

## WAGE RATES AND CLASSIFICATIONS AND BENEFIT RATES

### April 1, 2026 - March 31, 2030, BUILDING AGREEMENT

On all jobs bid on and after April 1, 2026, the following are straight time hourly rates of pay for employees covered under this Agreement.

Classifications	4/5/2026	4/4/2027	4/2/2028	4/1/2029
Crane handling or erecting structural steel or stone, hoisting engineer (2 drums or over), Caisson Drilled Shafts over 14 inches (replaces Bauer Drill/Caisson)	\$60.66	\$63.24	\$65.93	\$68.73
Cranes (100 ton rates capacity and over)	\$60.24	\$62.80	\$65.47	\$68.25
Cranes (under 100 ton rated capacity); Magni Type-360 Rotating Forklift	\$59.20	\$61.72	\$64.34	\$67.07
Front end loader (7 cubic yards or over), Work boat 26 ft. and over	\$55.60	\$57.96	\$60.42	\$62.99
Excavator over 2 cubic yards; HF-1 Forklift, Drills with self contained power units, Micropile up to 14 inches helical pile, Pile driver (\$3.00 premium when operator controls hammer)	\$55.17	\$57.51	\$59.95	\$62.50
Excavator, Gradall, Master Mechanic, Hoisting Engineer (all types of equipment where a drum and cable are used to hoist or drag material regardless of motive, power, or operation), Rubber tire Excavator, (Drott 1085 or similar) Grader Operator, Bulldozer Finegrade (slops, shaping, laser, or GPS etc.)	\$54.13	\$56.43	\$58.83	\$61.33
Trenching machines, lighter derrick, CMI machine or similar, Koehring loader (skoper), Goldhofer	\$53.61	\$55.89	\$58.27	\$60.75
Specialty Railroad Equipment, Asphalt Spreader, Asphalt Reclaiming Machine, Line Grinder, Concrete Pump, Drills with self-contained power units, Boring Machine, Post Hole Digger, Auger, Pounder, Well Digger, Milling Machine (over 24 mandrel), Side Boom, Combination hoe and loader, Directional Driller, Geothermal Drill	\$52.78	\$55.02	\$57.36	\$59.80
Front end loader (3 up to 7 cubic yards), Bulldozer (Rough grade dozer)	\$52.35	\$54.57	\$56.89	\$59.31
Asphalt roller, concrete saws and cutters (ride on type), Vermeer concrete cutter, Stump Grinder, Scraper, Snooper, Skidder, Milling Machine (24" and under Mandrel)	\$51.89	\$54.10	\$56.40	\$58.80

Mechanic, grease truck operator, hydroblaster, barrier mover, power stone spreader, Welder, Work boat under 26 ft., Transfer Machine, Rigger Foreman	\$51.34	\$53.32	\$55.79	\$58.16
Front end loader (under 3 cubic yards), skid steer loader regardless of attachments (Bobcat or similar), fork lift, power chipper, Landscape equipment (including hydroseeder, Vacuum Excavation Truck and Hydrovac Excavation Truck (27 HG pressure or greater)	\$50.74	\$52.90	\$55.15	\$57.49
Portable asphalt plant operator, Portable concrete plant operator, Portable crusher plant operator, Portable Grout Plant Operator, Portable Water Filtration Plant Operator	\$49.95	\$52.07	\$54.28	\$56.59
Wellpoint operator	\$47.82	\$49.85	\$51.97	\$54.18
Conveyer, Earth roller, power pavement breaker (whiphammer), robot demolition equipment, Vibratory hammer, Ice Machine, Diesel & Air, hammers etc.	\$47.91	\$49.95	\$52.07	\$54.28
Compressor battery operator	\$47.04	\$49.04	\$51.12	\$53.29
Power Safety Boat, Vacuum truck, Zim mixer, Sweeper (Minimum for any job requiring a CDL license), Rigger, Signalman	\$46.60	\$48.58	\$50.64	\$52.79
Elevator Operator, Tow Motor Operator (Solid tire no rough terrain)	\$45.45	\$47.38	\$49.39	\$51.49
Generator operator, compressor operator, pump operator, welding machine operator, Heater Operator	\$44.89	\$46.80	\$48.79	\$50.86
Maintenance Engineer; Articulating End Dump	\$43.99	\$45.86	\$47.81	\$49.84

