

HIGHWAY & HEAVY WAGES EFFECTIVE MAY 1, 2023

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

Group	Wages	2% of Gross Wages Excluding		Pension	Defined Contribution	Apprenticeship Training	=	Total Employee Package
		Fringes	H&W					
1	\$44.94	*	\$12.15	\$10.90	\$1.60	\$.55	=	\$70.14
2	\$43.38	*	\$12.15	\$10.90	\$1.60	\$.55	=	\$68.58
3	\$42.81	*	\$12.15	\$10.90	\$1.60	\$.55	=	\$68.01
4	\$42.49	*	\$12.15	\$10.90	\$1.60	\$.55	=	\$67.69
5	\$39.33	*	\$12.15	\$10.90	\$1.60	\$.55	=	\$64.53
6	\$38.06	*	\$12.15	\$10.90	\$1.60	\$.55	=	\$63.26

Employer Paid Contributions Per Hour: LMC \$.02, CILEC \$.01 I.P.F \$.06/hr. Paid by Employer Voluntarily

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

Group	Wages	2% of Gross Wages Excluding		Pension	Defined Contribution	Apprenticeship Training	=	Total Employee Package
		Fringes	H&W					
1	\$42.12	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$67.12
2	\$40.56	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$65.56
3	\$40.09	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$65.09
4	\$39.77	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$64.77
5	\$37.09	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$62.09
6	\$36.19	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$61.19

Employer Paid Contributions Per Hour: LMC \$.02, CILEC \$.01 I.P.F \$.06/hr. Paid by Employer Voluntarily

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

Group	Wages	2% of Gross Wages Excluding		Pension	Defined Contribution	Apprenticeship Training	=	Total Employee Package
		Fringes	H&W					
1	\$34.79	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$59.79
2	\$33.23	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$58.23
3	\$32.26	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$57.26
4	\$31.93	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$56.93
5	\$30.15	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$55.15
6	\$29.53	*	\$12.15	\$10.90	\$1.40	\$.55	=	\$54.53

Employer Paid Contributions Per Hour: LMC \$.02, CILEC \$.01 I.P.F \$.06/hr. Paid by Employer Voluntarily

Breakdown:

\$.75 Health and Welfare

\$.40 Pension

\$.60 Defined Contribution for Zone 1

\$.40 Defined Contribution for Zones 2 and 3

Remaining of 2023 increase to wages