

**MASSACHUSETTS & NORTHERN NEW ENGLAND LABORERS' DISTRICT COUNCIL**

**of the Laborers' International Union of North America, AFL-CIO**

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**HEAVY & HIGHWAY CONSTRUCTION**

**ZONES 3 & 4**

**INCREASES AND ALLOCATIONS ARE IN BOLD PRINT**

*\* Dues and LPL are Deducted from wages*

Rates are for **Heavy & Highway Only**

ZONE 3

HAMPDEN COUNTY

HAMPSHIRE COUNTY (with the exception of Chesterfield, Cummington, Goshen, Middlefield, Plainfield, and Worthington)

FRANKLIN COUNTY (with the exception of Ashfield, Buckland, Charlemont, Hawley, Heath, Orange, Rowe, and Warwick)

**\*\* Effective June 1, 2026 - Zone 4 Counties & Towns will be converted to Zone 3**

	6/1/2022	12/1/2022	6/1/2023	12/1/2023	6/1/2024	12/1/2024	6/1/2025	12/1/2025	6/1/2026	12/1/2026
<b>INCREASE</b>	<b>0.62</b>	<b>0.63</b>	<b>0.62</b>	<b>0.63</b>	<b>1.20</b>	<b>1.20</b>	<b>1.25</b>	<b>1.24</b>	<b>1.30</b>	<b>1.29</b>
Wages	<b>33.00</b>	33.00	<b>33.50</b>	33.50						
*H & W	9.10	<b>9.35</b>	<b>9.40</b>	<b>9.65</b>						
Pension	8.50	<b>8.75</b>	8.75	<b>9.00</b>						
Annuity	<b>5.63</b>	<b>5.66</b>	<b>5.78</b>	<b>5.91</b>						
Well-MCT	0.15	0.15	0.15	0.15						
Unified Trust	0.50	0.50	0.50	0.50						
Training	0.70	<b>0.80</b>	0.80	0.80						
Legal	0.20	0.20	0.20	0.20						
Health & Safety	0.15	0.15	0.15	0.15						
CEM	0.10	0.10	0.10	0.10						
<b>Total</b>	<b>58.08</b>	<b>58.71</b>	<b>59.33</b>	<b>59.96</b>	<b>61.16</b>	<b>62.36</b>	<b>63.61</b>	<b>64.85</b>	<b>66.15</b>	<b>67.44</b>
<b>Dues</b>	<b>(-1.64)</b>	(-1.64)	<b>(-1.66)</b>	(-1.66)	<b>(-1.68)</b>	(-1.68)	<b>(-1.70)</b>	(-1.70)	<b>(-1.72)</b>	(-1.72)
<b>LPL</b>	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)
<b>Flaggers</b>	<b>25.23</b>	25.23	<b>25.98</b>	25.98	<b>27.01</b>	27.01	<b>28.09</b>	28.09	<b>29.21</b>	29.21

Rates are for **Heavy & Highway Only**

ZONE 4

BERKSHIRE COUNTY

FRANKLIN COUNTY (the towns of Ashfield, Buckland, Charlemont, Hawley, Heath, and Rowe only)

HAMPSHIRE COUNTY ( the towns of Chesterfield, Cummington, Goshen, Middlefield, Plainfield, and Worthington only)

	6/1/2022	12/1/2022	6/1/2023	12/1/2023	6/1/2024	12/1/2024	6/1/2025	12/1/2025	6/1/2026	12/1/2026
<b>INCREASE</b>	<b>0.82</b>	<b>0.81</b>	<b>0.82</b>	<b>0.81</b>	<b>1.19</b>	<b>1.18</b>	<b>1.24</b>	<b>1.23</b>	<b>2.04</b>	<b>1.29</b>
Wages	<b>31.19</b>	<b>31.40</b>	<b>31.81</b>	<b>32.12</b>						
*H & W	9.10	<b>9.35</b>	<b>9.40</b>	<b>9.65</b>						
Pension	8.50	<b>8.75</b>	8.75	<b>9.00</b>						
Annuity	6.19	6.19	<b>6.60</b>	6.60						
Well-MCT	0.15	0.15	0.15	0.15						
Unified Trust	0.50	0.50	0.50	0.50						
Training	0.70	<b>0.80</b>	0.80	0.80						
Legal	0.20	0.20	0.20	0.20						
Health & Safety	0.15	0.15	0.15	0.15						
CEM	0.10	0.10	0.10	0.10						
<b>Total</b>	<b>56.83</b>	<b>57.64</b>	<b>58.46</b>	<b>59.27</b>	<b>60.46</b>	<b>61.64</b>	<b>62.88</b>	<b>64.11</b>	<b>66.15</b>	<b>67.44</b>
<b>Dues</b>	<b>(-1.64)</b>	(-1.64)	<b>(-1.66)</b>	(-1.66)	<b>(-1.68)</b>	(-1.68)	<b>(-1.70)</b>	(-1.70)	<b>(-1.72)</b>	(-1.72)
<b>LPL</b>	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)	(-0.07)
<b>Flaggers</b>	<b>25.23</b>	25.23	<b>25.98</b>	25.98	<b>27.01</b>	27.01	<b>28.09</b>	28.09	<b>29.21</b>	29.21

\*INCLUDES THE PREMIUM FOR CONTINUED HEALTH INSURANCE COVERAGE DURING PERIODS OF PFML.

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