

**WISCONSIN LABORERS' HEAVY AND HIGHWAY WAGE RATES  
EFFECTIVE JUNE 1, 2026**

**GENERAL LABORER CLASSIFICATION**

|                         | <b>2026 INCREASE</b> | <b>BASE WAGE</b> | <b>HEALTH</b> | <b>PENSION</b> | <b>WORKING DUES</b> | <b>VACATION</b> | <b>APPRENTICESHIP &amp; TRAINING</b> | <b>LECET</b> | <b>TOTAL PACKAGE</b> | <b>T.E.F.**</b> | <b>C.A.F***</b> |
|-------------------------|----------------------|------------------|---------------|----------------|---------------------|-----------------|--------------------------------------|--------------|----------------------|-----------------|-----------------|
| <b>AREA 1</b>           |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| Milwaukee County        | \$3.75               | \$41.32          | \$11.10       | \$13.96        | \$1.35              | \$1.11          | \$0.46                               | \$0.19       | \$69.49              | \$0.08          | \$0.02          |
| Waukesha County         |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| <b>AREA 2</b>           |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| Kenosha County          | \$3.75               | \$40.38          | \$11.10       | \$13.96        | \$1.35              | \$1.11          | \$0.46                               | \$0.19       | \$68.55              | \$0.08          | \$0.02          |
| Racine County           |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| <b>AREA 3</b>           |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| Dane County             | \$3.75               | \$47.20          | \$11.10       | \$9.00         | *\$ -1.35           | -               | \$0.46                               | \$0.19       | \$67.95              | \$0.08          | \$0.02          |
| <b>AREA 4</b>           |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| Washington County       | \$3.75               | \$40.57          | \$11.10       | \$13.96        | \$1.35              | \$1.11          | \$0.46                               | \$0.19       | \$68.74              | \$0.08          | \$0.02          |
| Ozaukee County          |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| <b>AREA 5</b>           |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| Ashland County          | \$3.75               | \$46.92          | \$11.10       | \$9.00         | *\$ -1.35           | *\$ -3.50       | \$0.46                               | \$0.19       | \$67.67              | \$0.08          | \$0.02          |
| Bayfield County         |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| Douglas County          |                      |                  |               |                |                     |                 |                                      |              |                      |                 |                 |
| <b>BALANCE OF STATE</b> | \$3.75               | \$46.92          | \$11.10       | \$9.00         | *\$ -1.35           | \$ -            | \$0.46                               | \$0.19       | \$67.67              | \$0.08          | \$0.02          |

\*Minus sign on Working Dues and/or Vacation contribution indicates taxable item to be deducted from base rate after taxes

**\$11.10 Health Contribution: \$10.70 Health, \$0.35 HRA, \$0.05 LEAN LIUNA (liunawisconsin.org/lean)**

**Foreman Premium: \$1.00**

**Night Shift Premium: If a majority of the hours in a shift are worked after 6:00 p.m. the contractor shall pay all bargaining unit members the sum of \$2.50/hour for all hours worked in addition to the hourly wage rate. The \$2.50 premium shall end at 5:00 a.m.**

| <b>Area 5 Vacation (Ashland, Bayfield, Douglas only)</b> |  | <b>**Transportation Education Fund (not included in total package)</b> |                                  | <b>***Contract Administration Fund (not included in total package)</b> |  |
|--|--|--|----------------------------------|--|--|
| Check payable to:  | MN Laborer's Fringe Benefit Funds        | Check payable to:  | Transportation Education Fund    | Check payable to:  | Heavy & Highway Contract Administration Fund |
| Mail to:   | PO Box 124<br>Minneapolis, MN 55440-0124 | Mail to:   | PO Box 1349<br>Madison, WI 53701 | Mail to:   | PO Box 2011<br>Madison, WI 53701             |
| Phone:   | 651-256-1800                             | Phone:   | 608-256-6891                     | Phone:   | 608-256-6891                                 |

