicles, a road, and some trees. The entire image is overlaid with a semi-transparent blue filter.

SECTION 8

Union
Apprenticeship
Handbook



BUILDING TRADES TRAINING DIRECTORS ASSOCIATION OF MASSACHUSETTS



The Ultimate Guide to Becoming a Union Building Trade Apprentice MASSACHUSETTS



COMMITTED TO TEACHING SKILLS THROUGH APPRENTICESHIP AND TRAINING



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What is apprenticeship?

Apprenticeship is a unique way to begin a career through paid, hands-on training combined with classroom instruction. As an apprentice you will be trained by a certified, journey-level worker on the job site and receive at least 125 hours per year of instruction the classroom. This model allows you to **EARN WHILE YOU LEARN!**

How long is apprenticeship?

Apprenticeship is usually between two to five years, depending on the trade. Apprentices typically need to complete a specified number of work hours each year in order to advance to the next level. Many refer to apprenticeship as the “other 4-year degree” because it is equivalent to a college education, but doesn’t include the student loans!

How much will I earn?

Apprentices typically start at a rate of 50% of a journey level worker’s wages. This means starting at a rate of around \$17 - \$25/hour!

As apprentices complete the necessary hours of work each year their wages also increase, usually at a rate of 10 - 15% each year! First-year, union apprentices earn approximately the same amount most college students pay for a year's tuition!

Are all apprenticeships the same?

No. Each apprenticeship program is designed to meet the needs of that specific trade. For this reason apprenticeship programs all have different application processes, lengths, schedules, and policies. Despite all of the differences, most apprenticeship programs do follow a shared set of practices, as outlined in this guide.



What are the benefits of union apprenticeship?

It's easy to find a job in construction, but becoming a skilled journey worker with a union is a career choice for a lifetime. The Building Trades unions and their signatory contractor partners operate over 30 joint apprenticeship training centers (JATCs) across Massachusetts producing the most qualified craftspeople in the industry. Unlike any other program of its kind, union apprenticeship allows you to earn while you learn. Once you become an apprentice, you work in the field and attend a specific number of hours of classroom training. The classroom training provides safety and entry-level skills to get you started. You work under a skilled journey worker on the job, learning how to become the very best in your craft. All craft workers are encouraged to continue their education, learning and growing throughout their careers. And, many apprentice programs offer college credit. Wages in union construction are very good, and benefits such as health insurance and retirement pension provide security for you and your family.

Is construction safe?

Construction is an industry with a higher risk of injury than many other occupations. Apprentices are expected to complete appropriate safety training approved by the Occupational Safety and Health Administration (OSHA) and their apprenticeship program. It is important to stay alert and implement the safety training you are given at all times!



What are the requirements?

Each apprenticeship program has slightly different criteria for applicants, but programs typically require applicants to be 18 years of age or older, have a high school diploma or equivalent, be authorized to work in the U.S., complete drug testing, and be physically able to work in construction. Some trades also have aptitude testing in math and reading. Having a driver's license and reliable transportation can be used to assess your ability to get to work as well! The application process for apprenticeship varies in length based on the trade and can often take between 3 - 12 months to begin work.

Is apprenticeship competitive?

Gaining entry into an apprenticeship program can be very competitive and varies depending on the trade. The reason for this is that apprenticeship programs only accept apprentices when they have work available. For some programs, the acceptance rate can be as low as 5%, others can be as high as 50%.

How do I improve my application?

Gaining experience in the construction industry or brushing up on basic arithmetic, geometry, and algebra are great ways to strengthen your application. Completing a free pre-apprenticeship program can also improve your application and give you an opportunity to explore the building trades to gain a better understanding of the construction industry.



Are any preferences given to certain applicants?

Yes, there are several different types of applicants that have a preferred status during the application process. Please see each category below for more information.

Women

Apprenticeship programs are actively looking for women who want to begin careers in the building trades!!! Nationally only 3% of construction hours are completed by women, but there is a strong local effort to bring this number up to to 20%!

If you are a woman interested in construction, even if you don't have previous experience, many programs are willing to train you as an apprentice. Construction is a great career pathway for women interested in WORKING HARD and GETTING PAID WELL!

Veterans

Preference is given to applicants who have previously served in the military. There are also non-profits that work with veterans to connect them with apprenticeship programs, such as *Helmets to Hardhats*. Apprenticeship is an excellent way for veterans who are eligible for the Montgomery G.I. Bill to utilize their benefits to supplement their income during apprenticeship.

Pre-Apprentice Graduates

Pre-apprenticeship programs are designed to give you the foundational skills and knowledge necessary to understand the construction industry. State-registered Pre-Apprenticeship Programs are connected to one or more apprenticeship programs and can offer their participants a pathway into apprenticeship.



What should I know about working in construction?

The construction industry is facing a shortage of workers because many journey level workers are nearing retirement age. Adding to the demand, the construction industry is expected to grow by 5% over the next 10 years. There are many opportunities for apprentices who want to start a new career!

What are the working conditions?

In construction you may be expected to work outdoors in all types of weather, engage in physically demanding and repetitive tasks, use chemicals and heavy machinery, or work at intense heights. Every trade is different, so it is important that you ask questions about the trade before you begin.

What are the typical hours of work?

The usual construction workday is 7:00 a.m. to 3:30 p.m. Monday through Friday. There are often times where you may be asked to work overtime, extended shifts, or weekends as well. Many construction workers travel across the state or even the region to available job sites, so unpaid commuting time should also be added to your workday plan. Punctuality is critical in construction and it is also expected that you arrive at the worksite at least 15 minutes early everyday! While an apprentice, you will also be required to complete classroom training hours, often during evenings and/or weekends.

Will I be working every week?

In construction there is often urgency to finish a project and then periods of no work between jobs. This means that you may work 60 hours per week during the busy season and then be laid-off for weeks or months at a time. It is important to learn the building cycle in your trade and budget.



What else should I know?

When you begin an apprenticeship, you will be taught how to complete a variety of tasks. It is common to start with many low-skilled assignments, such as heavy lifting and repetitive actions while you build up your skills on some of the more advanced tasks. You will work on many jobs and be taught by many journey-level workers. It is important to always be willing to learn and to do what is needed throughout every shift.

Will I be drug tested regularly?

Maintaining a safe work environment for you and your fellow trades workers is extremely important. For this reason, apprentices and journey level workers should expect to be drug tested regularly, including randomly. ***Although medicinal and recreational marijuana is legal in Massachusetts, due to safety concerns, use of marijuana is not accepted in the construction industry.***

What if I have a criminal record?

Most apprenticeship programs do not include criminal record screening in their application processes, although some do require a CORI form be filled out upon acceptance. Once accepted into an apprenticeship program your contractor will become your employer and depending on the specific job, criminal record checks may be required. While there are many job sites without criminal record criteria, there are some that do have restrictions, including schools, hospitals, etc.



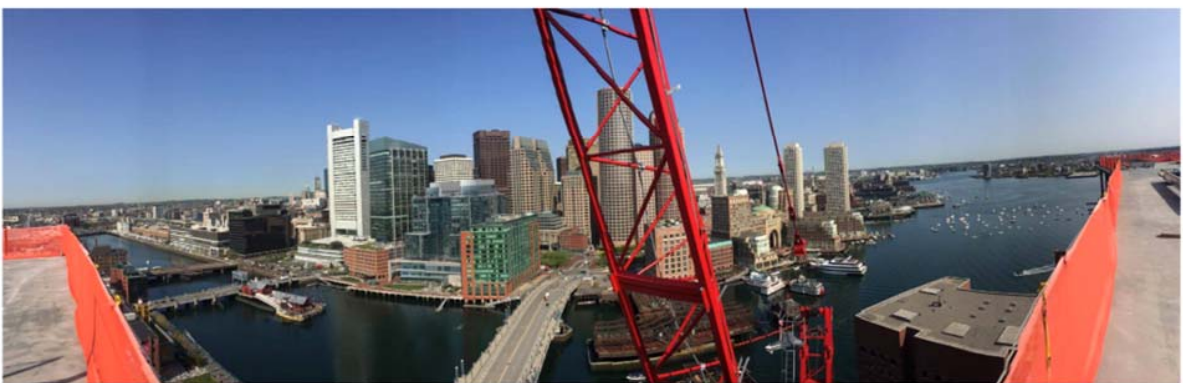
How do I know which trade is best for me?

In order to learn more about apprenticeship in the building trades, we encourage you to reach out to local apprenticeship programs in your area. In this guidebook, we have compiled information on the union-affiliated Registered Apprenticeship Programs across Massachusetts. We have provided details on each apprenticeship program, including contact information. We encourage you to contact the trade you are interested in and speak to them about their application process, expectations for apprentices, and scope of work. We also encourage applicants to speak to journey level workers in their desired field to learn more about the trade.

Not sure which trade is a good fit for you?

Starting with a pre-apprenticeship program is a great way to explore the different building trades. Pre-apprenticeship programs are designed to give you the foundational skills and knowledge necessary to understand the construction industry and the differences between the trades. Contact information for pre-apprenticeship programs in Massachusetts appear on page 29 of the guide.





Directory of Trades

Please review the following pages to learn about a variety of building trades and their respective Registered Apprenticeship Programs in Massachusetts.

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Bricklayers.....	10	Operating Engineers.....	19
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Boilermakers

Boilermakers are responsible for assembling, erecting, and maintaining boilers, tanks, pressure vessels, heat exchangers, pollution control systems, furnaces, condensers, water towers, penstocks and scroll casings using hoisting, rigging, welding equipment, tools and hardware. The work can require some travel, can be indoors or outdoors, can include heavy lifting, and involves operating machinery and handling dangerous materials. Drafting, math, geometry and blueprint reading are skills you will need as an apprentice.

Boilermakers Northeastern Area

Length of Apprenticeship: 4 years; 576 classroom training and 6000 hours of on-the-job training.

Basic Requirements:

- Must be at least 18 years old.
- Must have a high school diploma or G.E.D. certificate.

Application Process: Applications will be distributed on the LAST FRIDAY of EVERY MONTH from 8:00 AM to 11:00 AM. Applicants MUST pick up applications in person at Boilermakers Local 29, and return the application and requested documentation to the NE Area office via certified mail/return receipt requested within ten (10) business days.

Contact:

John Dupuis, Administrator
 Stephen Murphy, Coordinator
 Boilermakers NEAAC
 Tel: (860)569-8368
 Fax: (860)291-0802
<https://boilermakerslocal29.org>

Chuck Hancock
 Business Manager
 Boilermakers Local 29
 210 Bodwell St.
 Avon, MA 02322
 Tel: (617) 328-8400





Bricklayers

Bricklayers work on buildings, industrial, commercial and residential construction. They build walls and floors made of brick, stone, concrete block, precast and other masonry materials. They also install and finish tile, marble and terrazzo, perform concrete finishing, plastering, waterproofing and masonry restoration. It is important for apprentices to be comfortable with heights, have good math skills, and have strong hand/eye coordination.

Bricklayers and Allied Craftworkers Local 3 (MA-ME-NH-RI)

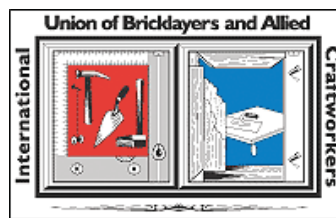
Length of Apprenticeship: 5 years; 720 hours of classroom training and 5,000 hours of on-the job training.