**Railroad mounted equipment at applicable equipment rate.**

Crane with 150' boom up to 199 (including jib) -- \$ 1.50 extra  
 Crane with 200' boom up to 249 (including jib) -- \$ 2.50 extra  
 Crane with 250' boom up to 299 (including jib) -- \$ 5.00 extra  
 Crane with 300' boom up to 399 (including jib) -- \$ 7.00 extra  
 Crane with 400' boom up to 499 (including jib) -- \$10.00 extra

Calculation of "boom" and "jib" pay for crane operators: The boom and jib pay shall be calculated by calculating the distance of "up and out" which is the distance from the ground to the "boom" or "jib" for "up" and the length of the working "boom" or "jib" for "out."

For purposes of determining applicable crane boom length premiums on a Derrick Crane, the back mast shall be considered part of the boom for all premium calculations.

When crane operators operating Liebherr and Potain climbing tower cranes and Hammerhead , Luffer or similar articulating and self-erecting cranes regardless of power source, such operators shall receive climbing time of one (1) hour of pay (including the boom and jib pay as provided above) at the regular straight time hourly rate of pay for each day or partial day of work which pay shall be included in the calculation of daily and weekly overtime. Should the crane operator work through lunch, an additional half hour of pay shall be paid.

The crane operator shall be a part of the crew during the time the crane is erected and dismantled.

When an operator who has been trained and is certified is required by the governing authority and the Employer to wear level A,B, or C personal protection during the performance of their work, the operator shall receive an hourly wage rate premium of \$3.00 per hour.

If during the term of this Agreement , equipment is operated which was specifically referred to in a job classification in the 2002-2005 agreement between the parties and which has been deleted from this Agreement, the rate for operating and maintaining that equipment shall be determined by referring to the job classification in the 2002-2005 agreement.

**BUILDING FRINGE BENEFIT FUND RATES:**

<b>Funds</b>	<b>4/5/26</b>	<b>4/4/27</b>	<b>4/2/28</b>	<b>4/1/29</b>
Health Benefits and Insurance	\$15.35	\$16.05	\$16.80	\$17.55
Pension	\$8.45	\$8.60	\$8.75	\$8.90
Annuity	\$4.15	\$4.30	\$4.45	\$4.65
Apprenticeship Training	\$1.85	\$2.05	\$2.25	\$2.45
Industry Advancement Program	\$0.20	\$0.20	\$0.20	\$0.20
National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
Supplemental Unemployment	\$1.10	\$1.10	\$1.10	\$1.10

**BUILDING APPRENTICE RATES:**

<b>Apprentice Year</b>	<b>4/5/2026</b>	<b>4/4/2027</b>	<b>4/2/2028</b>	<b>4/1/2029</b>
Apprentice First Year	\$30.44	\$31.74	\$33.09	\$34.49
Apprentice Second Year	\$35.52	\$37.03	\$38.61	\$40.24
Apprentice Third Year	\$40.59	\$42.32	\$44.12	\$45.99
Apprentice Fourth Year	\$45.67	\$47.61	\$49.64	\$51.74

## WAGE RATES AND CLASSIFICATIONS AND BENEFIT RATES

**April 1, 2026 - March 31, 2030, HEAVY & HIGHWAY**

### AGREEMENT

On all jobs bid on and after April 1, 2026, the following are straight time hourly rates of pay for employees covered under this Agreement.

