

APPRENTICE SCHEDULE BULLETIN NO. 509 September 15, 2025

CORRECTION dated 9/22/25

Rates are applicable only to apprentices who are parties to agreements registered with the Department of Labor
and where the journeyworker to apprentice ratio is met.

Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE											FRINGE BENEFIT HOURLY RATE	Remarks See Pg 8-9
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total	
* BOILERMAKER BOILERMAKER / BLACKSMITH	1000	\$28.80	\$30.86	\$32.91	\$34.97	\$37.03	\$39.08						\$33.69	10
* CARPENTER CARPENTER Indentured After 9/1/02	1000	\$22.20											\$10.42	1,10
"	1000		\$24.98										\$14.74	1,10
"	1000			\$27.75	\$33.30								\$23.24	1,10
"	1000					\$38.85	\$44.40						\$25.24	1,10
"	1000							\$49.95	\$52.73				\$27.24	1,10
MILLWRIGHT Indentured After 10/14/19	1000	\$22.30											\$10.42	10
	1000		\$25.09										\$14.74	10
	1000			\$27.88	\$33.45								\$23.24	10
	1000					\$39.03	\$44.60						\$25.24	10
	1000							\$50.18	\$52.96				\$27.24	10
* CEMENT FINISHER Indentured Prior to 9/1/03	1000	\$23.42											\$12.27	2,10
"	1000		\$25.76	\$28.10	\$32.78	\$35.12	\$37.46	\$39.81	\$42.15				\$38.03	2,10
Indentured On or After 9/1/03	1000	\$23.42	\$25.76	\$28.10	\$32.78	\$35.12	\$37.46	\$39.81	\$42.15				\$28.44	2,10
* DRYWALL & ACOUSTICAL WORKER Indentured After 9/1/02	1000	\$22.30											\$10.42	1,10
"	1000		\$25.09										\$14.74	1,10
"	1000			\$27.88	\$33.45								\$23.24	1,10
"	1000					\$39.03	\$44.60						\$25.24	1,10
"	1000							\$50.18	\$52.96				\$27.24	1,10
DRYWALL TAPER/FINISHER	1000	\$18.94	\$21.31	\$23.68									\$12.55	
"	1000				\$26.05	\$28.42							\$15.55	
"	1000						\$30.78						\$18.55	
"	1000							\$35.52	\$40.26				\$22.55	
(Effective 1/1/26)														
* DRYWALL TAPERS/FINISHERS	1000	\$19.82	\$22.29	\$24.77									\$12.90	
"	1000				\$27.25	\$29.72							\$15.90	
"	1000						\$32.20						\$18.90	
"	1000							\$37.16	\$42.11				\$22.90	

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total	
Interval Hrs														
* ELECTRICIAN (WIREMAN & LINEMAN)														
Indentured Prior to 9/5/21														
"	1000	\$19.79											\$11.99	10
"	1000		\$22.62										\$12.40	10
"	1000			\$25.45									\$19.92	4,10
"	1000				\$28.28								\$21.13	4,10
"	1000					\$31.10							\$22.32	4,10
"	1000						\$33.93						\$23.54	4,10
"	1000							\$36.76					\$24.73	4,10
"	1000								\$39.59				\$25.94	4,10
"	1000									\$45.24			\$28.35	4,10
"	1000										\$50.90		\$30.76	4,10
Indentured On or After 9/5/21														
"	1000	\$19.79											\$11.99	10
"	1000		\$22.62										\$12.40	10
"	1000			\$25.45									\$19.92	4,10
"	1000				\$28.28								\$21.13	4,10
"	1000					\$31.10							\$22.32	4,10
"	1000						\$33.93						\$23.54	4,10
"	1000							\$36.76					\$24.73	4,10
"	1000								\$39.59				\$25.94	4,10
"	1000									\$42.41			\$27.14	4,10
"	1000										\$45.24		\$28.35	4,10
"	1000											\$50.90	\$30.76	4,10
ELEVATOR CONSTRUCTOR														
"	850	\$36.93											-	10
"	850		\$40.62										\$38.435	10
"	1700			\$48.00	\$51.70	\$59.08							\$38.435	10
* FLOOR LAYER (CARPET, LINOLEUM & SOFT TILE)														
Indentured after 2/27/94													\$21.53	10
"	1000	\$21.64	\$21.64	\$23.80	\$25.96								\$27.53	10
"	1000					\$28.13	\$30.29	\$34.62	\$38.94				\$34.28	10
(Effective 3/1/26)														
* FLOOR LAYER (CARPET, LINOLEUM & SOFT TILE)														
Indentured after 2/27/94													\$21.83	10
"	1000	\$22.65	\$22.65	\$24.92	\$27.18								\$28.08	10
"	1000					\$29.45	\$31.71	\$36.24	\$40.77				\$35.00	10

