

**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](http://www.masslaborers.org)**HEAVY & HIGHWAY CONSTRUCTION ZONES 1 & 2****INCREASES AND ALLOCATIONS ARE IN BOLD PRINT****\* Dues and LPL are Deducted from wages****\*\*PFML - Massachusetts Paid Family and Medical Leave**

**ZONE 1** SUFFOLK COUNTY (Boston, Chelsea, Revere, Winthrop, Deer & Nut Islands)  
 MIDDLESEX COUNTY (Arlington, Belmont, Burlington, Cambridge, Everett, Malden, Medford, Melrose, Newton, Reading, Somerville, Stoneham, Wakefield, Waltham, Watertown, Winchester, Winthrop, and Woburn only)  
 NORFOLK COUNTY (Braintree, Brookline, Dedham, Milton, Quincy and Weymouth 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
<b>INCREASE</b>	<b>1.00</b>	<b>0.85</b>	<b>0.95</b>	<b>0.95</b>	<b>1.00</b>	<b>1.00</b>	<b>0.99</b>	<b>0.98</b>	<b>1.02</b>	<b>0.05</b>	<b>1.01</b>
Wages	<b>36.85</b>	<b>37.50</b>	<b>38.00</b>	<b>38.65</b>	<b>39.15</b>	39.15	39.15	<b>39.90</b>	<b>40.67</b>	40.67	<b>41.18</b>
H & W	7.60	<b>7.70</b>	7.70	<b>7.85</b>	7.85	<b>8.10</b>	<b>8.60</b>	8.60	8.60	8.60	<b>9.10</b>
Pension	7.50	<b>7.60</b>	7.60	<b>7.75</b>	7.75	<b>8.25</b>	8.25	8.25	<b>8.50</b>	8.50	8.50
Annuity	<b>7.15</b>	7.15	<b>7.60</b>	7.60	<b>8.10</b>	<b>8.35</b>	<b>8.84</b>	<b>9.07</b>	9.07	9.07	9.07
Nell-MCT	0.15	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	0.50
Training	0.70	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	0.20
H & Safety	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
** PFML										<b>0.05</b>	<b>0.05</b>
CIM	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
<b>Total</b>	<b>60.90</b>	<b>61.75</b>	<b>62.70</b>	<b>63.65</b>	<b>64.65</b>	<b>65.65</b>	<b>66.64</b>	<b>67.62</b>	<b>68.64</b>	<b>68.69</b>	<b>69.70</b>
<b>*Dues</b>	<b>(-1.54)</b>	<b>(-1.54)</b>	<b>(-1.56)</b>	<b>(-1.56)</b>	<b>(-1.58)</b>	<b>(-1.58)</b>	<b>(-1.60)</b>	<b>(-1.60)</b>	<b>(-1.62)</b>	<b>(-1.62)</b>	<b>(-1.62)</b>
<b>*LPL</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>
Flaggers	20.50	<b>21.50</b>	21.50	<b>22.50</b>	22.50	<b>23.50</b>	23.50	<b>24.50</b>	24.50	24.50	24.50

**ZONE 2** The Counties of BARNSTABLE, BRISTOL, DUKES, ESSEX, NANTUCKET, PLYMOUTH, and WORCESTER  
 MIDDLESEX COUNTY (with the exception of Arlington, Belmont, Burlington, Cambridge, Everett, Malden, Medford, Melrose, Newton, Reading, Somerville, Stoneham, Wakefield, Waltham, Watertown, Winchester, Winthrop, Woburn)  
 NORFOLK COUNTY (with the exception of Braintree, Brookline, Dedham, Milton, Quincy & Weymouth)  
 FRANKLIN COUNTY (Warwick, and Orange only), ROCKINGHAM COUNTY (Salem, N.H. 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
<b>INCREASE</b>	<b>1.00</b>	<b>0.63</b>	<b>0.84</b>	<b>0.84</b>	<b>0.87</b>	<b>0.86</b>	<b>0.89</b>	<b>0.89</b>	<b>0.92</b>	<b>0.05</b>	<b>0.91</b>
Wages	<b>32.40</b>	<b>32.83</b>	<b>33.25</b>	<b>33.52</b>	<b>33.95</b>	<b>34.06</b>	34.06	<b>34.66</b>	<b>35.00</b>	35.00	<b>35.41</b>
H & W	7.60	<b>7.70</b>	7.70	<b>7.85</b>	7.85	<b>8.10</b>	<b>8.60</b>	8.60	8.60	8.60	<b>9.10</b>
Pension	7.50	<b>7.60</b>	7.60	<b>7.75</b>	7.75	<b>8.25</b>	8.25	8.25	<b>8.50</b>	8.50	8.50
Annuity	<b>6.00</b>	6.00	<b>6.42</b>	<b>6.69</b>	<b>7.13</b>	7.13	<b>7.52</b>	<b>7.81</b>	<b>8.14</b>	8.14	8.14
Nell-MCT	0.15	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	0.50
Training	0.70	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	0.20
H & Safety	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
** PFML										<b>0.05</b>	<b>0.05</b>
CIM	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
<b>Total</b>	<b>55.30</b>	<b>55.93</b>	<b>56.77</b>	<b>57.61</b>	<b>58.48</b>	<b>59.34</b>	<b>60.23</b>	<b>61.12</b>	<b>62.04</b>	<b>62.09</b>	<b>63.00</b>
<b>*Dues</b>	<b>(-1.54)</b>	<b>(-1.54)</b>	<b>(-1.56)</b>	<b>(-1.56)</b>	<b>(-1.58)</b>	<b>(-1.58)</b>	<b>(-1.60)</b>	<b>(-1.60)</b>	<b>(-1.62)</b>	<b>(-1.62)</b>	<b>(-1.62)</b>
<b>*LPL</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>	<b>(-0.07)</b>
Flaggers	20.50	<b>21.50</b>	21.50	<b>22.50</b>	22.50	<b>23.50</b>	23.50	<b>24.50</b>	24.50	24.50	24.50

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