

COMMONWEALTH OF MASSACHUSETTS

Division of Occupational Safety

Minimum wage rates for apprentices employed on public works projects are listed below as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 through 27D, as amended

All apprentices must be registered with the Division of Apprentice Training in accordance with M.G.L. Chapter 23, Sections 11E-11L

City/Town: SALEM

Classification	Ratio*	All steps are 6 months (1000 Hours) unless otherwise specified**									
		1	2	3	4	5	6	7	8	9	10
ASBESTOS INSULATOR (Pipes & Tanks)	1:4	50	60	70	80	Steps are 1 year					
BOILERMAKER	1:5	65	65	70	75	80	85	90	95		
BRICK/PLASTER/CEMENT MASON	1:5	50	60	70	80	90					
CARPENTER	1:5	50	60	70	75	80	80	90	90		
CARPENTER (Residential Wood Frame)	1:5	60	60	65	70	75	80	85	90		
ELECTRICIAN	2:3***	30	35	40	45	50	55	65	70	75	80
		App. Start 2003+:40/40/45/45/50/55/60/65/70/75									
ELEVATOR CONSTRUCTOR	1:1	50	55	65	70	80	Steps 1-2 are 6 mos.; Steps 3-5 are 1 year				
FLOORCOVERER	1:1	50	55	60	65	70	75	80	85	Steps are 950 hrs.	
GLAZIER	1:1	50	55	60	65	70	75	80	90	Steps are 750 hrs.	
HOIST/PORT. ENG.	1:5	55	60	65	70	75	80	85	90		
IRONWORKER		60	70	75	80	85	90				
Structural 1:6; Ornamental 1:4											
LABORER	1:5	60	70	80	90						
MARBLE-TILE-TERRAZZO FINISHER	1:3	50	60	70	80	90	Steps are 800 hrs.				
MARBLE-TILE-TERRAZZO MECHANIC	1:3	50	60	70	80	90					
MILLWRIGHT	1:5	50	55	60	65	70	75	80	85		

* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.

** Multiple ratios are listed in comment field.

*** The job site ratio of 2 apprentices for every 3 journeymen is allowed as follows: 1 journeyman may supervise not more than 1 apprentice; 2 to 3 journeymen may supervise not more than 2 apprentices; 4 to 6 journeymen may supervise not more than 4 apprentices; 7 to 9 journeymen may supervise not more than 6 apprentices; 10 to 12 journeymen may supervise not more than 8 apprentices; 13 to 15 journeymen may supervise not more than 10 apprentices; etc. Not more than 50% of the apprentices on a job site may have standing as a 1st year apprentice. All other apprentices must have 2nd, 3rd, 4th, or 5th year standing.

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PAINTER	1:1	50	55	60	65	70	75	80	90		
		Steps are 750 hrs.									
PILE DRIVER	1:3	60	65	70	75	80	85	90	95		
PLUMBER/PIPEFITTER	1:5	38	40	45	50	55	60	65	70	75	80
ROOFER	**	50	60	65	75	85					
	** 1:5, 2:6 -10 thereafter 1:10 (or portion thereof)	Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.									
ROOFER (REROOFING)	**	50	60	65	75	85					
	** 1:4; Thereafter 1:1	Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.									
SHEET METAL WORKER	1:4	40	45	50	60	65	75	85			
		Steps 1-3 are 1 year; Steps 4-7 are 6 mos.									
SIGN ERECTOR	1:1	50	55	60	65	70	75	80	85	90	
		Steps are 4 mos.									
SPRINKLER FITTER	1:1	40	45	50	55	60	65	70	75	80	85
TELECOMMUNICATION TECHNICIAN	1:1	40	45	50	55	60	65	75	80		

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