Classifications	4/5/2026	4/4/2027	4/2/2028	4/1/2029
Crane handling or erecting structural steel or stone, hoisting engineer (2 drums or over), Caisson Drilled Shafts over 14 inches (replaces Bauer Drill/Caisson)	\$60.66	\$63.24	\$65.93	\$68.73
Cranes (100 ton rates capacity and over)	\$60.24	\$62.80	\$65.47	\$68.25
Cranes (under 100 ton rated capacity); Magni Type- 360 Rotating Forklift	\$59.20	\$61.72	\$64.34	\$67.07
Front end loader (7 cubic yards or over), Work boat 26 ft. and over	\$55.60	\$57.96	\$60.42	\$62.99
Excavator over 2 cubic yards:HF-1 Forklift, Drills with self contained power units, Micropile up to 14 inches helical pile, Pile driver (\$3.00 premium when operator controls hammer)	\$55.17	\$57.51	\$59.95	\$62.50
Excavator, Gradall, Master Mechanic, Hoisting Engineer (all types of equipment where a drum and cable are used to hoist or drag material regardless of motive, power, or operation), Rubber tire Excavator, (Drott 1085 or similar) Grader Operator, Bulldozer Finegrade (slops, shaping, laser, or GPS etc.)	\$54.13	\$56.43	\$58.83	\$61.33
Trenching machines, lighter derrick, CMI machine or similar, Koehring loader (skoooper). Goldhofer	\$53.61	\$55.89	\$58.27	\$60.75
Specialty Railroad Equipment, Asphalt Spreader, Asphalt Reclaiming Machine, Line Grinder, Concrete Pump, Drills with self-contained power units, Boring Machine, Post Hole Digger, Auger, Pounder, Well Digger, Milling Machine (over 24 mandrel), Side Boom, Combination hoe and loader, Directional Driller, Geothermal Drill	\$52.78	\$55.02	\$57.36	\$59.80
Front end loader (3 up to 7 cubic yards), Bulldozer (Rough grade dozer)	\$52.35	\$54.57	\$56.89	\$59.31

Asphalt roller, concrete saws and cutters (ride on type), Vermeer concrete cutter, Stump Grinder, Scraper, Snooper, Skidder, Milling Machine (24" and under mandrel)	\$51.89	\$54.10	\$56.40	\$58.80
Mechanic, grease truck operator, hydroblaster, barrier mover, power stone spreader, Welder, Work boat under 26 ft., Transfer Machine, Rigger Foreman	\$51.34	\$53.52	\$55.79	58.16
Front end loader (under 3 cubic yards), skid steer, loader regardless of attachments (Bobcat or similar), forklift, power chipper, Landscape equipment (including hydroseeder), Vacuum Excavation Truck and Hydrovac Excavation Truck (27 HG pressure or greater)	\$50.74	\$52.90	\$55.15	\$57.49
Portable Asphalt Plant Operator, Portable Concrete Plant Operator, Portable Crusher Plant Operator, Portable Grout Plant Operator, Portable Water Filtration Plant Operator	\$49.95	\$52.07	\$54.28	\$56.59
Conveyer, Earth roller, power pavement breaker (whiphammer), robot demolition equipment	\$47.91	\$49.95	\$52.07	\$54.28
Vibratory hammer, Ice Machine, Diesel & Air, hammers etc.	\$47.91	\$49.95	\$52.07	\$54.28
Wellpoint operator	\$47.82	\$49.85	\$51.97	\$54.18
Compressor battery operator	\$47.04	\$49.04	\$51.12	\$53.29
Power Safety Boat, Vacuum truck, Zim mixer, Sweeper (Minimum for any job requiring a CDL license), Rigger, Signalman	\$46.60	\$48.58	\$50.64	\$52.79
Elevator Operator, Tow Motor Operator (Solid tire no rough terrain)	\$45.45	\$47.38	\$49.39	\$51.49
Generator operator, compressor operator, pump operator, welding machine operator, Heater Operator	\$44.89	\$46.80	\$48.79	\$50.86
Maintenance Engineer, Articulating End Dump	\$43.99	\$45.86	\$47.81	\$49.84

**Railroad mounted equipment at applicable equipment rate.**

- Crane with 150' boom up to 199 (including jib) -- \$ 1.50 extra
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- Crane with 250' boom up to 299 (including jib) -- \$ 5.00 extra
- Crane with 300' boom up to 399 (including jib) -- \$ 7.00 extra
- Crane with 400' boom up to 499 (including jib) -- \$10.00 extra

Calculation of "boom" and "jib" pay for crane operators: The boom and jib pay shall be calculated by calculating the distance of "up and out" which is the distance from the ground to the "boom" or "jib" for "up" and the length of the working "boom" or "jib" for "out."

For purposes of determining applicable crane boom length premiums on a Derrick Crane, the back mast shall be considered part of the boom for all premium calculations.