CBA expiration date: 5/31/2027

| <b>AREA 1</b>   |  |  |  |  |  |  |          |
|---|--|--|--|--|--|--|----------|
| <b><u>MILWAUKEE &amp; WAUKESHA COUNTIES</u></b>   |  |  |  |  |  |  |          |
| <b><u>HEAVY &amp; HIGHWAY LABORERS</u></b>  |  |  |  |  |  |  |          |
|   |  |  |  |  |  |  | 6/1/2026 |
| Classification:   |  |  |  |  |  |  | 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 |  |  |  |  |  |  | \$ 41.32 |
| Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition Burning Torch Laborer   |  |  |  |  |  |  | \$ 41.47 |
| Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk and Pavement), Strike Off Man   |  |  |  |  |  |  | \$ 41.67 |
| Line and Grade Specialist   |  |  |  |  |  |  | \$ 41.82 |
| Blaster and Powderman   |  |  |  |  |  |  | \$ 41.97 |
| Topman (Sewer and Water)  |  |  |  |  |  |  | \$ 43.33 |
| Bottomman (Sewer and Water)   |  |  |  |  |  |  | \$ 43.78 |
| Pipelayer (Sewer and Water)   |  |  |  |  |  |  | \$ 44.55 |
| Flagperson & Traffic Control Person   |  |  |  |  |  |  | \$ 37.81 |
| <b>Foreman Premium: \$1.00</b>  |  |  |  |  |  |  |          |
| <b>Night Shift Premium: \$2.50</b>  |  |  |  |  |  |  |          |
| <b><u>Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise</u></b>  |  |  |  |  |  |  |          |
| Health and HRA (\$10.70 health, \$.35 HRA, \$.05 LEAN)  |  |  |  |  |  |  | \$ 11.10 |
| Vacation  |  |  |  |  |  |  | \$ 1.11  |
| Working Dues  |  |  |  |  |  |  | \$ 1.35  |
| Pension   |  |  |  |  |  |  | \$ 13.96 |
| Apprenticeship and Training   |  |  |  |  |  |  | \$ 0.46  |
| LECET   |  |  |  |  |  |  | \$ 0.19  |
| Contract Administration Fund (not included in total package)  |  |  |  |  |  |  | \$ 0.02  |
| Transportation Education Fund (not included in total package)   |  |  |  |  |  |  | \$ 0.08  |

| <b>AREA 2</b>  |  |  |  |  |  |  |          |
|--|--|--|--|--|--|--|----------|
| <b><u>KENOSHA &amp; RACINE COUNTIES</u></b>  |  |  |  |  |  |  |          |
| <b><u>HEAVY &amp; HIGHWAY LABORERS</u></b>   |  |  |  |  |  |  |          |
|  |  |  |  |  |  |  | 6/1/2026 |
| Classification:  |  |  |  |  |  |  | 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  |  |  |  |  |  |  | \$ 40.38 |
| Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper              |  |  |  |  |  |  |          |
| Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition                    |  |  |  |  |  |  |          |
| Burning Torch Laborer  |  |  |  |  |  |  | \$ 40.53 |
| Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk                      |  |  |  |  |  |  |          |
| and Pavement), Strike Off Man  |  |  |  |  |  |  | \$ 40.73 |
| Line and Grade Specialist  |  |  |  |  |  |  | \$ 40.70 |
| Blaster and Powderman  |  |  |  |  |  |  | \$ 41.03 |
| Topman (Sewer and Water)   |  |  |  |  |  |  | \$ 40.48 |
| Bottomman (Sewer and Water)  |  |  |  |  |  |  | \$ 40.64 |
| Pipelayer (Sewer and Water)  |  |  |  |  |  |  | \$ 41.13 |
| Flagperson & Traffic Control Person  |  |  |  |  |  |  | \$ 37.52 |
| <b>Foreman Premium: \$1.00</b>   |  |  |  |  |  |  |          |
| <b>Night Shift Premium: \$2.50</b>   |  |  |  |  |  |  |          |
| <b><u>Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise</u></b> |  |  |  |  |  |  |          |
| Health and HRA (\$10.70 health, \$.35 HRA, \$.05 LEAN)                                 |  |  |  |  |  |  | \$ 11.10 |
| Vacation   |  |  |  |  |  |  | \$ 1.11  |
| Working Dues   |  |  |  |  |  |  | \$ 1.35  |
| Pension  |  |  |  |  |  |  | \$ 13.96 |
| Apprenticeship and Training  |  |  |  |  |  |  | \$ 0.46  |
| LECET  |  |  |  |  |  |  | \$ 0.19  |
| Contract Administration Fund (not included in total package)                           |  |  |  |  |  |  | \$ 0.02  |
| Transportation Education Fund (not included in total package)                          |  |  |  |  |  |  | \$ 0.08  |

