				GENERAL	LABORER	CLASSIFICAT	TON				
	INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	LECET	T.E.F.**	C.A.F***	TOTAL PACKAGE
AREA 1											
Milwaukee County	\$3.75	\$38.81	\$10.80	\$13.20	\$1.22	\$1.11	\$0.42	\$0.18	\$0.08	\$0.02	\$65.74
Waukesha County			\$10.45 Health								
,			\$0.35 HRA								
AREA 2											
Kenosha County	\$3.75	\$37.87	\$10.80	\$13.20	\$1.22	\$1.11	\$0.42	\$0.18	\$0.08	\$0.02	\$64.80
Racine County			\$10.45 Health								
,			\$0.35 HRA								
AREA 3											
Dane County	\$3.75	\$44.05	\$10.80	\$8.75	*\$ -1.22	-	\$0.42	\$0.18	\$0.08	\$0.02	\$64.20
			\$10.45 Health								
			\$0.35 HRA								
AREA 4											
Washington County	\$3.75	\$38.06	\$10.80	\$13.20	\$1.22	\$1.11	\$0.42	\$0.18	\$0.08	\$0.02	\$64.99
Ozaukee County			\$10.45 Health								
,			\$0.35 HRA								
AREA 5											
Ashland County	\$3.75	\$43.77	\$10.80	\$8.75	*\$ -1.22	*\$ -3.50	\$0.42	\$0.18	\$0.08	\$0.02	\$63.92
Bayfield County			\$10.45 Health								
Douglas County			\$0.35 HRA								
- J											
BALANCE OF STATE	\$3.75	\$43.77	\$10.80	\$8.75	*\$ -1.22	\$ -	\$0.42	\$0.18	\$0.08	\$0.02	\$63.92
			\$10.45 Health								
			\$0.35 HRA								
	*Minus o	ian on Worki	na Dues and/or	Vesetien ee	atribution india	ataa tayahla itar	m to be deducted from	n hann rate	ofter toyen		
Foreman Premium: \$		ign on worki	ng Dues and/or	vacation co	itribution indic	ales laxable ilei	n to be deducted from	n pase rate	aiter taxes		
TOTEINAITTEINIAIN. ¥	11.00										
Night Shift Premium:	If a majority of	the hours in	a shift are work	ed after 6:00	p.m. the contra	actor shall pay a	II bargaining unit mei	mbers the s	sum of \$2.50	/hour	
for all hours worked i									·		
Area 5 Vacation (Ashland,	Bavfield, Douglas o	nlv)	**Transportation	Education Fund	(not included in to	tal package)	***Contract Adminstration	n Fund (not ir	ncluded in tota	l package)	
	MN Laborer's Fringe		**Transportation Education Fund Check payable to:		Transportation Education Fund		Check payable to:	Heavy & Highway Contract Administration Fund		nd	
	PO Box 124		Mail to:		PO Box 1349		Mail to:	PO Box 2011			
	Minneapolis, MN 554	140-0124			Madison, WI 53701			Madison, WI 53701			
Phone:	651-256-1800		Phone:	608-256-6891 Phone: 608-256-6891							
					T					1	1
6/1/2026 total package											
CBA expiration date: 5	/31/2027										

AREA 1										
MILWAUKEE & WAUKESHA COUNTIES										
HEAVY & HIGHWAY LABORERS										
	2/2/222									
Classification:	6/2/2025 Wage									
General Laborer, Tree Trimmer, Conduit Layer, Demolition and Wreck										
Laborer, Guard Rail, Fence and Bridge Builder, Landscaper, Multiplate										
Culvert Assembler, Reinforcing Steel Setter (pavement), Stone Handle										
Bituminous Worker (Shoveler, Loader and Utility Man), Batch Truck D	umper									
or Cement Handler, Bituminous Worker (Dumper, Ironer, Smoother,	r 20.04									
and Tamper), and Concrete Handler	\$ 38.81									
Air Tool Operator, Joint Sawer and Filler (Pavement), Vibrator or Tam	per									
Operator (Mechanical Hand Operated), Chain Saw Operator, Demolitie										
Burning Torch Laborer	\$ 38.96									
Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk										
and Pavement), Strike Off Man	\$ 39.16									
Line and Grade Specialist	\$ 39.31									
	Ψ σσ.σ.									
Blaster and Powderman	\$ 39.46									
Topman (Sewer and Water)	\$ 40.82									
Bottomman (Sewer and Water)	\$ 41.27									
Dottomman (Gewei and Water)	Ψ +1.27									
Pipelayer (Sewer and Water)	\$ 42.04									
Flagperson & Traffic Control Person	\$ 35.30									
Foreman Premium: \$1.00										
Night Shift Premium: \$2.50										
rught offitt i femium. \$2.30										
Hourly Contributions Are For All Hours Worked Unless Foot	noted Otherwise									
Health and HRA	\$ 10.80									
Vacation	\$ 1.11									
Working Dues	\$ 1.22									
Pension Apprenticeship and Training	\$ 13.20 \$ 0.42									
LECET	\$ 0.42									
Contract Administration Fund (not included in total package)	\$ 0.02									
Transportation Education Fund (not included in total package)	\$ 0.08									