Basic Requirements:

- Must be 17 years or older
- Must have a high school diploma or equivalent
- Must have the physical ability to perform the work normally done by the craft
- Driver's license & reliable vehicle
- Must consent to a drug test and background check

Contact Information:

Anthony Antonuccio, Executive
Director of Apprenticeship &
Training
Bricklayers Local 3
550 Medford Street
Charlestown, MA 02129
Tel: (617) 242-5500
Cell: (781) 320-2490
Email: tantonucc@gmail.com



Application Process:

Open Enrollment during the second week of January. Applicants must apply in person at 64 Mt. Vernon St., Dorchester, MA. Applicants must pay a \$50.00 non-refundable fee, money order only. Candidates are ranked based on their interviews and testing and trustees make the final selections.



Carpenters

Carpenters work in a variety of conditions and have a wide range of skill levels. Carpenters weld metals, mold plastics, saw wood, form concrete, build scaffolds and layout buildings. They also install doors and windows, build cabinets and lay floors. Their tools are hammers, saws, lasers, digital and electric devices, as well as basic organizational skills. Carpenters crafts include: Carpenters and Joiners, Millwrights, Pile Drivers, Residential Carpenters, Interior Systems Carpenters, Lathers and Dry Wallers, Cabinet Makers and Millworkers and Floor Coverers. Millwrights are listed separately in this directory. Training Apprentices & Journeyworkers from ME, MA, NH, RI, VT, CT & NY State.

North Atlantic States Carpenters Training Fund

Length of Apprenticeship: 4 years; 640 hours of classroom training and 5,200 hours of on-the job training.

Basic Requirements:

- Must be 18 years of age or older to join.
- Must be in good physical condition
- A high school transcript or G.E.D. scores.
If applicant did not graduate high school and does not have a GED, they may provide documentable proof of at least 1,500 hours of experience in the construction.
- Must pass an interview
- Must pass drug and alcohol test

Application Process:

- Applicants must attend an informational session, which runs approximately one hour.
- Applicants will be given a code to an online application at the conclusion of informational sessions.
- Attendance for the entire informational session is mandatory. Late arrivals will be denied admission to that session.

Information Sessions are held the first Monday of the month at 6:00 PM sharp at:

Boston, MA: Boston Carpenters Training Center, 750 Dorchester Avenue, 2nd Floor, Dorchester, MA 02125

Millbury, MA: New England Carpenters Training Center, 13 Holman Rd, Millbury, MA 01527

Manchester, NH: Carpenters Training Center, 920 Candia Road, Manchester, NH 03109

Yalesville, CT: Yalesville Training Center, 500 Main Street, Wallingford, CT 06492

Contact Information:

Tom Fischer, Executive Director
North Atlantic States Carpenters Training Fund
13 Holman Rd.
Millbury, MA 01527
Tel: (508)792-5443
Email: info@nasctf.org
Website: www.nasctf.org



Electrical Workers and Telecommunications

Electricians assemble, install, maintain and test electrical equipment and wiring systems in residential, commercial, and industrial settings. They provide new wiring; power and controls to motors, HVAC and other equipment including light fixtures, fire alarms, traffic signals, outdoor lighting, process controls and energy management. In addition, they work with fiber optics, telephone communications, and temperature controls amongst other systems.

Springfield Electrical JATC (IBEW Local 7 - Western MA)

Length of Apprenticeship: Electrician: 5 years; 900 hours of classroom training and 8,000 hours of on-the-job training. Teledata Technician: 3 years; 540 hours of classroom training and 4,000 hours of on-the-job training.

Basic Requirements:

- Must reside within the Local 7 jurisdiction*
- Minimum 17 years old to apply, 18 years old to work
- Must have high school diploma or GED
- Must have 1 year of passing grade in Algebra
- Must have valid drivers license
- Must have reliable transportation
- Must obtain qualifying score on the aptitude exam
- Drug test required prior to acceptance

*Local 7 jurisdiction includes the 4 counties of Western MA

Application Process: Applications are accepted by appointment only after an informational meeting has been attended. Informational meetings are held from September through January each year. Dates and times are at www.local7jatc.com. Application Deadline for appointments to apply is the last weekday in January each year.

Contact:

Springfield Electrical JATC
95 Liberty St., Ste. 1
Springfield, MA 01103
Tel: 413-737-2253
www.local7jatc.com



Worcester Joint Apprenticeship & Training Fund (IBEW Local 96)

Length of Apprenticeship: 5 years; 900 hours of classroom training and 8,000 hours of on-the-job training


Basic Requirements:

- Must reside within the jurisdiction of IBEW Local 96 (Central MA)
- Must be a minimum of 17 years of age to apply and 18 years of age at the time of acceptance.
- Must have a high school diploma, GED, or HiSET certificate.
- Must have proof of completion of 1 year of algebra.
- Must have a valid Massachusetts driver's license.
- Must obtain a qualifying score on the aptitude test administered by the Electrical Training Alliance.

Application Process: Open enrollment. Applicants who have completed applications between March 1 and February 28, will be offered the opportunity to take the annual aptitude test offered in March or April. Those who obtain a qualifying score on the aptitude test will be asked to appear for an oral interview before the Worcester Joint Apprenticeship & Training Committee.

Contact:

Thomas Maloney, Chair
Worcester Joint Apprenticeship & Training Fund 242 Mill Street
Worcester, MA 01602
Tel: 508-753-8635
<https://ibewlocal96.org/training-education/apprenticeship-opportunities>



IBEW Local 99 JATC (Seekonk, Attleboro, and North Attleboro, MA and Rhode Island)

Length of Apprenticeship: Electrician: 5 years; 900 hours of classroom training and 8,000 hours of on-the-job training;
Teledata Technician: 3 years; 360 hours of classroom training and 5,000 hours of on-the-job training

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Must be physically capable of performing work.
- Must have completed one year of algebra with a passing grade of 70.
- Must obtain a minimum qualifying score on aptitude test conducted by the Apprentice and Training Fund and interview for admission.

Application Process: Applications to join the JATC Program are available at the Training Facility, Monday - Friday, 8 am - 4:30 pm. Application info and forms can also be found here: <https://ibew99.org/apprentice-applications>

Contact:

Mike Petit, Director of Training
IBEW Local Union 99 Training Facility
40 Western Industrial Drive
Cranston, RI 02921
Tel: (401) 946-9908
Email: mpetit@ibew99.org
www.ibew99.org

IBEW Local 103 JATC (Greater Boston)

Length of Apprenticeship: 5 years; 1050 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. or HiSet certificate.
- Must live within the jurisdiction of Local 103.
- Must obtain qualifying score on aptitude test

Application Process: Applications for admission to the JATC are accepted once a year. While the dates will vary a little, you can expect us to open the application process in the beginning of November and it traditionally lasts a couple of weeks. Applications must be completed online - <https://bostonjatc.com/apply-for-apprenticeship/> Those that complete the application will be asked back for a basic general aptitude test sometime in January or February. Those that meet the minimum test score will be scheduled for an interview in the spring. For full details on the requirements, visit <https://bostonjatc.com/requirements/>

Contact:

Christopher D. Sherlock, Director of Training
IBEW Local 103 JATC
194 Freeport St.
Dorchester, MA 02122
Tel: (617) 436-0980 Fax: (617) 436-1081
Email: applications@bostonjatc.com
www.bostonjatc.com



IBEW Local 223 JATC (South Shore, Cape Cod & Islands)

Length of Apprenticeship: 4 year night school; 900 classroom hours of training and 8,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older and have a valid driver's license.
- Must have a high school diploma or G.E.D. certificate.
- Must show evidence of successful completion of one full year of high school algebra with passing grade.
- Must reside in the Southeastern MA, Cape Cod jurisdictional area
- Must obtain a qualifying score on aptitude test and oral interview
- Must pass a mandatory drug test and be physically capable of performing work

Application Process: Application fee is \$40.00 and all applications must be completed **in person by appointment only** June through September or as listed on our website www.ibew223.org The Aptitude test will be held in November and those that meet the minimum score will be scheduled for an oral interview as early as February.

Contact:

Robert M. Revil, Director of Training
Brockton Electricians JATC (IBEW Local Union #223 JATC)
475 Myles Standish Boulevard
Taunton, MA 02780
Tel: 508-880-2693 Fax: 508-880-2694
Email: brevil@ibew223.org
www.ibew223.org



Elevator Constructors

Elevator constructors and mechanics assemble, install, and replace elevators, escalators, dumbwaiters, moving walkways and similar equipment in new and old construction. After installation, members service, maintain, and repair equipment, much of which is electronically controlled. Installers and repairers alike have a thorough knowledge of electronics, electricity, and hydraulics.

National Elevator Constructors Educational Program

Length of Apprenticeship: 4 1/2 - 5 years; 600 hours of classroom training and 8,000 hours of on-the job training.

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma or equivalent
- Must complete drug testing
- Must complete aptitude test and oral interview

Contact Information:

Local 4 (Eastern Area):

Jessica Ortega
50 Park Street
Dorchester, MA 02122
Tel: 617-288-1547
Email: jess@iueclocal4.com

Local 41 (Central and Western MA)

Jeffrey Nash, Business Manager
PO Box 1026
West Springfield, MA 01090
Tel: 413-732-4032
Email: local41@verizon.net



Application Process:

Applications are only accepted during open recruitment periods and can be found at www.neiep.org/careers.aspx. Applicants will also need to complete the Industry Aptitude Test (EIAT) and score a minimum of 70%, as well as a Tools test. Passing applicants will be scheduled for an interview with the Joint Apprentice Training Committee.

Heat and Frost Insulators

Heat and Frost Insulators apply insulation materials to pipes, tanks, boilers, ducts, refrigeration equipment and other surfaces requiring the thermal control of temperatures or soundproofing. Workers also do removal of hazardous waste and clean duct systems.

Heat and Frost Insulators Local 6 JATC:

Length of Apprenticeship: 4 years; 640 classroom hours of training and 6400 hours of on-the-job training.

Basic Requirements:

- Must apply from March 1 - March 31. Applications available at www.insulators6.org
- Must be at least 18 years old.
- Must have valid drivers license.
- Must have a high school diploma or G.E.D. certificate.
- Must take and pass State assessment test
- Must be interviewed by Joint Apprenticeship Committee.



Contact:

Rick Rothwell, Coordinator
Insulators Local 6 JATC
34 Sullivan Road, Unit 5
Billerica, MA 01862
Tel: (978) 294-2150 Fax:(617)265-9887
Email: richardrothwell@insulators6.org
<https://insulators6.org/apprenticeships>

Iron Workers

Iron workers erect, assemble, or install fabricated structural metal products, usually large metal beams. These beams are used in the erection of industrial, commercial or large residential buildings. Workers also erect the steel framework on bridges, storage tanks, overhead crane runways; as well as pre-cast concrete and ornamental iron work amongst other projects.

Iron Workers Local 7

Length of Apprenticeship: 3 years; 800 classroom hours of training and 4,000 hours of on-the-job training.

Basic Requirements:

- 18 years or older
- Have graduated High School Diploma or GED or Hi-SET
- Have Driver's License or Photo ID
- Social Security Card

Application Process:

Applications are accepted in January online only at www.iw7jac.org. There is a \$20 application fee payable 20 application fee payable at the time of application.

Contact Information:

Paul Landerholm, Training Director
Iron Workers Local 7 JATC
195 Old Colony Ave, Box 7
South Boston, MA 02127
Tel: (617) 268-0707
Email: paull@iw7jac.org
<https://www.iw7jac.org/>



Iron Workers Local 37 (Southeastern MA, Cape Cod, Nantucket, Martha's Vineyard and Rhode Island)

Length of Apprenticeship: 3 years; minimum of 612 classroom hours of training and a minimum of 4,200 hours of on-the-job training.