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total	
* GLAZIER														
Indentured On or After 7/1/99	1000	\$21.83											\$37.36	5,10
"	1000		\$24.25										\$37.60	5,10
"	1000			\$26.68									\$37.85	5,10
"	1000				\$29.10								\$38.10	5,10
"	1000					\$33.95							\$38.60	5,10
"	1000						\$36.38						\$38.86	5,10
"	1000							\$38.80					\$39.10	5,10
"	1000								\$41.23				\$39.36	5,10
"	1000									\$43.65			\$39.60	5,10
"	1000										\$46.08		\$39.86	5,10
* HEAT AND FROST INSULATOR														
Indentured After 5/3/95	2000	\$23.45											\$10.00	6,10
"	2000		\$23.45										\$22.76	6,10
"	2000			\$28.14									\$23.10	6,10
"	2000				\$32.83								\$23.45	6,10
"	2000					\$37.52							\$23.79	6,10
* IRON WORKER														
Indentured After 10/31/93	1000	\$25.25											\$35.22	7,10
"	1000		\$27.78										\$35.84	7,10
"	1000			\$30.30									\$36.46	7,10
"	1000				\$35.35								\$37.72	7,10
"	1000					\$40.40							\$38.96	7,10
"	1000						\$45.45						\$40.22	7,10
* LABORER														
LABORER I														
CONSTRUCTION CRAFT														
Indentured On or After 9/3/02	1000	\$21.43											\$11.30	1,10
"	1000		\$25.71	\$30.00	\$34.28								\$20.10	1,10
HAZARDOUS WASTE MATERIAL TECHNICIAN														
"	1000	\$21.43											\$10.45	1,10
"	1000		\$25.71	\$30.00	\$34.28								\$18.75	1,10
* LANDSCAPE & IRRIGATION LABORER	1000	\$23.52											\$10.10	
"	1000		\$24.99	\$26.46	\$27.93								\$15.10	

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total	
* MASON (Bricklayer)														
BRICKLAYER														
Indentured prior to 9/1/03	1000	\$28.02											\$11.72	2,10
"	1000		\$30.82	\$33.62	\$39.22	\$42.02	\$44.82	\$47.63	\$50.43				\$35.94	2,10
Indentured On or After 9/1/03	1000	\$28.02	\$30.82	\$33.62	\$39.22	\$42.02	\$44.82	\$47.63	\$50.43				\$27.70	2,10
STONE MASON														
Indentured On or After 9/1/03	1000	\$30.82	\$33.62	\$36.42	\$39.22	\$42.02	\$44.82	\$47.63	\$50.43				\$27.70	2,10
POINTER/CAULKER WEATHERPROOFER														
Indentured On or After 9/1/03	1000	\$28.14	\$30.95	\$33.77	\$39.40	\$45.02	\$50.65						\$27.70	2,10
* OPERTATING ENGINEER														
GROUP 9A														
CONSTRUCTION EQUIPMENT OPERATOR														
Indentured On or After 9/1/02	1000	\$29.97											\$9.50	3,10
"	1000		\$32.97										\$21.61	3,10
"	1000			\$35.96									\$22.71	3,10
"	1000				\$41.96								\$24.92	3,10
"	1000					\$47.95							\$27.11	3,10
"	1000						\$53.95						\$29.32	3,10
HEAVY DUTY REPAIRER & WELDER														
Indentured On or After 9/1/02	1000	\$29.97											\$9.50	3,10
"	1000		\$32.97										\$21.61	3,10
"	1000			\$35.96									\$22.71	3,10
"	1000				\$41.96								\$24.92	3,10
"	1000					\$47.95							\$27.11	3,10
"	1000						\$50.95						\$28.22	3,10
"	1000							\$53.95					\$29.32	3,10
"	1000								\$56.94				\$30.43	3,10
* PAINTER	1000	\$19.82											\$10.20	
"	1000		\$22.03	\$24.23	\$26.43	\$28.63							\$13.75	
"	1000						\$30.84						\$14.75	
"	1000							\$33.04	\$37.44				\$15.50	
(Effective 1/1/26)														
* PAINTER	1000	\$19.82											\$10.20	
"	1000		\$22.03	\$24.23	\$26.43	\$28.63							\$13.75	
"	1000						\$30.84						\$14.75	
"	1000							\$33.04	\$37.44				\$15.50	

