

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 M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprentice Training pursuant to M.G.L. c. 23, ss. 11E-11L.

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

City/Town: SALEM		All steps are 6 months (1000 Hours) unless otherwise specified**									
Classification	Ratio*	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		
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		

* 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(App) for every 3 journeymen(JM) is allowed as follows:
 1 JM: 1 App; 2-3 JM:2 App; 4-6 JM: 4 App; 7- 9 JM: 6 App; 10- 12 JM: 8 App; 13-15 JM: 10 App; 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.

**** The job site ratio of 2 apprentices(App) for every 3 journeymen(JM) is allowed as follows:
 1-2 JM: 1 App; 3-4 JM: 2 App; 5 JM: 3 App; 6-7 JM: 4 App; 8 JM: 5 App; etc

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City/Town:	All steps are 6 months (1000 Hours) unless otherwise specified**											
PLUMBER/PIPEFITTER	1:5	37.5	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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