Basic Requirements:

- 18 years or older
- Have High School Diploma or GED
- Have Driver's License or Photo ID
- Social Security Card

Application Process:

Applications are accepted the last two weeks of April, online only at www.iwlocal37.com

Contact Information:

Matthew Jackson, Training Director
Iron Workers Local 37 JATC
East Providence, RI 02914
Tel: (401) 438-1111
Email: matt@iwlocal37.com





Laborers

Construction Craft Laborers build essential infrastructure such as roads, bridges, and tunnels. In addition, they construct industrial, commercial and residential buildings, and are at the forefront of sustainable energy projects. Laborers also perform environmental remediation work and other tasks including underground utility work, concrete placement, site preparation, demolition and clean-up activities. Additionally, laborers support other construction trades on the job. Most of the skills training for laborer apprentices is conducted at the New England Laborer's Training Trust Fund Academies in Hopkinton, MA and Pomfret, CT.

New England Laborers Apprenticeship Program

Length of Apprenticeship: 2 – 3 years. Apprentices must attend 300+ classroom hours of training and 4,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma or equivalent
- Must have a valid driver's license
- Must be physically able to perform duties
- Must complete drug testing
- Must have reliable transportation

Application Process:

For information on application process and schedule contact the New England Laborers' Training Fund Apprenticeship Office.



Contact Information:

Nick Pavone, New England Region Apprentice Coordinator
Joe Caparco, New England Region Apprentice Coordinator
Ray Johnson, New England Region Apprentice Coordinator
37 East Street
Hopkinton, MA 01748
Tel: (508) 544-9830 Fax: (508) 544-9836 Email:
apprenticeship@nelapp.org
<http://www.nelaborerstraining.com>

Millwrights

Millwrights install conveyors systems, escalators, giant electrical turbines and generators. They perform maintenance on machinery in factories, and do much of the precision work in nuclear power plants. Millwrights study and interpret blue prints, and engage in drilling, welding, and bolting. They work primarily in metal and with machinery and equipment requiring precision. Millwrights are members of the United Brotherhood of Carpenters and Joiners of America.

Millwrights Local 1121 JATC:

Length of Apprenticeship: 4 years; 640 hours of classroom training and 4,560 hours of on-the job training.

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma or equivalent
- Must have a valid driver's license

Contact Information:

Thomas Cole, Director
Apprenticeship and Training Fund
150 Hoppingbrook Rd.
Holliston, MA 01746
Tel: (617) 254-0042
Email: tcole@easternmillwrights-atf.com
Website: <https://www.easternmillwrights.com/>



Application Process:

Millwrights Local 1121 is accepting applications on a rolling basis. You can apply online at <https://www.easternmillwrights.com/Module/Application/Application/Mobile>



Operating Engineers

Operating Engineers operate and maintain heavy construction equipment such as cranes, excavators, loaders, pile drivers, and hoists. They use this equipment to excavate, move, or grade earth, erect structural steel, and pour concrete or other hard surface paving materials.

Operating Engineers Local 4 JATC:

Length of Apprenticeship: 4 years; 600 hours of classroom training and 8,000 hours of on-the job training.

Basic Requirements:

- Must be 18 years or older
- Must have a valid driver's license
- Must have a high school diploma or equivalent
- Must complete drug testing and a physical
- Must be physically able to perform duties
- Must be authorized to work in the U.S.
- Must reside in the jurisdiction of Local 4

Contact Information:

Mike Carey, Coordinator
Operating Engineers Local 4 JATC
One Engineers Way
Canton, MA 02021
Tel: (781) 821-0306
Email: office@local4training.org
www.local4training.org



Application Process:

Applications are open in November by appointment only. Applicants should call/email the Training Center office at office@local4training.org, 781-821-0306. Applicants must complete aptitude testing.

Operating Engineers Local 98 JATC (Western MA, Western NH, and VT)

Length of Apprenticeship: 4 years; 600 hours of classroom training and 6,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Must pass a Mandatory Drug Test and Physical.
- Must have residency within the jurisdiction of Local 98
- Must pass aptitude test.
- Must have a valid driver's license
- Must be physically able to perform duties
- Must be authorized to work in the US

Application Process:

Applications will be accepted for one week in the spring. Candidates should call the Training Center at 413-998-3230, extension 2, to be placed on the waiting list. Candidates will be required to pass an aptitude test.

Contact:

Nick Girolamo, Director
Operating Engineers Local 98 JATC
40 Hudson Dr.
Southwick, MA 01077
Tel: (413) 998-3230 Fax: (413) 998-3630
Email: ngirolamo@local98.org
<http://www.iuolocal98.org/training>

Painters and Allied Trades

Painters and Allied Trades (work in one or more of several crafts):

Coating Application Specialist (aka Industrial Painter):

Industrial Coating and Lining Application Specialists: Applies/installs protective coatings and linings to steel and concrete on complex structures, such as bridges and towers, ships and waterfront structures, manufacturing and processing facilities, and conventional and nuclear power generation facilities.

Drywall Finisher: Once the drywall has been securely installed, Tapers fill the joints between panels with a joint compound. The process for finishing drywall has evolved over many decades and is an overlapping process in which each step or application has an effect on the next step.

Glazier: An Architectural Glass and Metal technician, called a Glazier, is responsible for preparing, installing and removing various kinds of glass, mirrors, and metal framing.

Painter/Decorator: Painters and Decorators apply decorative and protective finishes in residential, commercial, institutional and industrial settings.



Painters and Allied Trades District Council #35 Finishing Trades Institute of New England

Length of Apprenticeship: 3 years; 450 hours of classroom training and 6,000 hours of on the job training

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma, GED, or Job Corps Completion Certificate
- Must have a valid driver's license
- Must show proof of work authorization in the U.S.
- Must be physically able to complete the dues
- Must pass a drug screening
- Must show proof of Covid-19 vaccination
- Attend, and successfully complete, Apprentice Information Session

Application Process: Starting 1st business day of month (except November & December) 25 applications will be accepted from 1-4 pm. Must complete online at <https://fti.unionlogic.net/fti-ne/> and deliver in person.

Eric Redding, Director
Finishing Trades Institute of New England
25 Colgate Road, Suite 221
Roslindale, MA 02131
Tel: (617) 524-0248
Email: Redding@FTINE.edu
<https://ftine.edu>



Painters and Allied Trades

Painters and Allied Trades District Council #11 Finishing Trades Institute of Southern New England (Glaziers Only - Dukes, Barnstable, Bristol, Nantucket, Franklin, Hampden, Berkshire, Hampshire Counties)

Length of Apprenticeship: 4 years; 476 hours of classroom training and 8,000 hours of on the job training

Basic Requirements:

- Complete the apprentice application form online or in person.
- Must be 18 years of age or older.
- Must provide a social security card.
- Must provide a valid drivers' license.
- Must provide a high school diploma, GED, or Job Corps Completion Certificate.
- Must be a U.S Citizen or be lawfully permitted to work in the US
- Must be physically able to perform the work required of the trade.
- Must complete a favorable interview with an assigned Interviewer.
- Must attend and successfully complete the Apprentice Orientation.

Application Process: accept applications on an ongoing basis; apply online at
<https://iupatdc11.com/content/apprenticeship-training-programs?src=topnav&src=topnav>

Training is conducted at: 79 Bradley St., Middletown, CT or 269 Macklin St., Cranston, RI

Michael Komaromi, Training Director
Finishing Trades Institute of Southern New England
79 Bradley St. Middletown, CT 06457
860-613-0700
komaromi@iupatdc11.com

Plasterers and Cement Masons

Cement Masons finish the exposed concrete surfaces of freshly poured floors, walls, sidewalks, foundations, dams, parking garages and lots, runways, warehouses, loading dock floors, and roads. They level, shape, and smooth surfaces using straight edgers or power screeds. Plasterers apply plaster, cement or acrylic material to the interior and exterior walls and ceilings of a variety of large industrial and commercial projects.

Plasterers and Cement Masons Local 534 JATC

Length of Apprenticeship: 3-4 years; 400 hours of classroom training and 6,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years or older
- Must have a valid driver's license
- Must have a high school diploma or equivalent
- Must complete drug testing
- Must be physically able to perform duties
- Must be authorized to work in the U.S.

Contact Information:

William Redmond, Director of Training
Plasterers and Cement Masons Local 534
7 Frederika Street
Dorchester, MA 02124
Tel: (617) 825-5200
Email: wredmond534@gmail.com



Application Process:

Apprentice applications are taken year round and can be downloaded at <https://bostonlocal534.org/local-534-is-now-accepting-new-apprentice-applications/>. Email completed application to: wredmond534@gmail.com.



Pipe Trades—Plumbers, Pipefitters and Sprinklerfitters

Although the pipe trades are sometimes considered a single trade, workers generally specialize in one of three trades. Plumbers repair, install, or alter the water, waste disposal, drainage, and gas systems in homes and commercial and industrial buildings. They install plumbing fixtures – bathtubs, toilets, sinks, showers – and appliances such as dishwashers and water heaters. Pipefitters repair and install both high and low-pressure pipe systems that are used in manufacturing, in the generation of electricity, and in heating and cooling buildings. They also install automatic controls that are used to regulate these systems. Steamfitters install pipe systems that move liquids or gases under high pressure and provide refrigeration installation and service. Sprinklerfitters install and service fire protection systems including fire standpipes, sprinklerheads and fire pumps.

Plumbers and Pipefitters Local 4 JATC (Central MA)

Length of Apprenticeship: 5 years; 1,230 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License

Application Process: Applications are accepted first Tuesday of each month at Local 4's union hall between 9 am-3 pm. A non-refundable \$25 fee in the form of a bank check or money order is required. A no-fail math assessment will be administered at the time of application.

Contact: Wendy Parsons

Plumbers and Pipefitters Local 4
150 Hartwell Street
West Boylston, MA 01583
Tel: (508) 835-1150, x 10 Fax: (508) 835-1154
Email: wendy@ualocal4.com
www.ualocal4.com



Plumbers and Gasfitters Local 12 JATC (Boston Area)

Length of Apprenticeship: 5 years; 1,000 hours of classroom training and 8,500 hours of on-the-job training.


Basic Requirements:

- Must be 18 years of age or older.
- Must have a US High School Transcript or a US GED with transcript of grades
- Valid Drivers License
- Authorized to work in the US
- Must take an aptitude test

Application Process: Applications will be taken online in the month of January. A \$59.00 non refundable fee payable by debit or credit card is required.

Contact:

Rick Carter, Director
Plumbers & Gasfitters Local 12 JATC
1240 Massachusetts Ave.
Boston, MA 02125
Tel: (617) 288-1010; Fax: (617) 288-5553 Email:
info@local12training.org
<http://www.plumbersandgasfitterslocal12.org/training.aspx>



Plumbers and Pipefitters Local 51 JATC (Southeastern MA and RI)

Length of Apprenticeship: 5 years; 1230 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Applicants must be 18 years of age by September of the application year
- Have a High School or GED Graduation Diploma OR A letter from their High School stating that the applicant is on track to graduate by June of the application year
- Valid Drivers License and Social Security Card.
- Drug testing required for application.
- Must pass aptitude test.

Application Process: Applications are accepted the first 2 weeks of March and must be completed online.

Contact:

Steve Affonso, Coordinator
Plumbers and Pipefitters Local 51 JATC
11 Hemingway Drive
East Providence, RI 02915
Tel: (401) 943-7301 Fax: (401) 943-8027
Email: saffonso@ualocal51.com
<https://www.ualocal51.com/apprenticeship.aspx>

Plumbers and Pipefitters Local 104 JATC (Western MA)

Length of Apprenticeship: 5 years; 1230 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.
- Must have a Birth Certificate
- Must pass and Aptitude test
- Must pass a drug test upon acceptance

Contact:

Steve Bradley, Director
Plumbers and Pipefitters Local 104 JATC
86 Lower Westfield Rd.
Holyoke, MA 01040
Tel: (413) 594-5152; Fax: (413) 203-0061
Email: sbradley@ua104.org
ualocal104.org/

Application Process: Contact Apprenticeship Program.