AREA 2		
KENOSHA & RACINE COUNTIES		
HEAVY & HIGHWAY LABORERS		
	6/	2/2025
Classification:	١	Wage
General Laborer, Tree Trimmer, Conduit Layer, Demolition and Wrecking		
Laborer, Guard Rail, Fence and Bridge Builder, Landscaper, Multiplate Culvert Assembler, Reinforcing Steel Setter (pavement), Stone Handler,		
Bituminous Worker (Shoveler, Loader and Utility Man), Batch Truck Dumper		
or Cement Handler, Bituminous Worker (Dumper, Ironer, Smoother,		
and Tamper), and Concrete Handler	\$	37.87
Air Tool Operator, Joint Sawer and Filler (Pavement), Vibrator or Tamper		
Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition	•	00.00
Burning Torch Laborer	\$	38.02
Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk		
and Pavement), Strike Off Man	\$	38.22
, , , , , , , , , , , , , , , , , , ,		
Line and Grade Specialist	\$	38.19
Blaster and Powderman	\$	38.52
Topman (Sewer and Water)	\$	37.97
Pottommon (Cower and Water)		20 12
Bottomman (Sewer and Water)	\$	38.13
Pipelayer (Sewer and Water)	\$	38.62
Flagperson & Traffic Control Person	\$	35.01
Foreman Premium: \$1.00		
Night Shift Premium: \$2.50		
Housey Contributions Are For All House Worked Unless Footstand	1 Othom::	
Hourly Contributions Are For All Hours Worked Unless Footnoted	Otnerwis	<u>se</u>
Health and HRA	\$	10.80
Vacation	\$	1.11
Working Dues	\$	1.22
Pension	\$	13.20
Apprenticeship and Training	\$	0.42
LECET Contract Administration Fund (not included in total molecus)	\$	0.18
Contract Administration Fund (not included in total package) Transportation Education Fund (not included in total package)	\$ \$	0.02
Transportation Education Fund (not included in total package)	Ψ	0.00

		REA 3								
		E COU	YTY							
<u>HEAV</u>	Y & HIG	HWAY	LABO	<u>RERS</u>						
						6/2	2/2025			
Classification:						٧	Vage			
General Laborer, Tree Trimmer,										
Laborer, Guard Rail, Fence and										
Culvert Assembler, Reinforcing S										
Bituminous Worker (Shoveler, Loor Cement Handler, Bituminous V					er					
and Tamper), and Concrete Han				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		5	44.05			
and ramper), and concrete rian	uici				,	μ	44.00			
Air Tool Operator, Joint Sawer a	nd Filler (Pa	avement).	Vibrator o	or Tamper						
Operator (Mechanical Hand Ope										
Burning Torch Laborer					(5	44.15			
Bituminous Worker (Raker and L	uteman), F	ormsetter	(Curb, Si	dewalk						
and Pavement), Strike Off Man						\$	44.20			
Line and Grade Specialist					9	<u> </u>	44.40			
		-								
Blaster and Powderman						\$	44.25			
Topman (Sewer and Water)					(<u> </u>	44.15			
Topinan (Sewel and Water)						ν	44.13			
Bottomman (Sewer and Water)					(5	44.30			
		_								
Pipelayer (Sewer and Water)						<u> </u>	44.50			
Flagperson & Traffic Control Per	con					<u> </u>	40.40			
Flagperson & Hamic Control Fer	5011					Þ	40.40			
Foreman Premium: \$1.00										
Night Shift Premium: \$2.50										
Hourly Contributions Ar	e For All H	ours Wor	ked Unle	ss Footnot	ed Other	vis	<u>ie</u>			
Llooth and LIDA		1			1.	•	10.00			
Health and HRA Working Dues		-			(10.80 -1.22*			
Pension Pension						•	8.75			
Apprenticeship and Training		+				₽ }	0.42			
LECET Talling						<u>р</u> В	0.42			
Contract Administration Fund (no	ot included i	n total pac	kage)			<u> </u>	0.02			
Transportation Education Fund (<u> </u>	0.08			
,			— ,	<u>'</u>	<u>'</u>					
*Minus sign on Working Dues contribu	tion indicates	taxable item	to be dedu	ucted from bas	se rates afte	r ta	xes			

