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***

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	**33.50**	33.50	**34.55**	**35.00**	**35.50**	**36.00**	**37.00**	
**H & W	9.10	**9.35**	**9.40**	**9.65**	9.65	**9.90**	**10.15**	**10.65**	**10.90**	
Pension	8.50	**8.75**	8.75	**9.00**	9.00	**9.25**	**9.50**	**9.75**	9.75	
Annuity	**5.63**	**5.66**	**5.78**	**5.91**	**6.06**	**6.31**	**6.56**	**6.55**	**6.60**	
Nell-MCT	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	**0.40**	0.40	0.40	0.40	0.40	
Training	0.70	**0.80**	0.80	0.80	**0.90**	0.90	0.90	0.90	0.90	
Legal	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	
CIM	0.10	0.10	0.10	0.10	0.10	0.10	0.10	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)	**(-1.73)**	(-1.73)	**(-1.75)**	(-1.75)	**(-1.77)**	(-1.77)
***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**	**31.81**	**32.12**	**33.31**	**33.99**	**34.73**	**35.21**	**37.00**	
**H & W	9.10	**9.35**	**9.40**	**9.65**	9.65	**9.90**	**10.15**	**10.65**	**10.90**	
Pension	8.50	**8.75**	8.75	**9.00**	9.00	**9.25**	**9.50**	**9.75**	9.75	
Annuity	6.19	6.19	**6.60**	6.60	6.60	6.60	6.60	6.60	6.60	
Nell-MCT	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	**0.40**	0.40	0.40	0.40	0.40	
Training	0.70	**0.80**	0.80	0.80	**0.90**	0.90	0.90	0.90	0.90	
Legal	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	
CIM	0.10	0.10	0.10	0.10	0.10	0.10	0.10	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)	**(-1.73)**	(-1.73)	**(-1.75)**	(-1.75)	**(-1.77)**	(-1.77)
***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

**INCLUDES THE PREMIUM FOR CONTINUED HEALTH INSURANCE COVERAGE DURING PERIODS OF PFML.

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