When crane operators operating Liebherr and Potain climbing tower cranes and Hammerhead ,Luffer or similar articulating and self-erecting cranes regardless of power source, such operators shall receive climbing time of one (1) hour of pay (including the boom and jib pay as provided above) at the regular straight time hourly rate of pay for each day or partial day of work which pay shall be included in the calculation of daily and weekly overtime. Should the crane operator work through lunch, an additional half hour of pay shall be paid.

The crane operator shall be a part of the crew during the time the crane is erected and dismantled.

When an operator who has been trained and is certified is required by the governing authority and the Employer to wear level A, B, or C personal protection during the performance of their work, the operator shall receive an hourly wage rate premium of \$3.00 per hour.

If during the term of this Agreement, equipment is operated which was specifically referred to in a job classification in the 2002-2005 agreement between the parties and which has been deleted from this Agreement, the rate for operating and maintaining that equipment shall be determined by referring to the job classification in the 2002-2005 agreement.

**HEAVY & HIGHWAY FRINGE BENEFIT FUND RATES**

FUNDS	4/5/26	4/4/27	4/2/28	4/1/29
Health Benefits and Insurance	\$15.35	\$16.05	\$16.80	\$17.55
Pension	\$8.45	\$8.60	\$8.75	\$8.90
Annuity	\$4.15	\$4.30	\$4.45	\$4.65
Apprenticeship Training	\$1.85	\$2.05	\$2.25	\$2.45
Industry Advancement Program	\$0.20	\$0.20	\$0.20	\$0.20
National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
Supplemental Unemployment	\$1.10	\$1.10	\$1.10	\$1.10

## HEAVY & HIGHWAY APPRENTICE RATES:

Apprentice Year	4/5/26	4/4/27	4/2/28	4/1/29
Apprentice First Year	\$30.44	\$31.74	\$33.09	\$34.49
Apprentice Second Year	\$35.52	\$37.03	\$38.61	\$40.24
Apprentice Third Year	\$40.59	\$42.32	\$44.12	\$45.99
Apprentice Fourth Year	\$45.67	\$47.61	\$49.64	\$51.74

## TUNNELING EQUIPMENT RATES:

Classifications	4/5/2026	4/4/2027	4/2/2028	4/1/2029
Tunnel Boring Machines	\$60.66	\$63.24	\$65.93	\$68.73
Mine Hoist and Crane (used as mine hoist)	\$55.17	\$57.51	\$59.95	\$62.50
Tunnel Mucking Machine	\$55.17	\$57.51	\$59.95	\$62.50
Operating of Accumulator for Shield Driven Tunnels	\$55.17	\$57.51	\$59.95	\$62.50
Precast Segment Hoist Operator	\$55.17	\$57.51	\$59.95	\$62.50
Electric/Battery/Remote Control/ Robotic Digging and demolition equipment (i.e Brokk type)	\$55.17	\$57.51	\$59.95	\$62.50
Conveyors	\$55.17	\$57.51	\$59.95	\$62.50
Ride Upon Moles	\$55.17	\$57.51	\$59.95	\$62.50
Micro Tunnel Systems	\$52.78	\$55.02	\$57.36	\$59.80
Tunnel Maintenance Engineer	\$51.34	\$53.52	\$55.79	\$58.16

**Payment of Tunnel Boring Machine (T.B.M.) Operator, Mole, and/or Digger Shield operator in tunnels shall receive the same wage as provided for the Crane handling or erecting of structural steel under the heavy and highway wage classifications**

# WAGE RATES AND CLASSIFICATIONS AND BENEFIT RATES

## April 1, 2026 - March 31, 2030, SURVEYOR AGREEMENT

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On all jobs bid on and after April 1, 2026, the following are straight time hourly rates of pay for employees covered under this Agreement.

