

MASSACHUSETTS & NORTHERN NEW ENGLAND LABORERS' DISTRICT COUNCIL

of the Laborers' International Union of North America, AFL-CIO

7 Laborers' Way

(508) 435-4164

Hopkinton, Massachusetts 01748

Fax (508) 435-7982

www.masslaborers.org

HEAVY & HIGHWAY CONSTRUCTION

ZONES 3 & 4

INCREASES AND ALLOCATIONS ARE IN BOLD PRINT

**Dues and LPL are Deducted from wages*

***PFML - Massachusetts Paid Family and Medical Leave*

Rates are for **Heavy & Highway Only**

ZONE 3

HAMPDEN COUNTY

HAMPSHIRE COUNTY (with the exception of Chesterfield, Cummington, Goshen, Middlefield, Plainfield, and Worthington)

FRANKLIN COUNTY (with the exception of Ashfield, Buckland, Charlemont, Hawley, Heath, Orange, Rowe, and Warwick)

	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019	12/1/2019	6/1/2020	12/1/2020	6/1/2021	9/1/2021	12/1/2021
INCREASE	0.75	0.74	0.77	0.76	0.79	0.79	0.81	0.81	0.84	0.05	0.83
Wages	30.00	30.50	31.00	31.00	31.50	31.50	31.50	31.90	32.25	32.25	**
H & W	7.60	7.70	7.70	7.85	7.85	8.10	8.60	8.60	8.60	8.60	
Pension	7.50	7.60	7.60	7.75	7.75	8.25	8.25	8.25	8.50	8.50	
Annuity	3.37	3.41	3.68	4.14	4.43	4.47	4.78	5.19	5.43	5.43	
Nell-MCT	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	
Unified Trust	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	
Training	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	
Legal	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
H & Safety	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	
**PFML										0.05	
CIM	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
Total	50.27	51.01	51.78	52.54	53.33	54.12	54.93	55.74	56.58	56.63	57.46
*Dues	(-1.54)	(-1.54)	(-1.56)	(-1.56)	(-1.58)	(-1.58)	(-1.60)	(-1.60)	(-1.62)	(-1.62)	(-1.62)
*LPL	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)
Flaggers	20.50	21.50	21.50	22.50	22.50	23.50	23.50	24.50	24.50	24.50	24.50

Rates are for **Heavy & Highway Only**

ZONE 4

BERKSHIRE COUNTY

FRANKLIN COUNTY (the towns of Ashfield, Buckland, Charlemont, Hawley, Heath, and Rowe only)

HAMPSHIRE COUNTY (the towns of Chesterfield, Cummington, Goshen, Middlefield, Plainfield, and Worthington only)

	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019	12/1/2019	6/1/2020	12/1/2020	6/1/2021	9/1/2021	12/1/2021
INCREASE	0.73	0.72	0.75	0.74	0.77	0.77	0.79	0.79	0.82	0.05	0.81
Wages	26.92	27.18	27.58	28.02	28.41	28.41	28.70	29.49	30.06	30.06	**
H & W	7.60	7.70	7.70	7.85	7.85	8.10	8.60	8.60	8.60	8.60	
Pension	7.50	7.60	7.60	7.75	7.75	8.25	8.25	8.25	8.50	8.50	
Annuity	5.18	5.44	5.79	5.79	6.17	6.19	6.19	6.19	6.19	6.19	
Nell-MCT	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	
Unified Trust	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	
Training	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	0.70	
Legal	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
H & Safety	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	
**PFML										0.05	
CIM	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
Total	49.00	49.72	50.47	51.21	51.98	52.75	53.54	54.33	55.15	55.20	56.01
*Dues	(-1.54)	(-1.54)	(-1.56)	(-1.56)	(-1.58)	(-1.58)	(-1.60)	(-1.60)	(-1.62)	(-1.62)	(-1.62)
*LPL	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)
Flaggers	20.50	21.50	21.50	22.50	22.50	23.50	23.50	24.50	24.50	24.50	24.50

****PFML - Massachusetts Paid Family and Medical Leave**