Pipefitters, Refrigeration, Air Conditioning and Oil Burners Local 537 JATC (Eastern MA)

Length of Apprenticeship: 5 years; 1230 hours of classroom training and 8,500 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have Birth Certificate.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.
- Must pass drug test upon acceptance. Record of Physical Examination & Doctor's Certificate or Letter stating applicant is physically capable of performing the work of the trade
- Must pass Aptitude test.

Application Process: Applications accepted every year in the month of January only. Applications must be filled out in person at the Training Center.

Contact:

Paul McGrath, Coordinator
Pipefitters Local 537 JATC
40 Enterprise Street
Dorchester, MA 02125
Tel: (617) 825-3777; Fax: (617) 825-1458
Email: p McGrath@537trainingcenter.org
<https://pipefitters537.org/apprentices/application-process/>



Sprinklerfitters Local 550 JATC

Length of Apprenticeship: 5 years; 800 hours of classroom training and 8,500 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License.
- Must be legally authorized to work in the United States.
- Must have high school diploma or GED.
- Must be authorized to work in US

Application Process: Contact local for application acceptance dates. Applicants will be invited to participate in an oral interview to be conducted by the Joint Apprenticeship Committee. Applicants will be placed on the apprentice program eligibility based upon the oral interview.

Contact:

Michael MacDonnell, Training Director
195 Libbey Industrial Pkwy
Weymouth, MA 02189
Telephone: 339-201-7912 Fax: 339-201-7911
Email: mike@sprinklerfitters550.org
<https://sprinklerfitters550.org/training.aspx?zone=training&pID=2793>

Road Sprinklerfitters Local 669 (United States)

Local Union 669 is a nationwide local union. This gives the members of Local 669 the flexibility to work in almost any part of the United States they would like to seek employment. The principle function of a Sprinkler Fitter is the installation of Fire Protection systems.

Length of Apprenticeship: The Apprenticeship Program is a 5-year program with on the job training and a 19 Course correspondence through a nationally recognized university. Once you have entered the Apprenticeship Program and have completed a six-month probationary period you will be become a member of Local 669.

Basic Requirements:

- Must be at least 18 years old.
- Must have a high school diploma or GED.
- Must be physically fit to do the work of the trade.
- Must pass appropriate drug test.

Contact:

Sprinkler Fitters Local Union 669
Joint Apprenticeship & Training Committee
7050 Oakland Mills Road, Suite 100
Columbia, MD 21046
Tel: (410) 312-5202 or (800) 638-0592
www.sprinklerfitters669.org



Roofers and Waterproofers

Roofers weatherproof buildings by applying shingles made from fiberglass, slate, tile, and cedar or composite material such as felt rubber membrane. They also apply built-up rubber, PVC and modern bitumen. Waterproofers apply materials to plaza decks and building foundations to keep moisture out.

Roofers and Waterproofers Local 33 JATC (Eastern MA)

Length of Apprenticeship: 3 years; 450 hours of classroom training and 6,000 hours of on-the job training.

Basic Requirements:

- Must be 18 years or older
- Must have a high school diploma or equivalent
- Must have a valid driver's license and vehicle
- Must be physically able to perform duties
- Must complete drug testing and physical
- Must be authorized to work in the U.S.

Contact:

Willie Hernandez, Director
Roofers Local 33 JATC
53 Evans Drive
Stoughton, MA 02072
Tel: (781) 341-9197
Email: willie@rul33.com



Application Process:

Roofers Local 33 is accepting applications on a rolling basis. Contact Will Hernandez for more information (781) 341-9197, willie@rul33.com

Roofers and Waterproofers Local 248 JATC (Western Massachusetts)

Length of Apprenticeship: 4 - 5 years depending upon hours worked; 450 hours of classroom training and 6,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and vehicle.
- Physically capable of performing work in the roofing trade.
- Mandatory drug screening and fitness physical.

Application Process: Please contact JATC for application acceptance dates

Contact:

Roofers Local 248
63 1/2 Main Street
Chicopee, MA 01020
Tel: (413) 594-5291 Fax: (413) 594-5391

Sheet Metal Workers

Sheet Metal workers build interior and exterior architectural work. They build a wide variety of products from sheets of steel, aluminum, copper and other alloys and install the finished products. They fabricate and install HVAC components and work in industrial plants and perform specialty fabrication.

Sheet Metal Workers Local 17 JATC (Boston, New Bedford/Fall River)

Length of Apprenticeship: 5 years; 1,000 hours of classroom training and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 18 years of age or older
- Must have a high school diploma or equivalent.
- Valid Driver's License
- Must be physically capable of performing work of the trade.
- Pre-hire physical & drug screening
- Orientation & Interviews
- Must reside in jurisdictional area.

Application Process: Applications must be completed online and are available January - April 15

at https://formfaca.de/sm/7T_8VUIVm

For updates and additional information visit <http://www.lu17jatc.org/becoming-an-apprentice/>

Contact:

John Martin, Training Coordinator
Sheet Metal Workers Local 17 JATC
1181 Adams St.
Dorchester, MA 02124
Tel: (617)298-0850; Fax: (617)296-5835
Email: jmartin@lu17jatc.org
www.lu17jatc.org





Sheet Metal Workers Local 63 JATC (Central and Western MA)

Length of Apprenticeship: 5 years; 750 hours of Related Theory Instruction and 10,000 hours of on-the-job training.

Basic Requirements:

- Must be 17 years of age or older
- Must have a high school diploma or GED equivalent
- Must have Valid Driver's License and Reliable Transportation
- Physically capable of performing work
- Pre-hire drug screening

Application Process:

Applicants are accepted throughout the year and are available to download under "Training" at <https://smwsmartlocal63.org>. Applications must be submitted to the Union Hall. Testing and Interviews take place from April-June.



Contact Information:

Scott Demers, Training Coordinator
Sheet Metal Workers Local 63
32 Stevens Street
Springfield, MA 01104
Tel: (413) 747-1808
Email: sdemers@smart-nerc.org
<https://smwsmartlocal63.org>

Teamsters

The Teamsters union has several divisions, including a Building Material and Construction Trades Division. Members in this division are truck drivers who transport and haul material, equipment, merchandise, or personnel between various locations – including construction sites, manufacturing plants, freight depots, warehouses, and wholesale and retail facilities. They may also load and unload, make mechanical repairs and keep trucks in good working order.

Basic Requirements:

- Must be 18 years of age or older
- Must hold a valid driver's license
- Must obtain a DOT Medical Certificate
- Must obtain a MA or NH CDL Class A Learner's Permit
- Must pass a DOT Pre Employment Drug Screen and will be subject to Random Drug Testing during Apprenticeship Program
- Employment in a Teamster Occupation is strongly suggested



Contact:

Mark Cerato or Tom Morrissey
Teamsters Local 25
544 Main St.
Charlestown, MA 02129
Tel: (978) 851-4782
Email: mcerato@teamsterslocal25.com
tmorrissey@teamsterslocal25.com



Pre-Apprenticeship Programs

If you don't meet the requirements for apprenticeship training right now, or are interested in a career in construction but not sure what trade you would like to pursue, there are pre-apprenticeship programs that can help you qualify in less than six months.

Building Pathways (serving greater Boston)

Mary Vogel, Executive Director
1705 Columbus Ave.
Roxbury, MA 02119
Tel: 617-238-5292
Email: info@buildingpathwaysma.org
<https://buildingpathwaysma.org>



Building Pathways, Worcester-Fitchburg

Arianna Drummy
Mass Hire Central
340 Main St., Suite 400
Worcester, MA 01608
Tel: (508) 373-7641
Email: DrummyA@masshirecentral.com

Building Pathways South (MA)

Yvonne Tobey
Project Coordinator
Tel: (774) 238-1165
Email: buildingpathways.south@gmail.com

Community Works (serving Western MA)

Jeff Napolitano
Program Director
Tel: (413) 545-1472
Email: communityworks@umass.edu
www.communityworkswesternmass.org



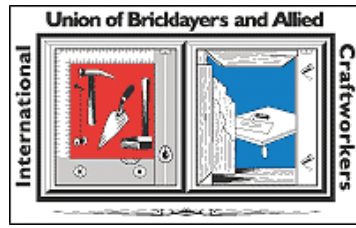
Applicant Checklist

If you are interested in a career in the building trades, here is a list of items you may want to consider pursuing before you apply:

- Researching your trade of choice and talking to the local apprenticeship program about the type of work expected in your trade
- Acquiring a high school diploma or equivalent
- Learning basic math skills including reading a ruler, basic arithmetic, basic geometry, or even basic algebra skills
- Acquiring a valid Driver's License
- Having reliable transportation, preferably a personal vehicle
- Acquiring 1-2 letters of recommendation that can be submitted with your application
- Being physically fit, including the ability to complete tasks such as heavy lifting, climbing several flights of stairs, completing repetitive motions, etc.
- Being able to pass drug/alcohol testing
- Having proof of authorization to work in the U.S. (Such as a social security card, birth certificate, passport, Permanent resident card, or other acceptable document.)
- Acquiring basic safety gear and clothing necessary to work outside (Some items to consider would be a hard hat, safety glasses, work gloves, safety vest, boots, rain gear, and fluorescent clothing.)
- Acquiring basic tools for your trade and becoming familiar with how to use them. (If you are unsure what tools a first year apprentice needs in your trade, ask the local apprenticeship program!)



BUILDING TRADES TRAINING DIRECTORS ASSOCIATION OF MASSACHUSETTS



SHEET METAL | AIR | RAIL | TRANSPORTATION



COMMITTED TO TEACHING SKILLS THROUGH APPRENTICESHIP AND TRAINING





SECTION 9

Apprenticeship
Training Centers



Directory of Joint Apprenticeship Training Centers In Massachusetts



WHY A CAREER IN CONSTRUCTION?

Construction is an industry that will always need skilled workers. Economists predict a pending shortage of skilled workers as baby boomers retire so we will be looking for workers to enter apprenticeships.

Many people are drawn to the building and construction trades because they enjoy an active, hands-on job with variety, one in which they can physically see the outcome of their work. Many cite a deep satisfaction with being part of an important project in the community, or being trusted to tackle a challenging portion of a high-profile project that allows you to showcase your high level of skill.

THE UNION ADVANTAGE

It's easy to find a job in construction, but becoming a skilled journey worker with the union is a career choice for a lifetime. The Building Trades unions and their signatory contractor partners operate over 30 joint apprenticeship training centers (JATCs) across Massachusetts producing the most qualified craftspeople in the industry.

Unlike any other program of its kind, union apprenticeship allows you to earn while you learn. Once you become an apprentice, you work and attend a specific number of hours of classroom training, which you also are paid for. The classroom training provides safety and entry-level skills to get you started. You work under a skilled journey worker on the job, learning how to become the very best in your craft.

All craft workers are encouraged to continue their education, learning and growing throughout their careers. And, many apprentice programs offer college credit.

Wages in union construction are very good, and benefits such as health insurance and retirement pension, provide security for you and your family.

JOINT APPRENTICE TRAINING CENTERS IN MASSACHUSETTS

General information about the Building Trades JATCs in Massachusetts is provided below. Please contact the JATC directly for the most up-to-date and complete information about program curriculum and duration, wages and benefits, and entrance and other requirements.

Boilermakers

Boilermakers are responsible for assembling, erecting, and maintaining boilers, tanks, pressure vessels, heat exchangers, calandrias, pollution control systems, furnaces, condensers, water towers, penstocks and scroll casings using hoisting, rigging, welding equipment, tools and hardware as required by drawings, specifications, and applicable codes and standards.

Boilermakers Northeastern Area JATC

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 576 classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 1st Year: 65% of Journeyperson's Wage.
- 2nd Year: 70% of Journeyperson's Wage.
- 3rd Year: 80% of Journeyperson's Wage.
- 4th Year: 90% of Journeyperson's Wage.

