

**MASSACHUSETTS & NORTHERN NEW ENGLAND LABORERS' DISTRICT COUNCIL**

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

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**STATE- WIDE TUNNEL RATES**

**\*\* PFML - Massachusetts Paid Family and Medical Leave  
INCREASES AND ALLOCATIONS ARE IN BOLD PRINT  
WAGES & FRINGE BENEFITS**

	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>*Increases</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>
Group 1	<b>43.15</b>	<b>43.80</b>	<b>44.30</b>	<b>44.95</b>	<b>45.45</b>	45.45	45.45	<b>46.20</b>	<b>46.97</b>	46.97	<b>47.48</b>
Group 2	<b>41.15</b>	<b>41.80</b>	<b>42.30</b>	<b>42.95</b>	<b>43.45</b>	43.45	43.45	<b>44.20</b>	<b>44.97</b>	44.97	<b>45.48</b>
Group 3	<b>38.60</b>	<b>39.25</b>	<b>39.75</b>	<b>40.40</b>	<b>40.90</b>	40.90	40.90	<b>41.65</b>	<b>42.42</b>	42.42	<b>42.93</b>
Group 4	<b>43.15</b>	<b>43.80</b>	<b>44.30</b>	<b>44.95</b>	<b>45.45</b>	45.45	45.45	<b>46.20</b>	<b>46.97</b>	46.97	<b>47.48</b>
Health Welfare	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>7.75</b>	<b>7.75</b>	<b>8.20</b>	8.20	<b>8.70</b>	<b>8.95</b>	<b>9.44</b>	<b>9.67</b>	9.67	9.67	9.67
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
Health & Safety	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
<b>** PFML</b>										<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 Fringes</b>	<b>24.65</b>	<b>24.85</b>	<b>25.30</b>	<b>25.60</b>	<b>26.10</b>	<b>27.10</b>	<b>28.09</b>	<b>28.32</b>	<b>28.57</b>	<b>28.62</b>	<b>29.12</b>
<b>*DUES</b>	<b>(-1.99)</b>	<b>(-1.99)</b>	<b>(-2.01)</b>	<b>(-2.01)</b>	<b>(-2.03)</b>	<b>(-2.03)</b>	<b>(-2.05)</b>	<b>(-2.05)</b>	<b>(-2.07)</b>	<b>(-2.07)</b>	<b>(-2.07)</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>

*Dues and LPL are deducted from wages*

**\*THE DISTRICT COUNCIL RESERVES THE RIGHT TO ALLOCATE THESE INCREASES IN IT'S  
DISCRETION AMONG WAGES, FRINGE BENEFITS AND DUES DEDUCTIONS.**

**Paid Holidays**                      New Years Day, Washington's Birthday, Patriots' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Armistice Day, Thanksgiving Day, and Christmas Day

**Group 1**                      Shift Boss, Foremen, Shifter (guaranteed 40 hrs.)  
**\*\* (Shift Boss, Foremen and Shifter shall receive Two Dollars (\$2.00) over the miner rate)**

**Group 2**                      Groutman-Pumps, Brakeman, Trackman, Miner's Helper, Form Movers & Strippers (wood & steel) Shaft laborer, Laborer Topside, Outside Motorman  
Miners: Conveyor Operator, Miner Welder, Heading Motormen, Erecting Operators, Mucking Machine Operator, Nozzle Men, Rodmen, Safety Miner, Shaft & Tunnel, Steel & Rodman, Mole Nipper, Concrete Worker, Form Erectors (wood & steel and all accessories, Cement Finishers, Top Signal Men, Bottom Men (when heading is 50' from shaft) and all other laborers, Burner, Shield Operator and TBM Operator

**Group 3**                      Change House Attendants, Powder Watchmen & Warehousemen

**Group 4**                      Hazardous waste work within the "HOT" zone.      ( a premium of two dollars (\$2.00) per hour over the basic wage rate)

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