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total	
* PAVING														
PAVING EQUIPMENT OPERATOR	1000	\$32.25											\$9.50	10
"	1000		\$41.05										\$22.06	10
"	1000			\$46.91									\$25.49	10
"	1000				\$52.78								\$30.06	10
PLASTERER														
Indentured On or After 9/1/03	1000	\$21.65	\$24.35	\$27.06	\$29.77	\$32.47	\$37.88	\$43.30	\$48.71				\$28.69	2,10
PLUMBER:														
Indentured On or After 9/2/85	1000	\$23.12											\$12.72	8,10
"	1000		\$23.12										\$12.77	8,10
"	1000			\$26.87									\$16.09	8,10
"	1000				\$26.87								\$16.09	8,10
"	1000					\$30.72							\$16.97	8,10
"	1000						\$33.29						\$16.97	8,10
"	1000							\$35.86					\$18.17	8,10
"	1000								\$38.43				\$18.17	8,10
"	1000									\$40.99			\$18.98	8,10
"	1000										\$43.56		\$18.98	8,10
(Effective 1/4/26)														
* PLUMBER:														
Indentured On or After 9/2/85	1000	\$23.32											\$12.72	8,10
"	1000		\$23.32										\$12.77	8,10
"	1000			\$27.11									\$16.34	8,10
"	1000				\$27.11								\$16.34	8,10
"	1000					\$31.00							\$17.25	8,10
"	1000						\$33.59						\$17.25	8,10
"	1000							\$36.18					\$18.50	8,10
"	1000								\$38.78				\$18.50	8,10
"	1000									\$41.37			\$19.33	8,10
"	1000										\$43.96		\$19.33	8,10

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total	
ROOFER														
Indentured Prior to 11/4/12	1000	\$20.23	\$22.48	\$26.97									\$18.45	9
"	1000				\$31.47	\$35.96	\$38.21	\$40.46	\$42.70				\$22.80	
Indentured On or After 11/4/12	2000	\$20.23	\$26.97										\$18.45	9
"	2000			\$35.96	\$40.46								\$22.80	9
* SHEET METAL WORKER														
"	1000	\$20.48											\$14.70	10
"	1000		\$23.04										\$15.05	10
"	1000			\$25.60									\$26.64	10
"	1000				\$28.16								\$27.36	10
"	1000					\$30.72							\$28.08	10
"	1000						\$33.28						\$28.80	10
"	1000							\$35.84					\$29.52	10
"	1000								\$38.40				\$30.23	10
"	1000									\$40.96			\$30.95	10
"	1000										\$43.52		\$31.67	10
(Effective 3/1/26)														
* SHEET METAL WORKER														
"	1000	\$20.90											\$14.74	10
"	1000		\$23.51										\$15.10	10
"	1000			\$26.13									\$26.61	10
"	1000				\$28.74								\$27.34	10
"	1000					\$31.35							\$28.07	10
"	1000						\$33.96						\$28.81	10
"	1000							\$36.58					\$29.53	10
"	1000								\$39.19				\$30.26	10
"	1000									\$41.80			\$30.99	10
"	1000										\$44.41		\$31.73	10
* TELECOMMUNICATION / TELEDATA TECHNICIAN II	1000	\$24.60											\$13.33	10
"	1000		\$26.65										\$13.70	10
"	1000			\$28.70									\$14.07	10
"	1000				\$30.75								\$14.44	10
"	1000					\$32.80							\$14.80	10
"	1000						\$36.90						\$15.54	10

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total	
* TILE, MARBLE AND TERRAZZO WORKER														
Indentured Prior to 9/1/03	1000	\$25.05											\$12.02	2,10
"	1000		\$27.56	\$30.06	\$35.07	\$37.58	\$40.08	\$42.59	\$45.09				\$34.95	2,10
Indentured On or After 9/1/03	1000	\$25.05	\$27.56	\$30.06	\$35.07	\$37.58	\$40.08	\$42.59	\$45.09				\$25.57	2,10

* Indicates a wage, fringe benefit, remark, or title change from the previous bulletin.

