

MASSACHUSETTS & NORTHERN NEW ENGLAND LABORERS' DISTRICT COUNCIL

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

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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)

**** Effective June 1, 2026 - Zone 4 Counties & Towns will be converted to Zone 3**

	6/1/2022	12/1/2022	6/1/2023	12/1/2023	6/1/2024	12/1/2024	6/1/2025	12/1/2025	6/1/2026	12/1/2026
INCREASE	0.62	0.63	0.62	0.63	1.20	1.20	1.25	1.24	1.30	1.29
Wages	33.00	33.00								
H & W	9.10	9.35								
Pension	8.50	8.75								
Annuity	5.63	5.66								
Nell-MCT	0.15	0.15								
Unified Trust	0.50	0.50								
Training	0.70	0.80								
Legal	0.20	0.20								
H & Safety	0.15	0.15								
** PFML	0.05	0.05								
CIM	0.10	0.10								
Total	58.08	58.71	59.33	59.96	61.16	62.36	63.61	64.85	66.15	67.44
*Dues	(-1.64)	(-1.64)	(-1.66)	(-1.66)	(-1.68)	(-1.68)	(-1.70)	(-1.70)	(-1.72)	(-1.72)
*LPL	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)
Flaggers	25.23	25.23	25.98	25.98	27.01	27.01	28.09	28.09	29.21	29.21

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)

	6/1/2022	12/1/2022	6/1/2023	12/1/2023	6/1/2024	12/1/2024	6/1/2025	12/1/2025	6/1/2026	12/1/2026
INCREASE	0.82	0.81	0.82	0.81	1.19	1.18	1.24	1.23	2.04	1.29
Wages	31.19	31.40								
H & W	9.10	9.35								
Pension	8.50	8.75								
Annuity	6.19	6.19								
Nell-MCT	0.15	0.15								
Unified Trust	0.50	0.50								
Training	0.70	0.80								
Legal	0.20	0.20								
H & Safety	0.15	0.15								
** PFML	0.05	0.05								
CIM	0.10	0.10								
Total	56.83	57.64	58.46	59.27	60.46	61.64	62.88	64.11	66.15	67.44
*Dues	(-1.64)	(-1.64)	(-1.66)	(-1.66)	(-1.68)	(-1.68)	(-1.70)	(-1.70)	(-1.72)	(-1.72)
*LPL	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)
Flaggers	25.23	25.23	25.98	25.98	27.01	27.01	28.09	28.09	29.21	29.21

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