Basic Requirements:

- Must be at least 18 years old
- Must have a high school diploma or G.E.D. certificate.

Application Process:

Applications will be distributed on the LAST FRIDAY of EVERY MONTH from 8:00 AM to 11:00 AM Contact:

Jason Dupuis, Dir.
Boilermakers Northeastern Area JATC
297Burnside Ave
East Hartford, CT 06108
Tel: (860) 569-8368
Fax: (860) 291-0802
Mail to: Jasondupuis90@aol.com

Tom Saccoach, Business Manager
Boilermakers Local 29
68 Sagamore Street
North Quincy, MA 02171
Tel: (617) 328-8400
Fax: (617) 328-7582
Mail to: toms@bmlocal29.org <http://www.bmlocal29.org/>

Bricklayers

Bricklayers work in varied aspects of building, industrial, commercial and residential construction. Bricklayers build walls, chimneys, fireplaces, and other structures made of brick. They also work with concrete and cinder blocks, tile, marble, and terra cotta.

Bricklayers and Allied Craftworkers Local 3

MA-ME-NE-RI

Length of Apprenticeship:

- Approximately Four (4) years
- Apprentices must attend 480 classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 1st Year: 50-60% of Journeyperson's Wages.
- 2nd Year: 70-80% of Journeyperson's Wages.
- 3rd Year: 80-90% of Journeyperson's Wages.
- 4th Year: 90-100% of Journeyperson's Wages.

Basic Requirements:

- Must be at least 18 years old.
- Must have the physical ability to perform the work normally done by craft
- Drivers License Preferred.
- High School Diploma or G.E.D certificate

Application Process:

Springfield Location-

Applications taken the whole month of September.

Boston Location-

Open Enrollment first week of January.

Interviews and testing are ranked during interviews. Trustees select candidates after the process is completed.

School Calendar

September-Mid May-

Required by state-144 hours of training each year One assigned night of training each week.

Contact:

Richard Forcione, Administrator BAC Local 3 MA-ME-NE-RI

64 Mt. Vernon Street. Dorchester, MA 02122

Tel: (413) 737-5999

Fax: (413) 737-6029

Tel: (617) 242-5507

Fax: (617) 242-0021

Mail to:Rflocal3@yahoo.com

Carpenters

Carpenters work in many settings, from the building of small residential homes, to the fabrication of the most complex industrial settings. They weld metals, mold plastics, saw wood, form concrete, build scaffolds and layout the tallest buildings. Their tools are hammers, saws, lasers, digital and electric devices, as well as basic organizational skills. Carpenters work in a variety of conditions and have a wide range of skill levels.

Much of the skills training for apprentice carpenters in Massachusetts are conducted at the New England Carpenters Training Center in Millbury, Massachusetts.

New England Carpenters Training Fund

Training Apprentices & Journeymen from
ME, MA, NH, RI, & VT

Serving Locals 26, 33, 40, 67, 94, 107, 108, 111,118, 218, 275, 424, 475, 535, 624 723,1305,1996

Length of Apprenticeship:

- Four (4) years
- Apprentices must attend 640 classroom hours of training.
- Apprentices must complete 5,200 on-the-job hours to graduate from the program.

Wages:

- 1st year: 50-60% of Journeyperson's Wages.
- 2nd year: 70-75% of Journeyperson's Wages. -
- 3rd year: 80% of Journeyperson's Wages.
- 4th year: 90% of Journeyperson's Wages.

Basic Requirements:

- Must be 17 years of age or older.
- Must be in good physical condition; may require a physical.
- A high school transcript or G.E.D. scores is preferred. However, an applicant may provide proof of satisfactory completion of pre-job preparatory course in Carpentry of at least six months such as United Brotherhood of Carpenters Job Corps, or other approved carpentry apprentice preparatory course. Documentable on-the-job training of six months or 1500 hours experience in the construction field would also qualify an applicant as having met the minimum educational requirements.
- Must pass drug and alcohol test
- Must pass an interview
- Although there are no residency restrictions, residents of union jurisdictions preferred.

Application Process:

- Applicants must attend an informational session, which runs approximately one hour.
- Apprenticeship applications are distributed at the conclusion of informational sessions.
- Attendance for the entire informational session is mandatory. Late arrivals will be denied admission to that session

Schedule:

- Boston Carpenters Training Center:

750 Dorchester Avenue, 2nd Floor, Dorchester, MA

First Monday of every month at 9:00 AM and 3:00 PM.

-New England Carpenters' Training Center:

13 Holman Rd, Millbury, MA

Third Wednesday of every month at 6:00 PM

-Portland, ME: Local Union 1996, 63 Bishop St., Portland, ME 04103

First Wednesday of January, April, July & October at 6:00pm

-Burlington, VT: Local Union 1996,

5 Gregory Drive, Burlington, VT 05403

Saturday, September 15, 2012 at 8:00 am and Wednesday, January 30, 2013 at 6:00 pm

Manchester, NH: Local Union 118,

900 Candia Road, Manchester, NH 03104

Second Wednesday of January, April, July, October at 6:00 pm

Contact:

Lyle Hamm, Director 13 Holman Road

Millbury, MA 01527

Tel: (508)792-5443

Fax: (508) 752-5762

Email: info@nectc.org <http://necarpenterstraining.org>

Electrical Workers and Telecommunications

Electricians assemble, install, maintain and test electrical equipment and wiring systems in residential, commercial, and industrial settings. They provide new wiring; power and controls to motors, HVAC and other equipment including light fixtures, fire alarms, traffic signals, outdoor lighting, process controls and energy management. In addition they work with fiber optics, telephone communications, and temperature controls amongst other systems.

International Brotherhood of Electrical Workers (IBEW) Local 7 JATC (Western MA)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 900 classroom hours of training.
- Apprentices must complete 8,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40-55% of Journeyperson's Wages.
- 2nd year: 50% of Journeyperson's Wages.
- 3rd year: 55% of Journeyperson's Wages.
- 4th year: 65% of Journeyperson's Wages.
- 5th year: 70% of Journeyperson's Wages.

Application Process:

Applications are accepted by appointment only after an informational meeting has been attended. Informational meetings are held from September through January each year. Requirements for admission are explained at informational meetings and at local7jatc.com. Dates and times are also at local7jatc.com.

Application Deadline for appointments to apply is the last weekday in January each year.

School Calendar

- September to May: Tuesday and Thursday nights, 6-9 pm with some Saturday training.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- 1 year passing grades in high school level algebra.
- Must obtain qualifying score on aptitude test.
- Required to pass a mandatory drug test.

Contact:

Mark Kuenzel, Dir. IBEW Local 7 JATC
185 Industry Ave.
Springfield, MA 01104
Tel: (413) 737-2253
Fax: (413) 788-5824
Mail to: mkuenzel@local7jatc.com
<http://local7jatc.com/>

IBEW Local 96 JATC (Worcester Area)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 765 classroom hours of training
- Apprentices must complete 8,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40-43% of Journeyperson's Wages.
- 2nd year: 48% of Journeyperson's Wages
- 3rd year: 55% of Journeyperson's Wages.
- 4th year: 65% of Journeyperson's Wages.
- 5th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Proof of completion of Algebra I.
- Must live within the jurisdiction of Local 96.

Application Process:

Open enrollment but test only once a year. Next test will be March 2011.

Contact:

Leo Miller
IBEW Local 96 JATC
51 Union St.
Worcester, MA 01608
Tel: (508) 753-8635
Fax: (508) 754-8944
Mail to: Leo@ibewlocal96.org
<http://ibewlocal96.org/apprenticeship-opportunities>

IBEW Local 99 JATC

(Seekonk, Attleboro, and North Attleboro, MA and Rhode Island)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 900 classroom hours of training.
- Apprentices must complete 8,000 on-the-job hours to graduate from the program.

Wages:

Apprentice Wireman – Ten periods (approx. 6 months each period):

- 1- 42% of Journeyman Wireman Rate
- 2 - 47% of Journeyman Wireman Rate
- 3 - 52% of Journeyman Wireman Rate
- 4- 55% of Journeyman Wireman Rate
- 5 - 58% of Journeyman Wireman Rate
- 6 - 60% of Journeyman Wireman Rate
- 7 - 65% of Journeyman Wireman Rate
- 8 - 70% of Journeyman Wireman Rate
- 9 - 75% of Journeyman Wireman Rate
- 10 - 75% of Journeyman Wireman Rate

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Must be physically capable of performing work.
- Must have completed one year of algebra with a passing grade of 70
- Must obtain qualifying score on aptitude test conducted by the Apprentice and Training Fund and interview required for admission.

Application Process:

Applications to join the JATC Program are available at the Union Hall only on the 1st and 3rd Wednesday of the month from October, 2010 through January, 2011.

Contact:

Joseph Anderson, Training Director
IBEW Local Union 99 Training Center
22 Amflex Drive
Cranston, RI 02921
Tel: (401) 946-9908
Fax: (401) 946-5995
Mail to: janderson@ibewlu99.org
http://www.ibew99.org/Local_99/local99_index.htm

IBEW Local 103 JATC (Greater Boston)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,050 classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 45% of Journeyperson's Wages.
- 3rd year: 50% of Journeyperson's Wages.
- 4th year: 60% of Journeyperson's Wages.
- 5th year: 70% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Proof of completion of High School Math (Algebra).
- Must live within the jurisdiction of Local 103.
- Must obtain qualifying score on aptitude test Application Process:

Applications for admission to the JATC are accepted once a year. While the dates will vary a little, you can expect us to open the application process in the beginning of November and it traditionally lasts a couple of weeks. Those that complete the application will be asked back for a basic mechanical aptitude test sometime in January or February. Those that meet the minimum test score will be scheduled for an interview in the spring.

Contact:

Christopher D. Sherlock, Training Director IBEW Local 103 JATC
194 Freeport St.
Dorchester, MA 02122
Tel: (617) 436-0980
Fax: (617) 436-1081
Mail to csherlock@ibeweducation.com
<http://www.bostonjatc.com>

IBEW Local 223 JATC

(South Shore, Cape Cod & Islands)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,000 classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40-45% of Journey person's Wages.
- 2nd year: 45-50% of Journey person's Wages.
- 3rd year: 50-60% of Journey person's Wages.
- 4th year: 60-70% of Journey person's Wages.
- 5th year: 70-80% of Journey person's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- \$40.00 processing fee.
- Must show evidence of successful completion of one full year of high school algebra with passing grade.
- Must reside in the jurisdiction of Local 223-Southeastern MA, Cape Cod & Islands.

Application Process:

Applications are accepted from January 1 until December 31 for the following year's apprenticeship class. Applicants for the program must first fill out an application in person at the union hall. If you meet the requirements you will be scheduled to take the NJATC apprenticeship aptitude test. If you obtain a qualifying score on the test, you will be scheduled for an oral interview with the apprenticeship acceptance committee.

Contact:

Robert Revil, Director IBEW Local 223 JATC
111 Rhode Island Road
P.O. Box 1238 Lakeville, MA 02347 T
el: (508) 947-8555
Fax: (508) 946-5417
Mail to: brevil@ibew223.org
<http://www.ibew223.org/>

Elevator Constructors

Elevator constructors and mechanics assemble, install, and replace elevators, escalators, dumbwaiters, moving walkways and similar equipment in new and old construction. After installation, members service, maintain, and repair equipment, much of which is electronically controlled. Installers and repairers alike have a thorough knowledge of electronics, electricity, and hydraulics.

National Elevator Constructors Educational Program

Length of Apprenticeship:

- Four and ½ (4.5) years.
- Apprentices must attend 600 classroom hours of training.
- Apprentices must complete 6,800 on-the-job hours to graduate from the program.