REMARKS:

1. Carpenter; Drywall & Acoustical Worker; Laborer: \$0.50 per hour shall be added to the regular straight-time rate for height pay for each hour while working from a bosun's chair and/or from a cable-suspended scaffold or work platform which is free swinging (not attached to building) for each hour worked on said rig.
2. Cement Finisher; Mason (Bricklayer); Plasterer; Tile Marble and Terrazzo Worker: \$1.00 per hour shall be added to the regular straight-time rate for height pay for each hour while working from a bosun's chair and/or from a cable-suspended scaffold or work platform which is free swinging (not attached to building) for each hour worked on said rig.
3. Operating Engineer: \$1.25 per hour shall be added to the hourly wage while operating a rig suspended by ropes or cables or to perform work on a Yo-Yo Cat.
4. Electrician (Wireman & Lineman):
 - A. One and one-half times the straight-time rate while working in a tunnel under construction; under water with aqualung equipment; in a completed tunnel which has only one entrance or exit providing access to safety and where no other personnel are working; or in an underground structure having no access to safety or where no other personnel are working.
 - B. Double the straight-time rate shall be paid for the following types of hazardous work regardless if fall prevention devices are used:
 - 1) While working from poles, trusses, stacks, towers, tanks, bosun's chairs, swinging or rolling scaffolds, supporting structures, and open platforms, over 70 feet from the ground where the employee is subject to a free fall; provided, however, that when work is performed on stacks, towers or permanent platforms where the employees are on a firm footing within an enclosure, a hazardous condition does not exist regardless of height;
 - 2) While working outside of a railing or enclosure, or temporary platforms extending outside of a building, or from scaffolding or ladder within an enclosure where an employee's footing is within one foot of the top of such railing, and the employee is subject to a free fall of over 70 feet;
 - 3) Working on buildings while leaning over the railing or edge of the building, and is subject to a free fall of 70 feet; or
 - 4) Two hours minimum hazardous pay per day shall be paid while climbing to a stack, tower or permanent platform which exceeds 70 feet from the ground but where the employee is on a firm footing within an enclosure.
 - C. Five percent per hour shall be added to the hourly wage for height pay while working above 9,000 feet elevation.
5. Glazier:
 - A. \$1.00 per hour shall be added to the hourly rate for height pay for performing work which requires protection from fall hazards by guardrail systems, safety net systems, personal fall arrest systems, position devise systems, fall restraint systems, perimeter safety cables or controlled decking zones or during the use of Swing Stages, Scissor lifts, Man lifts, Boom Lifts.
 - B. \$4.00 per hour shall be added to the hourly rate for night work for performing work between 6:00 p.m. and 6:00 a.m. For the purposes of computing overtime, the night work premium shall be treated as part of the employee's regular straight time rate.
6. Heat and Frost Insulator: Six percent per hour shall be added to the hourly wage for hazardous pay while working from a boatswain chair, staging or free standing scaffolding erected from ground up or mezzanine floor subject to a free fall and skyl climber suspended from a permanent structure and when working above 40 feet.
7. Iron Worker: \$1.00 per hour shall be added to the hourly wage while working in tunnels or coffer dams. \$2.00 per hour shall be added to the hourly wage while working under or covered with water (submerged), or on the summits of Mauna Kea, Mauna Loa or Haleakala.
8. Plumber: One and one-half times the straight-time rate for height pay while working from OSHA approved trusses, stacks, towers, tanks, bosun's chair, swinging or rolling scaffolding, supporting structures or on open platforms where the employee is subject to a direct fall of 40 feet or more. Provided, however, that when said work is performed where the employee is on a firm footing within an enclosure, a hazardous condition does not exist regardless of height. \$1.00 per hour shall be added to the straight-time rate while working with flame cutting or any type of welding equipment on any galvanized material or product for at least an hour.

REMARKS:

9. Roofer: When an apprentice has accumulated 2,500 hours, \$4.35 will be added to his/her pension/annuity plan. The apprenticeship program for apprentices indentured on or after November 4, 2012, consists of four steps with 2,000 hours for each step.
10. Overtime/Holiday must be paid at one and one-half times the basic hourly rate, plus the hourly cost of required fringe, with the following exceptions:

A. **Two times the basic hourly rate, plus the hourly cost of required fringe.**

Boilermaker: Sunday, New Year's Day, Martin Luther King Jr. Day Presidents Day, Memorial Day, Kamehameha Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day and Christmas Day.

Electrician (Wireman & Lineman): Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

Elevator Constructor: Saturday, Sunday, New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Floor Layer (Carpet, Linoleum & Soft Tile): Labor Day.

Glazier: Sunday.

Iron Worker: Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Operating Engineer: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Paving: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Plumber: Sunday, New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Kamehameha Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Sheet Metal Worker: Sunday, New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Kamehameha Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Telecommunication / Teledata: Sunday, New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

B. **Three times the basic hourly wage, plus the hourly cost of required fringe on Labor Day.**

Carpenter
Cement Finisher
Drywall & Acoustical Worker
Heat and Frost Insulator
Laborer
Mason (Bricklayer)
Plasterer
Tile, Marble and Terrazzo Worker