<b>Classification</b>	<b>4/5/2026</b>	<b>4/4/2027</b>	<b>4/2/2028</b>	<b>4/1/2029</b>
Chief of Party	\$50.21	\$52.34	\$54.56	\$56.88
Assistant Chief of Party	\$46.30	\$48.27	\$50.32	\$52.46
Instrument Man	\$44.55	\$46.44	\$48.41	\$50.47
Rodman or Chainman	\$38.34	\$39.97	\$41.67	\$43.44

### SURVEYOR FRINGE BENEFIT FUND RATES:

<b>Funds</b>	<b>4/5/26</b>	<b>4/4/27</b>	<b>4/2/28</b>	<b>4/1/29</b>
Health Benefits and Insurance	\$15.35	\$16.05	\$16.80	\$17.55
Pension	\$8.45	\$8.60	\$8.75	\$8.90
Annuity	\$4.15	\$4.30	\$4.45	\$4.65
Apprenticeship Training	\$1.85	\$2.05	\$2.25	\$2.45
Industry Advancement Program	\$0.20	\$0.20	\$0.20	\$0.20
National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
Supplemental Unemployment	\$1.10	\$1.10	\$1.10	\$1.10

## WAGE RATES AND CLASSIFICATIONS AND BENEFIT RATES

### April 1, 2026 - March 31, 2030, PLANT AGREEMENT

On all jobs bid on and after April 1, 2026, The following are the regular minimum straight time hourly rates of pay and classifications for employees covered by the new agreement:

Classification	4/5/26	4/4/27	4/2/28	4/1/29
Class I - Shovel Operator, Crane Operator, Working Maintenance Foreman, Loader Operator at Shot Rock Face, Excavator	\$48.44	\$50.50	\$52.62	\$54.89
Class II - Loader Operator- over 3 cubic yards capacity, Joy Drill Operator (Limited to Joy Heavy Weight Champion or similar equipment), Plant Operator (Asphalt Plant, Concrete Plant)	\$46.81	\$48.80	\$50.87	\$53.03
Class III - Maintenance Engineer, Dinky Operator (Locomotive), Bulldozer Operator, Loader Operator - 3 cubic yards capacity or less	\$46.02	\$47.98	\$50.02	\$52.15
Class IV - Plant Operator (Crusher Plant, Screening Plant)	\$44.80	\$46.70	\$48.68	\$50.75
Class V - Hoist Man, Air Track Driller, Skid Steer Operator, Employees capable of performing semi-skilled work, Employees performing sweeper work	\$40.53	\$42.25	\$44.05	\$45.92
Class VI - Drilling Helper, Screen Man, Tipple Man, Fuel and Grease Man, Painter	\$39.57	\$41.25	\$43.00	\$44.83
Class VII - Utility Men, Pit Men, Conveyor Men, Bin Men, Car Unloader, Plant Ground Men	\$38.56	\$40.20	\$41.91	\$43.69
<b>*New Hire Class VII</b> -Utility Men, Pit Men Conveyor Men, Bin Men, Car Unloader, Plant Ground Men				

Electrical work may or may not be subject to the terms of this Agreement. When a licensed Operating Engineer electrician performs electrical work, he or she shall receive the Class I Rate. \*Class VII employees are to receive \$3.00 per hour less than the Class VII wage rate until the completion of six (6) months of continuous employment with the Company; and are to receive \$2.00 per hour less than the Class VII wage rate effective on the first full pay week after completion of twelve (12) months of continuous employment with the Company; and are to receive the full Class VII wage rate effective on the first full pay week after completion of eighteen (18) months of continuous employment with the Company. Seasonal layoffs will not constitute a break in “continuous employment”.

**PLANT FRINGE BENEFIT FUND RATES:**

<b>Funds</b>	<b>4/5/26</b>	<b>4/4/27</b>	<b>4/2/28</b>	<b>4/1/29</b>
Health Benefits and Insurance	\$15.35	\$16.05	\$16.80	\$17.55
Pension	\$8.45	\$8.60	\$8.75	\$8.90
Annuity	\$4.15	\$4.30	\$4.45	\$4.65
Apprenticeship Training	\$1.40	\$1.60	\$1.80	\$2.00
Industry Advancement Program	\$0.20	\$0.20	\$0.20	\$0.20
National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05

**PLANT APPRENTICE RATES:**

<b>Apprentice Year</b>	<b>4/5/26</b>	<b>4/4/27</b>	<b>4/2/28</b>	<b>4/1/29</b>
Apprentice First Year	\$30.44	\$31.74	\$33.09	\$34.49
Apprentice Second Year	\$35.52	\$37.03	\$38.61	\$40.24
Apprentice Third Year	\$40.59	\$42.32	\$44.12	\$45.99
Apprentice Fourth Year	\$45.67	\$47.61	\$49.64	\$51.74