Wages:

- 1st year: 50-55% of Journeyperson's Wages.
- 3rd year: 70% of Journeyperson's Wages.
- 4th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Oral interview administered by union.
- Required to pass a mandatory drug test.

Application Process:

Applications request are made in person or by mail. Applications are only accepted during open recruitment periods. For open recruitment information visit our website or contact the Local Area Coordinator for your region. Upon submission of application, there are two more steps before one can be considered for apprenticeship: the Elevator Industry Aptitude Test (EIAT) and interview. The EIAT Test is scored on a pass/fail basis; with 70% correct being the minimum passing grade. Applicants who receive a score of 70% or higher will be scheduled for an interview.

Contact:

Jessica Ortega
Elevator Constructors Local 4 (Eastern MA)
50 Park Street
Dorchester, MA 02122
Tel: 617-288-1547
Fax: 617-288-6724
Mail to: jess@iueclocal4.com
<http://www.neiep.org/default.aspx>

Jeffrey Nash, Business Manager
Elevator Constructors Local 41 (Central and Western MA) PO Box 1456
Sterling, MA 01564
Tel: 978-422-4777
Fax: 978-422-5131
Mail to: iuec41@comcast.net
<http://www.iueclocal41.org>

Floorcoverers

New England Carpenters Training Fund

Floorcoverers are responsible for floor covering work in banks, insurance companies, hospitals, school systems, industrial plants, institutions of higher learning, multi-unit housing sectors, both within the public and private sector. This work involves the installation of carpeting, sheet vinyl, vinyl tile, ceramic tile, wood, and laminates. Floorcoverers are members of the United Brotherhood of Carpenters and Joiners of America.

Training Apprentices & Journeymen from ME, MA, NH, RI, & VT Serving Locals 94, 108, 2168

Length of Apprenticeship:

Four (4) years

Apprentices must attend 640 classroom hours of training.

Apprentices must complete 5,200 on-the-job hours to graduate from the program.

Wages:

1st year: 50-60% of Journeyperson's wages.

2nd year: 70-75% of Journeyperson's wages.

3rd year: 80% of Journeyperson's wages.

4th year: 90% of Journeyperson's wages.

Basic Requirements:

- Must be 17 years of age or older.
- Must be in good physical condition; may require a physical. Must provide a high school transcript or G.E.D. scores.
- Must pass an interview
- Although there are no residency restrictions, residents of union jurisdictions preferred.

Application Process:

- Applicants must attend an informational session, which runs approximately one hour.
- Apprenticeship applications are distributed at the conclusion of informational sessions.
- Attendance for the entire informational session is mandatory. Late arrivals will be denied admission to that session

Schedule:

Boston Carpenters Training Center:

750 Dorchester Avenue, 2nd Floor, Dorchester, MA

First Monday of every month at 9:00 AM and 3:00 PM.

New England Carpenters' Training Center:

13 Holman Rd, Millbury, MA

Third Wednesday of every month at 6:00 PM

Contact:

Lyle Hamm, Director 13 Holman Road

Millbury, MA 01527

Tel: (508)792-5443

Fax: (508) 752-5762

Email: info@necctc.org

<http://necarpenterstraining.org/>

<http://www.nefca.us/> (contractors association)

Heat and Frost Insulators

Heat and Frost Insulators Local 6 JATC (Asbestos Workers)

Heat and Frost Insulators apply insulation materials to pipes, tanks, boilers, ducts, refrigeration equipment and other surfaces requiring the thermal control of temperatures or soundproofing. Workers also do removal of hazardous waste and clean duct systems.

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 600 classroom hours of training.
- Apprentices must complete 6400 on-the-job hours to graduate from the program.

Wages:

- 1st Year: 50% of Journeyperson's Wage.
- 2nd Year: 60% of Journeyperson's Wage.
- 3rd Year: 70% of Journeyperson's Wage.
- 4th Year: 80% of Journeyperson's Wage.

Basic Requirements:

- Must apply in person.
- Must be at least 18 years old.
- Must have valid drivers license.
- Must have a high school diploma or G.E.D. certificate.
- Applicants are not required to have taken specific high school courses; however, course in woodworking and mechanical drawing provide a strong educational foundation for insulation work.
- Algebra and geometry courses are excellent preparation for learning to read blueprints. A general science or physics course will enhance your understanding of how heat and sound are conducted.
- Must take and pass State assessment test
- Must be interviewed by Joint Apprenticeship Committee.

Application Process:

Contact JATC for application acceptance dates.

School Calendar:

September to June

Either Tuesday and Thursday from 5:00 pm -9:00 pm or Saturday 7:00 am- 3 3:30 pm

Contact:

Rick Rothwell, Coordinator Asbestos Workers Local 6 JATC 303 Freeport Street
Dorchester, MA 02122

Tel: (617) 436-4666

Fax: (617) 265-9887

Mail to: rjrothwell@hotmail.com <http://insulatorslocal6.com/apprenticeship-program>

Iron Workers

Iron workers erect, assemble, or install fabricated structural metal products, usually large metal beams. These beams are used in the erection of industrial, commercial or large residential buildings. Workers also erect the steel framework on bridges, storage tanks, overhead crane runways; as well as pre-cast concrete and ornamental iron work amongst other projects.

Iron Workers Local 7 JAC

Length of Apprenticeship:

- Three (3) years
- Apprentices must attend 800 classroom hours of training.
- Apprentices must complete 4,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 60-65% of Journeyperson's Wages.
- 2nd year: 70-75% of Journeyperson's Wages.
- 3rd year: 80-90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- 10th grade transcripts.
- Proof of citizenship or legal alien status.

Application Process:

Applications accepted first two weeks of January. Applicants are accepted in May.

School Calendar:

September thru May – Students attend classes 3 nights each month and 3 weeks per school year.

Contact:

Neal McKelligan, Dir.
Iron Workers Local 7 JAC
195 Old Colony Ave, Box 7
South Boston, MA 02127
Tel: (617) 268-0707
Fax: (617) 268-0998
Mail to: nealm@iw7jac.org
<http://www.ironworkersdcne.org/training/default.htm>

Laborers

Laborers must have a working knowledge of all work performed by other building trades because they are tenders and helpers of many other crafts. Tasks include but are not limited to: road, highway, bridge, and tunnel building and repair, site preparation and cleanup, laying underground pipe and placing cement. Additionally, they often operate small power tools and work in demolition. Most of the skills training for laborer apprentices is conducted at the New England Laborer's Training Trust Fund Training Academy in Hopkinton, MA.

New England Laborers Apprenticeship Program

Length of Apprenticeship:

- Two (2) years.
- Apprentices must attend 300+ classroom hours of training.
- Apprentices must complete 4,000 on-the-job hours to graduate from the program.

Wages:

- 1000 hrs: 60% of Journeyperson's Wages.
- 2000 hrs: 70% of Journeyperson's Wages.
- 3000 hrs: 80% of Journeyperson's Wages.
- 4000hrs: 90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years old & physically able to perform the work of the trade.
- Must submit to drug testing prior to being accepted into the program
- Must have a high school diploma or GED equivalent.
- All applicants must have a valid driver's license.
- All applicants must have reliable transportation.

Application Process:

Applications are accepted quarterly. Check with New England Laborers Construction Craft Apprenticeship on specific dates.

Contact:

Scott Coleman, Massachusetts Coordinator
New England Laborers Construction Craft Apprenticeship 37 East Street
Hopkinton, MA 01748
Tel: (508) 544-9830
Fax (508) 544-9836
Mail to: scliuna@gmail.com
<http://www.nelaborerstraining.com/>

New England Laborers Training Trust Fund Training Academy

Most of the skills training for laborer apprentices are conducted at the New England Laborer's Training Trust Fund Training Academy in Hopkinton, MA. Application to the Laborers' apprentice program should be made to the JATC listed above.

Contact:

Jamie Merloni III, Director 37 East Street
Hopkinton, MA 01748
Tel: (508) 435-6316
Fax: (508) 435-4302
Mail to: neltatraining.karen@gmail.com
<http://www.nelaborerstraining.com/>

Millwrights

Millwrights install conveyors systems, escalators, giant electrical turbines and generators. They perform maintenance on machinery in factories, and do much of the precision work in nuclear power plants. Millwrights study and interpret blue prints, and engage in drilling, welding, and bolting. They work primarily in metal and with machinery and equipment requiring precision. Millwrights are members of the United Brotherhood of Carpenters and Joiners of America.

Millwrights Local 1121 JATC

Length of Apprenticeship:

-Four (4) years.

Apprentices must attend 768 classroom hours of training.

Apprentices must complete 8,000 on-the-job hours to graduate from the program.

Wages:

1st year: 50-% of Journeyperson's Wages.

2nd year: 60% of Journeyperson's Wages.

3rd year: 65% of Journeyperson's Wages.

4th year: 80% of Journeyperson's Wages.

Basic Requirements:

-Must be 18 years of age or older.

-Must have a high school diploma or G.E.D. certificate.

Application Process:

To attend training you must arrive in person at the Training Center located at 90 Braintree Street, Allston, Massachusetts 02134 between 7:00 a.m. and 3:30 p.m. on the second Wednesday of each month to complete an application. At the end of July of each year, the Trustees interview the applicants who will be attending the new class that begins in August.

Contact:

Art Delucia, Administrator

Eastern Millwrights Regional Council Apprenticeship and Training Fund 90 Braintree Street

Allston, MA 02134

Tel: (617) 254-0042

Fax: (617) 783-5554

Mail to: adldl@hotmail.com;

scotto@millwrightsne.org

<http://www.ubcmillwrights.org/training.shtml>

Operating Engineers

Operating Engineers operate and maintain heavy construction equipment such as cranes, excavators, loaders, pile drivers, and hoists. They use this equipment to excavate, move, or grade earth, erect structural steel, and pour concrete or other hard surface paving materials.

Operating Engineers Local 4 JATC (Eastern MA, Eastern N.H., Maine)

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 600 classroom hours of training.
- Apprentices must complete 8,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 55-60% of Journeyperson's Wages.
- 2nd year: 65-70% of Journeyperson's Wages.
- 3rd year: 75-80% of Journeyperson's Wages.
- 4th year: 85-90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Must have a drivers' license.
- Pass a Mandatory Drug Test and Physical.
- Physically able to perform work requirements.
- Must reside within jurisdiction of Local 4.
- Take an administrated aptitude test.
- Proof of citizenship or legally able to work.

Application Process:

Contact Apprenticeship and Training Program for information of application acceptance dates.

Contact:

John Gaffny, Jr., Coordinator
OE Local 4 Apprenticeship and Training Program 1 Engineers Way
Canton, MA 02021
Tel: (781) 821-0306
Fax: (781) 821-6178
Mail to: office@local4training.org
<http://www.local4training.org/>

Operating Engineers Local 98 JATC (Western MA, NH, and VT)

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 144 per yr. of classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 60% of Journeyperson's Wages.
- 2nd year: 70% of Journeyperson's Wages.
- 3rd year: 80% of Journeyperson's Wages.
- 4th year: 90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Pass a Mandatory Drug Test and Physical.
- Valid Drivers License.
- Must have residency within the jurisdiction of Local 98

Must bring the following documentation with you at time of application:

1. Employment history with contact information (current & previous 2)
2. Personal references
3. Proof of employment eligibility
4. Drivers License
5. High School diploma, GED scores or High School Transcript Application Process:

Contact JATC for application acceptance dates. Unfortunately, we are not permitted to mail out applications to be filled out; it must be done in person, at our office.

Once all of the applications are in, we will then schedule a testing session for each of the applicants. The test is a standardized test consisting of Reading Comprehension, Mathematics, and Skills Aptitude sections. This is a general knowledge assessment test.

