



ALL SIGNATORY EMPLOYERS – OREGON LABORERS

This will serve as notification of the allocation of the negotiated wage increase to be effective June 1, 2024.

EFFECTIVE JUNE 1, 2024 – MAY 31, 2025

NOTE: See Schedule “A” for Classification Groups, and Zone Wage Scale information

Journey Worker:

Group	Zone A	Zone B	Zone C	Zone D	Zone E	Zone F
		(\$0.85)	(\$1.25)	(\$2.00)	(\$4.00)	(\$5.00)
1	39.11	39.96	40.36	41.11	43.11	44.11
2	40.41	41.26	41.66	42.41	44.41	45.41
*3 ¹	40.91	41.76	42.16	42.91	44.91	45.91
*4 ²	34.39	35.24	35.64	36.39	38.39	39.39
*5 ³	28.01	28.86	29.26	30.01	32.01	33.01

*Foreman: \$2.25/hour above highest classification supervised. *General Foreman: 10% per hour above highest classification supervised.

Apprentice:

Group	Zone A	Zone B	Zone C	Zone D	Zone E	Zone F
		(\$0.85)	(\$1.25)	(\$2.00)	(\$4.00)	(\$5.00)
63%	24.64	25.49	25.89	26.64	28.64	29.64
70%	27.38	28.23	28.63	29.38	31.38	32.38
80%	31.29	32.14	32.54	33.29	35.29	36.29
90%	35.20	36.05	36.45	37.20	39.20	40.20

FRINGE BENEFIT PACKAGE (Per Compensable Hour)

Health & Welfare	<u>\$8.55</u>	UCG	<u>\$0.05</u>
Pension/Defined Contribution	<u>\$0.75</u>	(Union Contractor Group)	
Pension/Defined Benefit	<u>\$6.90</u>		
Training	<u>\$1.10</u>	LECET	<u>\$0.30</u>
CIDFWP	<u>\$0.13</u>	(Laborers/Employers Cooperative Education Trust)	
(Construction Industry Drug-Free Workplace Program)			
Benefit Package	\$17.78		

*It shall not be a violation of this agreement for the employer to pay above the classification listed in this agreement to key personnel.

DEDUCTIONS FROM NET PAY AFTER TAXES

Journey Worker Dues	\$2.39/HR
Apprentice Dues	\$1.67/HR

NOTE: DUES ARE INCLUDED IN THE ABOVE GROUP/ZONE RATES OF PAY.

Footnote: Please recognize the Groups 3, 4 and 5 are new or changed. 1.) Group 3 is new with several classification changes. 2.) Group 4 is the old Group 3, (Confined Space, Hole Watch, Final Clean-Up, Firewatch). 3.) Group 5 is the old Group 4 (Landscaper). Please reference the Classification Changes in the Master Labor Agreement.