

MASSACHUSETTS & NORTHERN NEW ENGLAND LABORERS' DISTRICT COUNCIL

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

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STATE-WIDE WRECKING AGREEMENT

Environmental Work (ONLY)

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)

INCREASES AND ALLOCATIONS ARE IN BOLD PRINT

**** Dues and LPL are Deducted from wages**

WAGES & FRINGE BENEFITS

| | 6/1/2020 | 12/1/2020 | 6/1/2021 | 9/1/2021 | 12/1/2021 | 6/1/2022 | 12/1/2022 | 6/1/2023 | 12/1/2023 |
|-----------------|--------------|----------------|----------------|--------------|--------------|----------------|--------------|--------------|--------------|
| INCREASE | 0.99 | 0.98 | 1.02 | 0.05 | 1.01 | 1.00 | 1.00 | 1.00 | 1.25 |
| *Wages | 39.30 | 40.05 | 40.82 | 40.82 | 41.33 | 42.33 | | | |
| Health Welfare | 8.60 | 8.60 | 8.60 | 8.60 | 9.10 | 9.10 | | | |
| Pension | 8.25 | 8.25 | 8.50 | 8.50 | 8.50 | 8.50 | | | |
| Annuity | 8.84 | 9.07 | 9.07 | 9.07 | 9.07 | 9.07 | | | |
| NELL-MCT | 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 | | | |
| Training | 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 | | | |
| Health & Safety | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 | | | |
| ** PFML | | | | 0.05 | 0.05 | 0.05 | | | |
| MDIAP | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | | | |
| Total | 66.79 | 67.77 | 68.79 | 68.84 | 69.85 | 70.85 | 71.85 | 72.85 | 74.10 |
| **DUES | (-1.95) | (-1.60) | (-1.62) | (-1.62) | (-1.62) | (-1.64) | (-1.64) | -1.66 | (-1.66) |
| **LPL | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) |

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 and Weymouth**), ROCKINGHAM COUNTY (Salem, N.H. Only)

| | 6/1/2020 | 12/1/2020 | 6/1/2021 | 9/1/2021 | 12/1/2021 | 6/1/2022 | 12/1/2022 | 6/1/2023 | 12/1/2023 |
|-----------------|--------------|----------------|----------------|--------------|--------------|----------------|--------------|----------------|--------------|
| INCREASE | 0.89 | 0.89 | 0.92 | 0.05 | 0.91 | 0.90 | 0.85 | 0.90 | 0.90 |
| *Wages | 34.15 | 34.75 | 35.09 | 35.09 | 35.50 | 36.40 | | | |
| Health Welfare | 8.60 | 8.60 | 8.60 | 8.60 | 9.10 | 9.10 | | | |
| Pension | 8.25 | 8.25 | 8.50 | 8.50 | 8.50 | 8.50 | | | |
| Annuity | 7.58 | 7.87 | 8.20 | 8.20 | 8.20 | 8.20 | | | |
| NELL-MCT | 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 | | | |
| Training | 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 | | | |
| Health & Safety | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 | 0.15 | | | |
| ** PFML | | | | 0.05 | 0.05 | 0.05 | | | |
| MDIAP | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | | | |
| Total | 60.38 | 61.27 | 62.19 | 62.24 | 63.15 | 64.05 | 64.90 | 65.80 | 66.70 |
| **DUES | (-1.95) | (-1.60) | (-1.62) | (-1.62) | (-1.62) | (-1.64) | (-1.64) | (-1.66) | (-1.66) |
| **LPL | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) | (-0.07) |

*** Environmental Worker (Asbestos, Toxic, Hazardous Waste, and Lead Paint)**

** PFML - Massachusetts Paid Family and Medical Leave