After the testing phase of the process is completed, we will ask the applicants to come back one more time to interview with the trustees. This is your chance to really tell them why you should be chosen for this program.

The entire process takes about 2 months and the economy does influence how many individuals we can take in at each program opening.

Contact:

Doug Fay, Director OE Local 98 JATC 102 E. Plumtree Road
Sunderland, MA 01375
Tel: (413) 548-9508
Fax: (781) 548-9508
Mail to: oetrain98@yahoo.com
<http://www.iuoelocal98.org/index.cfm?id=41>

Painters and Allied Trades

Painters apply coats of paints, varnish, staining, enamel, or lacquer to decorate and protect interior or exterior surfaces, trimmings, and fixtures of buildings and other structures. Additionally, they may also prepare and cover room interior walls and ceilings with wallpaper, fabrics, vinyls, and other materials as well as operate sand and water blasting machines. The painters and allied trades include: commercial and residential painters, wallcoverers, glaziers, and drywall finishers, glaziers, and wallcoverers, glassworkers, sign painters and sign erectors, and institutional maintenance trades workers.

Painters and Allied Trades District Council #35 Finishing Trades Institute of New England

Length of Apprenticeship:

- Three (3) years.
- Apprentices must attend 150 hours of classroom training per year.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 0 – 749 hrs = 50% of Journeyperson's wages
- 750 – 1499 hrs = 55% of Journeyperson's wages
- 1500 – 2249 hrs = 60% of Journeyperson's wages
- 2250 – 2999 hrs = 65% of Journeyperson's wages
- 3000 – 3749 hrs = 70% of Journeyperson's wages
- 3750 – 4499 hrs = 75% of Journeyperson's wages
- 4500 – 5249 hrs = 80% of Journeyperson's wages
- 5250 – 5999 hrs = 90% of Journeyperson's wages
- 6000 + = journeyperson's wage

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma, G.E.D. certificate, or a Job Corp completion.
- Valid Drivers License.
- Must be an American citizen of lawfully permitted to work in the United States.
- Must be physically able to perform work of the trade.
- Complete a favorable interview with an assigned DC #35 interviewer.
- Attend and successfully complete Apprentice Information Session.
- Pass a drug screening.

Application Process:

Apply on-line at <http://iupatdc35.org/finishing-trades-institute-new-england>

School Calendar:

Classes are September through April.

All trades attend four 1 week blocks of classroom/shop training, Monday-Friday 8am-4pm throughout the school.

Contact:

Eric Redding, Director
Finishing Trades Institute of New England Painters D.C. #35
25 Colgate Road, Suite 221
Rosindale, MA 02131
Tel: (617) 524-0248
Fax: (617) 524-0977
Mail to: redding@fti-ne.org
<http://www.iupatdc35.org/node/32>

Piledrivers

New England Carpenters Training Fund

Piledrivers are trained in the use of tools, equipment and materials that allow them to perform a wide variety of construction jobs. These jobs include installation, repair and removal of piles and foundations, building bridges, docks and retaining walls. Other projects include tunnel and bulkhead construction, and building coffer dams. Piledrivers often work closely with carpenters and are members of the United Brotherhood of Carpenters and Joiners of America.

Training Apprentices & Journeymen from ME, MA, NH, RI, & VT Serving Locals 56, 94, 118, 1996

Length of Apprenticeship:

- Four (4) years.
- Apprentices must attend 600 hours of classroom hours of training.
- Apprentices must complete 1,400 on-the-job hours to graduate from the program.

Wages:

- 1st year: 60% of Journeyperson's Wages.
- 2nd year: 70% of Journeyperson's Wages.
- 3rd year: 80% of Journeyperson's Wages.
- 4th year: 90% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Pre-Acceptance Drug Screen.

Application Process:

- Applicants must attend an informational session, which runs approximately one hour.
- Apprenticeship applications are distributed at the conclusion of informational sessions.
- Attendance for the entire informational session is mandatory. Late arrivals will be denied admission to that session

Schedule:

Boston Carpenters Training Center:
750 Dorchester Avenue, 2nd Floor,
Dorchester, MA
first Monday of every month at 9:00 AM and 3:00 PM.

New England Carpenters' Training Center:
13 Holman Rd, Millbury, MA
third Wednesday of every month at 6:00 PM

Contact:

Lyle Hamm, Director 13 Holman Road
Millbury, MA 01527
Tel: (508)792-5443
Fax: (508) 752-5762
Email: info@nectf.org

Plasterers and Cement Masons

Cement Masons finish the exposed concrete surfaces of freshly poured floors, walls, sidewalks, foundations, dams, parking garages and lots, runways, warehouses, loading dock floors, and roads. They level, shape, and smooth surfaces using straight edgers or power screeds. Plasterers apply plaster, cement or acrylic material to the interior and exterior walls and ceilings of a variety of large industrial and commercial projects.

Plasterers and Cement Masons Local 534 JATC

Length of Apprenticeship:

- Four (4) to Five (5) years.
- Apprentices must attend 500 hours of classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 50% of Journey person's Wages.
- 2nd year: 60% of Journey person's Wages.
- 3rd year: 70% of Journey person's Wages.
- 4th year: 80% of Journey person's Wages.
- 5th year: 90% of Journey person's Wages.

Basic Requirements:

- Must be 18 years of age or older
- Must have a high school diploma or G.E.D. certificate.
- Pre-Acceptance Drug Screen.
- Valid Drivers License and Social Security Card.
- Physical ability to perform required work.

Application Process:

Contact JATC for application acceptance dates. Contact:
John Sweeney, Director
Boston Plstrs. And Cmt. Msns. #534 JATC 7 Frederika Street
Dorchester, MA 02124
Tel: (617) 825-7472
Fax: (617) 825-7519
Mail to: jsweeneylocal534@gmail.com
<http://www.opcmialocal534.org/home.html>

Pipe Trades - Plumbers, Pipefitters and Sprinklerfitters

Although the pipe trades are sometimes considered a single trade, workers generally specialize in one of three trades. Plumbers repair, install, or alter the water, waste disposal, drainage, and gas systems in homes and commercial and industrial buildings. They install plumbing fixtures – bathtubs, toilets, sinks, showers – and appliances such as dishwashers and water heaters.

Pipefitters repair and install both high and low-pressure pipe systems that are used in manufacturing, in the generation of electricity, and in heating and cooling buildings. They also install automatic controls that are used to regulate these systems. Steamfitters install pipe systems that move liquids or gases under high pressure and provide refrigeration installation and service. Sprinklerfitters install and service fire protection systems including fire standpipes, sprinklerheads and fire pumps.

Plumbers and Pipefitters Local 4 JATC (Central MA)

Length of Apprenticeship:

- Five (5) years
- Apprentices must attend 1,500 hours of classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journey person's Wages.
- 2nd year: 50% of Journey person's Wages.
- 3rd year: 60% of Journey person's Wages.
- 4th year: 70% of Journey person's Wages.
- 5th year: 80% of Journey person's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate
- Valid Drivers License.

Application Process:

Applications are accepted first Tuesday of each month at Local 4's union hall between 9 am-3 pm

School Calendar:

September to April

Contact:

Pierre Groleau
Plumbers and Pipefitters Local 4 JATC 150 Hartwell Avenue
West Boylston, MA 01583 Tel: (508) 835-1150
Fax: (508) 835-1154
Mail to: pgroleauua4@yahoo.com
<http://www.localunion4.org>

Plumbers and Gasfitters Local 12 JATC (Boston Area)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,000 hours of classroom hours of training.
- Apprentices must complete 8,500 on-the-job hours to graduate from the program.

Wages:

- 1st year: 35% of Journeyperson's Wages.
- 2nd year: 40% of Journeyperson's Wages.
- 3rd year: 55% of Journeyperson's Wages.
- 4th year: 65% of Journeyperson's Wages.
- 5th year: 70% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.

Application Process:

Please contact JATC for application acceptance dates.

Contact:

Rick Carter, Director
Plumbers & Gasfitters Local 12 JATC 1240 Massachusetts Ave.
Boston, MA 02125
Tel: (617) 288-1010
Fax: (617) 288-3871
Mail to: rclocal12@yahoo.com
<http://www.plumbersandgasfitterslocal12.org/node/1>

Plumbers and Pipefitters Local 51 JATC (Southeastern MA and RI)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1,300 hours of classroom hours of training
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 50% of Journeyperson's Wages.
- 3rd year: 60% of Journeyperson's Wages.
- 4th year: 70% of Journeyperson's Wages.
- 5th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate
- Valid Drivers License and Social Security Card.
- Drug testing required for application
- Must pass math aptitude test

Application Process:

Applications accepting first 2 weeks of March from 9:00 am – 12:00 pm

School Calendar:

September-April- Two nights a week from 5:30pm-9:30 pm

Contact:

David Marland
Plumbers and Pipefitters Local 51 JATC 11 Hemingway Drive
East Providence, RI 02915 Tel: (401) 943-7301
Fax: (413) 943-8027
Mail to: dmarland@ualocal51.com
<http://www.ualocal51.com/apprenticeship.asp>

Plumbers and Pipefitters Local 104 JATC (Western MA)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 246 hours of classroom hours of training.
- Apprentices must complete 2,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 45% of Journey person's Wages.
- 2nd year: 50% of Journey person's Wages.
- 3rd year: 60% of Journey person's Wages.
- 4th year: 70% of Journey person's Wages.
- 5th year: 80% of Journey person's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.

Contact:

Peter Anderson, Director
Plumbers and Pipefitters Local 104 JATC 168 Chicopee Street
Chicopee, MA 01013
Tel: (413) 594-4600
Fax: (413) 592-0624
Mail to: panderson@ua104.org

Pipefitters, Refrigeration, Air Conditioning and Oil Burners Local 537 JATC

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 246 hours of classroom hours of training per year.
- Apprentices must complete 8,500 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 45% of Journeyperson's Wages.
- 3rd year: 60% of Journeyperson's Wages.
- 4th year: 70% of Journeyperson's Wages.
- 5th year: 80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have Birth Certificate.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and Social Security Card.
- Must pass drug test upon acceptance.

Application Process:

- Applications accepted every year in the month of January only.

Contact:

Tim Gilligan, Director
Pipefitters & Refrigeration Local 537 JATC 40 Enterprise Street
Dorchester, MA 02125
Tel: (617) 825-3777
Fax: (617) 825-1458
Mail to: T.Gilligan@537trainingcenter.org
<http://www.pipefitters537.org/training.asp>

Sprinklerfitters Local 550 JATC

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 150 hours of classroom hours of training.
- Apprentices must complete 8,500 on-the-job hours to graduate from the program.

Wages:

- 1st year: 35-40% of Journeyperson's Wages.
- 2nd year: 45-50% of Journeyperson's Wages.
- 3rd year: 55-60% of Journeyperson's Wages.
- 4th year: 65-70% of Journeyperson's Wages.
- 5th year: 75-80% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License.
- Must be legally authorized to work in the United States.
- At time of application, applicants must bring proof of completion of high school, in form of a diploma or transcript; or certificate of proficiency or G.E.D.

Application Process:

Contact local for application acceptance dates. Applications will be invited to participate in an oral interview to be conducted by the Joint Apprenticeship Committee. Applicants will be placed on the apprentice program eligibility based upon the oral interview.

Contact:

Michael MacDonnell, Director
Sprinklerfitters Local 550 JATC
46 Rockland Street
W. Roxbury, MA 02132 Tel: (617) 323-0474 Fax: (617) 323-1373
Mail to: apprenticeship@sprinklerfitters550.org
<http://www.sprinklerfitters550.org/apprenticeship.asp>

Road Sprinklerfitters Local 669 (United States)

Road Sprinkler Fitters Local Union 669 is a nationwide local union. This gives the members of Local 669 the flexibility to work in almost any part of the United States they would like to seek employment. The principle function of a Sprinkler Fitter is the installation of Fire Protection systems.