AREA 4									
OZAUKEE & WASHINGTON COUNTIES									
		EAVY	8 FIICE	 \\/\\\	AROD	EDS			
	<u> </u>	<u>LAVI</u>	<u>x nigr</u>	IVVAII	LABUR	EKS			
								6/2/2025	
Classification:							1	Wage	
General Laborer									
Laborer, Guard									
Culvert Assemb Bituminous Wor							or		
or Cement Hand							Jei		
and Tamper), ar				1101, 1101	101, 011100	1101,		\$ 38.06	
<u> </u>				I .	1			Ψ 00.00	
Air Tool Operato	or, Joint S	awer and	Filler (Pa	vement),	Vibrator o	r Tamper			
Operator (Mecha		nd Opera	ed), Chai	n Saw Or	erator, D	emolition			
Burning Torch L	aborer							\$ 38.16	
Ditamaia ana Mara	l /D . l				/Ol. O:	daall.			
Bituminous Wor and Pavement),			eman), Fo	ormsetter 	(Curb, Si	dewaik		\$ 38.21	
and Pavernent),	Strike Or	ı ıvıarı						φ 30.Z1	
Line and Grade	Specialis	t						\$ 38.41	
Blaster and Pow	derman							\$ 38.26	
Topman (Sewer	and Wat	er)						\$ 40.84	
		,			1				
Bottomman (Sev	wer and V	Vater)						\$ 41.27	
D: 1 (0		. \		1		1		A 10.01	
Pipelayer (Sewe	er and wa	iter)						\$ 42.04	
Flagperson & Tr	affic Con	trol Perso	n					\$ 35.15	
l lagperson & 11	anic Con	1011 0130						ψ 55.15	
		•			•	•			
Foreman Premi									
Night Shift Pre	mium: \$	2.50							
Herrita Ca		no Aro F	or All Lice	uro Maria	ad I I mia -	o Footnat	ad Other	wiss	
Hourly Co	ntributio	ns are re	or All Hou	JIS WOIK	<u>ea Unies</u>	S FOOTHOU	ed Other	wise	
Health and HRA								\$ 10.80	
Vacation	•							\$ 1.11	
Working Dues								\$ 1.22	
Pension								\$ 13.20	
Apprenticeship a	and Train	ing						\$ 0.42	
LECET								\$ 0.18	
Contract Admini								\$ 0.02	
Transportation E	ducation	Fund (no	t included	ın total p	ackage)			\$ 0.08	

A CLUL A	ND DAY		EA 5	21 42 00	LINITICO				
ASHLAND, BAYFIELD & DOUGLAS COUNTIES									
BALANCE OF STATE									
					•				
	ПСАУТ	& HIGH	WAT LA	BORERS	<u> </u>	0.10	(0005		
Classifications							2/2025		
Classification: General Laborer, Tree Trimm	or Conduit	Lavor Dom	olition and	Wrooking		V	/age		
Laborer, Guard Rail, Fence a									
Culvert Assembler, Reinforcir									
Bituminous Worker (Shoveler					r				
or Cement Handler, Bituminou									
and Tamper), and Concrete H				1101,		\$	43.77		
1 7		(Day (a res a rest)	\		1	<u> </u>			
Air Tool Operator, Joint Sawe									
Operator (Mechanical Hand C Burning Torch Laborer	perated), C	nain Saw C	perator, D	emolition		\$	42.07		
Burning Torch Laborer						Ф	43.87		
Bituminous Worker (Raker an		, Formsette	r (Curb, Si	dewalk					
and Pavement), Strike Off Ma	n					\$	43.92		
Line and Grade Specialist						\$	44.12		
Blaster and Powderman						\$	43.97		
					-				
Topman (Sewer and Water)						\$	43.87		
Bottomman (Sewer and Water)					\$	44.02			
Pipelayer (Sewer and Water)						\$	44.22		
Flagperson & Traffic Control F	Person					\$	40.40		
Foreman Premium: \$1.00									
Night Shift Premium: \$2.50									
Hourly Contribu	tions Are F	or All Hou	rs Worked	Unless Foo	otnoted Otherwise	<u>e</u>			
Area 5 - Ashland, Bayfield &	Douglas C	Counties:							
Health and HRA	Jougias					\$	10.80		
Vacation/Working Dues						\$	-4.72*		
Pension						\$	8.75		
Apprenticeship and Training						\$	0.42		
LECET						\$	0.18		
Contract Administration Fund	(not include	ed in total pa	ackage)			\$	0.02		
Transportation Education Fun	•	•				\$	0.08		
Balance of State:									
Health and HRA						\$	10.80		
Working Dues						\$	-1.22*		
Pension						\$	8.75		
Apprenticeship and Training						\$	0.42		
LECET						\$	0.18		
Contract Administration Fund	(not include	ed in total pa	ackage)			\$	0.02		
Transportation Education Fun	d (not include	ded in total	package)			\$	0.08		
*Minus sign on Working Dues and/o	or Vacation co	ntribution ind	icates taxable	e item to be de	ducted from base rate	after	taxes		