**AREA 3**  
**DANE COUNTY**

**HEAVY & HIGHWAY LABORERS**

|  |  |  |  |  |  |  | 6/1/2026  |
|--|--|--|--|--|--|--|-----------|
| Classification:  |  |  |  |  |  |  | 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  |  |  |  |  |  |  | \$ 47.20  |
| Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper                                  |  |  |  |  |  |  |           |
| Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition  |  |  |  |  |  |  |           |
| Burning Torch Laborer  |  |  |  |  |  |  | \$ 47.30  |
| Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk  |  |  |  |  |  |  |           |
| and Pavement), Strike Off Man  |  |  |  |  |  |  | \$ 47.35  |
| Line and Grade Specialist  |  |  |  |  |  |  | \$ 47.55  |
| Blaster and Powderman  |  |  |  |  |  |  | \$ 47.40  |
| Topman (Sewer and Water)   |  |  |  |  |  |  | \$ 47.30  |
| Bottomman (Sewer and Water)  |  |  |  |  |  |  | \$ 47.45  |
| Pipelayer (Sewer and Water)  |  |  |  |  |  |  | \$ 47.65  |
| Flagperson & Traffic Control Person  |  |  |  |  |  |  | \$ 43.55  |
| <b>Foreman Premium: \$1.00</b>   |  |  |  |  |  |  |           |
| <b>Night Shift Premium: \$2.50</b>   |  |  |  |  |  |  |           |
| <b><u>Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise</u></b>                     |  |  |  |  |  |  |           |
| Health and HRA (\$10.70 health, \$.35 HRA, \$.05 LEAN)   |  |  |  |  |  |  | \$ 11.10  |
| Working Dues   |  |  |  |  |  |  | \$ -1.35* |
| Pension  |  |  |  |  |  |  | \$ 9.00   |
| Apprenticeship and Training  |  |  |  |  |  |  | \$ 0.46   |
| LECET  |  |  |  |  |  |  | \$ 0.19   |
| Contract Administration Fund (not included in total package)   |  |  |  |  |  |  | \$ 0.02   |
| Transportation Education Fund (not included in total package)  |  |  |  |  |  |  | \$ 0.08   |
| *Minus sign on Working Dues contribution indicates taxable item to be deducted from base rates after taxes |  |  |  |  |  |  |           |

| <b>AREA 4</b>   |  |  |  |  |  |  |  |          |
|---|--|--|--|--|--|--|--|----------|
| <b><u>OZAUKEE &amp; WASHINGTON COUNTIES</u></b>   |  |  |  |  |  |  |  |          |
| <b><u>HEAVY &amp; HIGHWAY LABORERS</u></b>  |  |  |  |  |  |  |  |          |
|   |  |  |  |  |  |  |  | 6/1/2026 |
| Classification:   |  |  |  |  |  |  |  | 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 |  |  |  |  |  |  |  | \$ 40.57 |
| Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition Burning Torch Laborer   |  |  |  |  |  |  |  | \$ 40.67 |
| Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk and Pavement), Strike Off Man   |  |  |  |  |  |  |  | \$ 40.72 |
| Line and Grade Specialist   |  |  |  |  |  |  |  | \$ 40.92 |
| Blaster and Powderman   |  |  |  |  |  |  |  | \$ 40.77 |
| Topman (Sewer and Water)  |  |  |  |  |  |  |  | \$ 43.35 |
| Bottomman (Sewer and Water)   |  |  |  |  |  |  |  | \$ 43.78 |
| Pipelayer (Sewer and Water)   |  |  |  |  |  |  |  | \$ 44.55 |
| Flagperson & Traffic Control Person   |  |  |  |  |  |  |  | \$ 37.66 |
| <b>Foreman Premium: \$1.00</b>  |  |  |  |  |  |  |  |          |
| <b>Night Shift Premium: \$2.50</b>  |  |  |  |  |  |  |  |          |
| <b><u>Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise</u></b>  |  |  |  |  |  |  |  |          |
| Health and HRA (\$10.70 health, \$.35 HRA, \$.05 LEAN)  |  |  |  |  |  |  |  | \$ 11.10 |
| Vacation  |  |  |  |  |  |  |  | \$ 1.11  |
| Working Dues  |  |  |  |  |  |  |  | \$ 1.35  |
| Pension   |  |  |  |  |  |  |  | \$ 13.96 |
| Apprenticeship and Training   |  |  |  |  |  |  |  | \$ 0.46  |
| LECET   |  |  |  |  |  |  |  | \$ 0.19  |
| Contract Administration Fund (not included in total package)  |  |  |  |  |  |  |  | \$ 0.02  |
| Transportation Education Fund (not included in total package)   |  |  |  |  |  |  |  | \$ 0.08  |