Length of Apprenticeship:

The Apprenticeship Program is a five-year program with on the job training and a 19 Course correspondence through a nationally recognized university. Once you have entered the Apprenticeship Program and have completed a six-month probationary period you will be become a member of Local 669.

Wages:

An Apprentice is paid at a percentage of the Journeyman wage. Each six months of the Apprenticeship the apprentice records are reviewed to make sure that there is satisfactory progress both on the-job and in the related training courses. Satisfactory progress means advancement to the next classification and a wage increase until the Apprentice completes the five-year program.

The wage rate of apprentices is determined by the "Class" of the apprentice. The Apprentice will receive the appropriate percentage of the Journeyman wage rate in the state where he/she is working. The Sprinkler Fitter wage rate is negotiated state by state, based on the economic conditions of the state.

Basic requirements:

- Must be at least 18 years old.
- Must have a high school diploma or GED.
- Must be physically fit to do the work of the trade.
- Must have other than dishonorable discharge from the military (if applicable).
- Must pass appropriate drug test.

Application Process:

Please contact JATC for application acceptance dates.

Contact:

John Bodine, Business Manager
Sprinkler Fitters Local Union 669
Joint Apprenticeship & Training Committee
7050 Oakland Mills Road, Suite 100
Columbia, MD 21046
Tel: (410) 312-5202 or (800) 638-0592
Mail to: JohnB@Sprinklerfitters669.org
www.sprinklerfitters669.org

Roofers and Waterproofers

Roofers weatherproof buildings. They apply shingles made from fiberglass, slate, tile, and cedar or composite material such as felt rubber membrane. They also apply built-up rubber, PVC and modern bitumen. Waterproofers apply materials to plaza decks and building foundations to keep moisture out.

Roofers and Waterproofers Local 33 JATC (Eastern MA)

Length of Apprenticeship:

- Three (3) years.
- Apprentices must attend 450 hours of classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 50% of Journey person's Wages.
- 2nd year: 50-65% of Journey person's Wages.
- 3rd year: 65-85% of Journey person's Wages.
- 4th year: 70-80% of Journey person's Wages.
- 5th year: 80-85% of Journey person's Wages.

Application Process:

Applications accepted April through July-Monday, Tuesday and Wednesday, 8:00 am-12:00pm. All applicants must appear in person and pay \$35.00 to fill out application.

School Calendar:

September thru March-Classes held on Saturday morning.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and vehicle.
- Physically capable of performing work in the roofing trade.
- Pre- Job- Mandatory drug screening and fitness physical.
- Must have proper documentation indicating lawfully able to work in United States.

Contact:

Ed Rolfe, Director
Roofers and Waterproofers Local 33 JATC 53 Evans Drive
Stoughton, MA 02072
Tel: (781) 41-9192
Fax: (781) 341- 9195
Mail to: Natrul33@aol.com
<http://www.rul33.com>

Roofers and Waterproofers Local 248 JATC

Length of Apprenticeship:

- Four (4) to five (5) years depending upon hours worked.
- Apprentices must attend 450 hours of classroom hours of training.
- Apprentices must complete 6,000 on-the-job hours to graduate from the program.

Wages:

- 0 – 749 hours: 60% of Journeyperson's Wages.
- 750 – 1,499 hours: 65% of Journeyperson's Wages.
- 1,500 – 2,249 hours: 70% of Journeyperson's Wages.
- 2,250 – 2,999 hours: 75% of Journeyperson's Wages.
- 3,000 – 3,749 hours: 80% of Journeyperson's Wages.
- 3,750 – 4,499 hours: 85% of Journeyperson's Wages.
- 4,500 – 5,249 hours: 90% of Journeyperson's Wages.
- 5,250 – 5,999 hours: 95% of Journeyperson's Wages.
- 6,000 hours: 100% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Valid Drivers License and vehicle.
- Physically capable of performing work in the roofing trade.
- Mandatory drug screening and fitness physical.

Application Process:

Please contact JATC for application acceptance dates.

Contact:

Eric Elliott, Business Manager
Roofers and Waterproofers Local 248 JATC 63-1/2 Main Grove St.
Chicopee, MA 01020
Tel: (413) 594-5291
Fax: (413) 594-5391
Mail to:kara.adamites@gmail.com

Sheet Metal Workers

Sheet Metal workers build interior and exterior architectural work. They build a wide variety of products from sheets of steel, aluminum, copper and other alloys and install the finished products. They fabricate and install HVAC components and work in industrial plants and perform specialty fabrication.

Sheet Metal Workers Local 17 JATC (Eastern MA)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 200 hours of classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 40% of Journeyperson's Wages.
- 2nd year: 45% of Journeyperson's Wages.
- 3rd year: 50% of Journeyperson's Wages.
- 4th year: 65% of Journeyperson's Wages.
- 5th year: 85% of Journeyperson's Wages.

Basic Requirements:

- Must be 18 years of age or older.
- Must have a high school diploma or G.E.D. certificate with grades.
- Valid Drivers License and vehicle.
- Three Letters of Recommendation from non-family members.
- Must be physically capable of performing work of the trade.
- Orientation & interview
- Pre-hire physical and drug screen
- Must reside within the jurisdictional area
- Copy of Official Birth Certificate
- Social Security Card
- DD-214 (Military discharge) if applicable

Application Process:

Candidate Forms accepted every third (3rd) Thursday of each month between the hours of 10:00am- 4:00pm. Apprentices only selected once a year in June or July.

School Calendar:

September thru August, 7:00 am – 3:30pm

Contact:

John Healy, Director
Sheet Metal Workers Local 17 JATC 1181 Adams Street
Dorchester, MA 02124
Tel: (617) 298-0850
Fax: (617) 296-5835
Mail to: jhealy@lu17jadc.org
<http://www.smw17boston.org/node>

Sheet Metal Workers Local 63 JATC (Central and Western MA)

Length of Apprenticeship:

- Five (5) years.
- Apprentices must attend 1000 hours of classroom hours of training.
- Apprentices must complete 10,000 on-the-job hours to graduate from the program.

Wages:

- 1st year: 45-50% of Journeyperson's Wages.
- 2nd year: 55-60% of Journeyperson's Wages.
- 3rd year: 65-70% of Journeyperson's Wages.
- 4th year: 75-80% of Journeyperson's Wages.
- 5th year: 85-90% of Journeyperson's Wages.(estimate)

Basic Requirements:

- Must be 17 years of age or older.
- Must have a high school diploma or G.E.D. certificate.
- Must have a valid Driver's License.
- Pre-hire drug screen.
- Must be physically able to perform work of the trade.

Application Process:

Applications accepted through the year, but only hold placement test and interviews once a year.

School Calendar:

September thru May- Approximately every other Saturday and 2 nights a month.

Contact:

John Scammon
Sheet Metal Workers Local 63 – JATC 32 Stevens Street
Springfield, MA 01104
Tel: (413) 733-8332
Fax: (413) 736-5214
Mail to: johnscammon63@aol.com
<http://www.smwlocal63.org/node/3>

Pre-Apprenticeship Programs

If you don't meet the requirements for apprenticeship training right now, there are pre-apprenticeship programs that can help you qualify in less than six months. For more information, contact The Construction Institute at 617-436-4159.

The Construction Institute

The Construction Institute (TCI) is a partnership between local building trades unions and union contractors which serves as the proactive research, communications and educational resource for the union construction industry in Massachusetts. BuiltBest is a campaign launched by TCI to build a stronger construction industry by promoting quality construction and a skilled construction workforce.

To learn more, visit:

<http://www.tcimass.org>



SECTION 10

Approved Instruction Providers for Apprentices

APPROVED INSTRUCTION PROVIDERS FOR APPRENTICES

All related apprenticeship instruction must be approved by the Division of Apprentice Standards (DAS) and the program sponsor and taught by an approved instructor.

Apprentice instructors must be competent in their trade or occupation. Instructional content is always up to date with the latest trade improvements and technical advances. A sponsor must review related technical instruction each year to insure that it is relevant and current. A minimum of 150 hours of training is required per year.

Western Massachusetts

ABO-NCLE	H.H. Ellis Regional Tech High School
American Fire Sprinkler Association	Holyoke Community College
Bay Path Regional Vocational Tech High School	Lower Pioneer Valley Career and Tech Education Center
Ben Franklin Institute	MANCOMM
Berkshire Community College	North Dakota State College of Science (Correspondence)
Charles H. McCann Technical School	Pathfinder Regional Vocational Tech High School
Cheney Vocational Tech High School	Pittsfield Public Schools
Chicopee Comprehensive High School	Porter and Chester Institute
Ed2go Online courses	Smith Vocational and Agricultural School
Franklin County Technical	Springfield Public Schools
George W. Gould Construction Institute	Springfield Technical Community College
Greenfield Community College	Tantasqua Regional High School
H.C. Wilcox Tech High School	William J. Dean Tech High School

Central Massachusetts

ABO-NCLE

American Fire Sprinkler Association

Assabet Valley Tech High School

Bay Path Regional Vocational Tech High School

Becker College

Ben Franklin Institute

Blackstone Valley Regional Vocational Tech High School

Center for Technical Education - Leominster High School

Ed2go, online courses

George W. Gould Construction Institute

Joseph Keefe Tech

MANCOMM

Mass Bay Community College

Montachusett Regional Vocational Tech High School

Mount Wachusett Community College

Nashoba Valley Tech

The Peterson School

Porter and Chester Institute

Quinsigamond Community College

Technology Learning Center

Tri-County Regional Vocational Tech High School

Worcester Electrician School

Worcester State College

Worcester Tech High School

Worcester Polytechnic Institute

Boston Area

American Fire Sprinkler Association

ABO-NCLE

Ben Franklin Institute

Blue Hills Regional Vocational Tech High School

Builders Association of Greater Boston

Bunker Hill Community College

Ed2go Online courses

George W. Gould Construction Institute

Kaplan Career Institute

Madison Park Tech School

MANCOMM

Medford Vocational Tech High School

Minuteman Regional Vocational Tech High School

Newton Community College

Old Colony Trade & Tech School

Peterson School

Porter and Chester Institute

Roxbury Community College

S.G. Torrice Technical Institute

Wentworth Institute of Technology

Woburn Electrical School of Code & Theory

Northern Massachusetts

ABO-NCLE
American Fire Sprinkler
Ben Franklin Institute
Ed2go, online courses
Essex Agricultural and Tech Regional High School
George W. Gould Construction Institute
Greater Lawrence Technical School
Greater Lowell Tech
Lynn Public Schools
MANCOMM
Middlesex Community College
North Shore Community College
North Shore Tech
Northeast Metro Regional Vocational Tech
Peterson School
Porter and Chester Institute
Salem State College
S.G. Torrice Technical Institute
Shawsheen Valley Reg Vocational Tech High School

Southern Massachusetts

American Fire Sprinkler Association
ABO-NCLE
Attleboro Regional Vocational Tech High School
Ben Franklin Institute
Blue Hills Regional Vocational Tech High School
Bristol Community College
Bristol County Agricultural High School
Bristol-Plymouth Regional Vocational Tech High School
Cape Cod Electrical School
Cape Cod Plumbing School
Cape Cod Regional Vocational Tech High School
Diman Regional Vocational Tech High School
Ed2go Online courses
George W. Gould Construction Institute
Greater New Bedford Regional Vocational Tech High School
MANCOMM
Massasoit Community College
New England Institute of Technology
Norfolk County Agricultural High School
Old Colony Trade & Tech School
Porter and Chester Institute
Silver Lake Senior High School
Southeastern Regional Vocational Tech High School
Tri-County Regional Vocational Tech High School
Upper Cape Cod Regional Technical School



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