**Note: The apprentice will not be paid more than the Journeyman's rate of pay for the classification in which they are working**

## WAGE RATES AND CLASSIFICATIONS AND BENEFIT RATES

April 1, 2026 - March 31, 2030, PERMANENT SHOP

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### AGREEMENT

On all jobs bid on and after April 1, 2026, the following are the regular minimum straight time hourly rates of pay and classifications for employees covered by the new agreement:

<b>Classifications</b>	<b>4/5/26</b>	<b>4/4/27</b>	<b>4/2/28</b>	<b>4/1/29</b>
Class I	\$47.43	\$49.45	\$51.55	\$53.74
Class II	\$42.62	\$44.43	\$46.32	\$48.29
Class III	\$39.32	\$40.99	\$42.73	\$44.55
Shop Engineer	\$36.62	\$38.18	\$39.80	\$41.49
New Hire Shop Engineer*				

\*The New Hire Shop Engineer\*- Shop Engineers are to receive \$3.00 per hour less than the Shop Engineer Wage rate until the completion of six (6) months of continuous employment with the company; and are to receive \$2.00 per hour less than the Shop Engineer wage rate effective on the first full pay week after completion of (6) months of continuous employment with the company and are to receive \$1.00 per hour less than the Shop Engineer wage rate effective on the first full pay week after they have completed twelve (12) months of continuous employment with the company; and are to receive the full Shop Engineer wage rate effective on the first full pay week after completion of eighteen (18) months of continuous employment with the company.

### FRINGE BENEFIT FUND RATES:

<b>Funds</b>	<b>4/5/26</b>	<b>4/4/27</b>	<b>4/2/28</b>	<b>4/1/29</b>
Health Benefits and Insurance	\$15.35	\$16.05	\$16.80	\$17.55
Pension	\$8.45	\$8.60	\$8.75	\$8.90
Annuity	\$4.15	\$4.30	\$4.45	\$4.65
Apprenticeship Training	\$1.40	\$1.60	\$1.80	\$2.00
Industry Advancement Program	\$0.20	\$0.20	\$0.20	\$0.20
National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05

## WAGE RATES AND CLASSIFICATIONS AND BENEFIT RATES

### April 1, 2026 - March 31, 2030 EQUIPMENT DEALER

On all jobs bid on and after April 1, 2026, the following are the regular minimum straight time hourly rates of pay and classifications for employees covered by the new agreement

<b>Classification</b>	<b>4/5/26</b>	<b>4/4/27</b>	<b>4/2/28</b>	<b>4/1/29</b>
Class I Mechanic	\$47.26	\$49.27	\$51.36	\$53.54
Class II Mechanic	\$42.82	\$44.64	\$46.54	\$48.52
Truck Driver- Low Bed Delivery	\$42.82	\$44.64	\$46.54	\$48.52
Shop Engineer	\$36.62	\$38.18	\$39.80	\$41.49
New Hire Shop Engineer*				

New Hire Shop Engineer- Shop Engineers receive \$3.00 per hour less than the Shop Engineer wage rate until the completion of six (6) months of continuous employment with the Company; and are to receive \$2.00 per months of continuous employment with the company; and are to receive \$1.00 per hour less than the Shop Engineer wage rate effective on the first full pay week after they have completed twelve (12) months of continuous employment with the company; and are to receive the full Shop Engineer wage rate effective on the first full pay week after completion of eighteen (18) months of continuous employment with the company. When a Lead Class I employee does manual work and is required to be a member of the Union, he shall be paid one dollar (\$1.00) per hour additional to the rate of Class I

### Equipment Dealer Fringe Benefit Fund Rates:

<b>Funds</b>	<b>4/5/26</b>	<b>4/4/27</b>	<b>4/2/28</b>	<b>4/1/29</b>
Health Benefits and Insurance	\$15.35	\$16.05	\$16.80	17.55
Pension	\$8.45	\$8.60	\$8.75	\$8.90
Annuity	\$4.15	\$4.30	\$4.45	\$4.65
Apprenticeship Training	\$1.40	\$1.60	\$1.80	\$2.00
Industry Advancement Program	\$0.20	\$0.20	\$0.20	\$0.20
National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05