**AREA 5**  
**ASHLAND, BAYFIELD & DOUGLAS COUNTIES**

**BALANCE OF STATE**  
**HEAVY & HIGHWAY LABORERS**

|   |  |  |  |  |  |  | 6/1/2026  |
|---|--|--|--|--|--|--|-----------|
| Classification:   |  |  |  |  |  |  | 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 |  |  |  |  |  |  | \$ 46.92  |
| Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition Burning Torch Laborer   |  |  |  |  |  |  | \$ 47.02  |
| Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk and Pavement), Strike Off Man   |  |  |  |  |  |  | \$ 47.07  |
| Line and Grade Specialist   |  |  |  |  |  |  | \$ 47.27  |
| Blaster and Powderman   |  |  |  |  |  |  | \$ 47.12  |
| Topman (Sewer and Water)  |  |  |  |  |  |  | \$ 47.02  |
| Bottomman (Sewer and Water)   |  |  |  |  |  |  | \$ 47.17  |
| Pipelayer (Sewer and Water)   |  |  |  |  |  |  | \$ 47.37  |
| Flagperson & Traffic Control Person   |  |  |  |  |  |  | \$ 43.55  |
| <b>Foreman Premium: \$1.00</b>  |  |  |  |  |  |  |           |
| <b>Night Shift Premium: \$2.50</b>  |  |  |  |  |  |  |           |
| <b><u>Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise</u></b>  |  |  |  |  |  |  |           |
| <b><u>Area 5 - Ashland, Bayfield &amp; Douglas Counties:</u></b>  |  |  |  |  |  |  |           |
| Health and HRA (\$10.70 health, \$.35 HRA, \$.05 LEAN)  |  |  |  |  |  |  | \$ 11.10  |
| Vacation/Working Dues (\$1.35 Working Dues/\$3.50 Vacation)   |  |  |  |  |  |  | \$ -4.85* |
| Pension   |  |  |  |  |  |  | \$ 9.00   |
| Apprenticeship and Training   |  |  |  |  |  |  | \$ 0.46   |
| LECET   |  |  |  |  |  |  | \$ 0.19   |
| Contract Administration Fund (not included in total package)  |  |  |  |  |  |  | \$ 0.02   |
| Transportation Education Fund (not included in total package)   |  |  |  |  |  |  | \$ 0.08   |
| <b><u>Balance of State:</u></b>   |  |  |  |  |  |  |           |
| Health and HRA (\$10.70 health, \$.35 HRA, \$.05 LEAN)  |  |  |  |  |  |  | \$ 11.10  |
| Working Dues  |  |  |  |  |  |  | \$ -1.35* |
| Pension   |  |  |  |  |  |  | \$ 9.00   |
| Apprenticeship and Training   |  |  |  |  |  |  | \$ 0.46   |
| LECET   |  |  |  |  |  |  | \$ 0.19   |
| Contract Administration Fund (not included in total package)  |  |  |  |  |  |  | \$ 0.02   |
| Transportation Education Fund (not included in total package)   |  |  |  |  |  |  | \$ 0.08   |

\*Minus sign on Working Dues and/or Vacation contribution indicates taxable item to be deducted from base rate after taxes

# WISCONSIN LABORERS' HEAVY/HIGHWAY AREAS

