

# HIGHWAY & HEAVY WAGES EFFECTIVE MAY 3, 2021

## EASTERN METROPOLITAN ZONE-(ZONE 1) -See Wage District Map-

| Group | 2% of Gross Wages |                   |         |        |         | Defined Contribution | Apprenticeship Training | = Total Employee Package |
|-------|-------------------|-------------------|---------|--------|---------|----------------------|-------------------------|--------------------------|
|       | Wages             | Excluding Fringes | H&W     | HRA    | Pension |                      |                         |                          |
| 1     | \$42.39           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$64.94                |
| 2     | \$40.89           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$63.44                |
| 3     | \$40.34           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$62.89                |
| 4     | \$40.04           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$62.59                |
| 5     | \$37.00           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$59.55                |
| 6     | \$35.79           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$58.34                |

Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01

**I.P.F \$.04/hr. Paid by Employer Voluntarily**

## REMAINDER OF EASTERN ZONE-(ZONE 2) -See Wage District Map-

| Group | 2% of Gross Wages |                   |         |        |         | Defined Contribution | Apprenticeship Training | = Total Employee Package |
|-------|-------------------|-------------------|---------|--------|---------|----------------------|-------------------------|--------------------------|
|       | Wages             | Excluding Fringes | H&W     | HRA    | Pension |                      |                         |                          |
| 1     | \$39.68           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$62.23                |
| 2     | \$38.18           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$60.73                |
| 3     | \$37.73           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$60.28                |
| 4     | \$37.43           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$59.98                |
| 5     | \$34.86           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$57.41                |
| 6     | \$33.99           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$56.54                |

Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01

**I.P.F \$.04/hr. Paid by Employer Voluntarily**

## WESTERN ZONE-(ZONE 3) -See Wage District Map-

| Group | 2% of Gross Wages |                   |         |        |         | Defined Contribution | Apprenticeship Training | = Total Employee Package |
|-------|-------------------|-------------------|---------|--------|---------|----------------------|-------------------------|--------------------------|
|       | Wages             | Excluding Fringes | H&W     | HRA    | Pension |                      |                         |                          |
| 1     | \$32.95           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$55.50                |
| 2     | \$31.45           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$54.00                |
| 3     | \$30.52           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$53.07                |
| 4     | \$30.21           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$52.76                |
| 5     | \$28.50           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$51.05                |
| 6     | \$27.90           | *                 | \$10.40 | \$1.00 | \$10.10 | \$ .50               | \$ .55                  | = \$50.45                |

Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01

**I.P.F \$.04/hr. Paid by Employer Voluntarily**

**Eastern Zones: \$2.05 + \$.10 defined contribution**  
 \$.30 health and welfare  
 \$.30 pension  
 \$.30 defined contribution  
 \$1.15 wages

**Western Zone: \$1.75 + \$.10 defined contribution**  
 \$.30 health and welfare  
 \$.30 pension  
 \$.30 defined contribution  
 \$.85 wages