

**WISCONSIN LABORERS' HEAVY AND HIGHWAY WAGE RATES
EFFECTIVE JUNE 2, 2025**

GENERAL LABORER CLASSIFICATION											
	INCREASE	BASE WAGE	HEALTH	PENSION	WORKING DUES	VACATION	APPRENTICESHIP & TRAINING	LECET	T.E.F.**	C.A.F***	TOTAL PACKAGE
AREA 1											
Milwaukee County	\$3.75	\$38.81	\$10.80	\$13.20	\$1.22	\$1.11	\$0.42	\$0.18	\$0.08	\$0.02	\$65.74
Waukesha County			\$10.45 Health								
			\$0.35 HRA								
AREA 2											
Kenosha County	\$3.75	\$37.87	\$10.80	\$13.20	\$1.22	\$1.11	\$0.42	\$0.18	\$0.08	\$0.02	\$64.80
Racine County			\$10.45 Health								
			\$0.35 HRA								
AREA 3											
Dane County	\$3.75	\$44.05	\$10.80	\$8.75	*\$ -1.22	-	\$0.42	\$0.18	\$0.08	\$0.02	\$64.20
			\$10.45 Health								
			\$0.35 HRA								
AREA 4											
Washington County	\$3.75	\$38.06	\$10.80	\$13.20	\$1.22	\$1.11	\$0.42	\$0.18	\$0.08	\$0.02	\$64.99
Ozaukee County			\$10.45 Health								
			\$0.35 HRA								
AREA 5											
Ashland County	\$3.75	\$43.77	\$10.80	\$8.75	*\$ -1.22	*\$ -3.50	\$0.42	\$0.18	\$0.08	\$0.02	\$63.92
Bayfield County			\$10.45 Health								
Douglas County			\$0.35 HRA								
BALANCE OF STATE	\$3.75	\$43.77	\$10.80	\$8.75	*\$ -1.22	\$ -	\$0.42	\$0.18	\$0.08	\$0.02	\$63.92
			\$10.45 Health								
			\$0.35 HRA								
*Minus sign on Working Dues and/or Vacation contribution indicates taxable item to be deducted from base rate after taxes											
Foreman Premium: \$1.00											
Night Shift Premium: If a majority of the hours in a shift are worked after 6:00 p.m. the contractor shall pay all bargaining unit members the sum of \$2.50/hour for all hours worked in addition to the hourly wage rate. The \$2.50 premium shall end at 5:00 a.m.											
Area 5 Vacation (Ashland, Bayfield, Douglas only)**Transportation Education Fund (not included in total package)***Contract Adminstration Fund (not included in total package)											
Check payable to:	MN Laborer's Fringe Benefit Funds		Check payable to:	Transportation Education Fund			Check payable to:	Heavy & Highway Contract Administration Fund			
Mail to:	PO Box 124		Mail to:	PO Box 1349			Mail to:	PO Box 2011			
	Minneapolis, MN 55440-0124			Madison, WI 53701				Madison, WI 53701			
Phone:	651-256-1800		Phone:	608-256-6891			Phone:	608-256-6891			
6/1/2026 total package increase: \$3.75											
CBA expiration date: 5/31/2027											

WISCONSIN LABORERS' HEAVY AND HIGHWAY WAGE RATES
EFFECTIVE JUNE 2, 2025

AREA 1							
MILWAUKEE & WAUKESHA COUNTIES							
HEAVY & HIGHWAY LABORERS							
							6/2/2025
Classification:							Wage
General Laborer, Tree Trimmer, Conduit Layer, Demolition and Wrecking							
Laborer, Guard Rail, Fence and Bridge Builder, Landscaper, Multiplate							
Culvert Assembler, Reinforcing Steel Setter (pavement), Stone Handler,							
Bituminous Worker (Shoveler, Loader and Utility Man), Batch Truck Dumper							
or Cement Handler, Bituminous Worker (Dumper, Ironer, Smoother,							
and Tamper), and Concrete Handler							\$ 38.81
Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper							
Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition							
Burning Torch Laborer							\$ 38.96
Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk							
and Pavement), Strike Off Man							\$ 39.16
Line and Grade Specialist							\$ 39.31
Blaster and Powderman							\$ 39.46
Topman (Sewer and Water)							\$ 40.82
Bottomman (Sewer and Water)							\$ 41.27
Pipelayer (Sewer and Water)							\$ 42.04
Flagperson & Traffic Control Person							\$ 35.30
Foreman Premium: \$1.00							
Night Shift Premium: \$2.50							
Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise							
Health and HRA							\$ 10.80
Vacation							\$ 1.11
Working Dues							\$ 1.22
Pension							\$ 13.20
Apprenticeship and Training							\$ 0.42
LECET							\$ 0.18
Contract Administration Fund (not included in total package)							\$ 0.02
Transportation Education Fund (not included in total package)							\$ 0.08

WISCONSIN LABORERS' HEAVY AND HIGHWAY WAGE RATES
EFFECTIVE JUNE 2, 2025

<u>AREA 2</u>							
<u>KENOSHA & RACINE COUNTIES</u>							
<u>HEAVY & HIGHWAY LABORERS</u>							
							6/2/2025
Classification:							Wage
General Laborer, Tree Trimmer, Conduit Layer, Demolition and Wrecking							
Laborer, Guard Rail, Fence and Bridge Builder, Landscaper, Multiplate							
Culvert Assembler, Reinforcing Steel Setter (pavement), Stone Handler,							
Bituminous Worker (Shoveler, Loader and Utility Man), Batch Truck Dumper							
or Cement Handler, Bituminous Worker (Dumper, Ironer, Smoother,							
and Tamper), and Concrete Handler							\$ 37.87
Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper							
Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition							
Burning Torch Laborer							\$ 38.02
Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk							
and Pavement), Strike Off Man							\$ 38.22
Line and Grade Specialist							\$ 38.19
Blaster and Powderman							\$ 38.52
Topman (Sewer and Water)							\$ 37.97
Bottomman (Sewer and Water)							\$ 38.13
Pipelayer (Sewer and Water)							\$ 38.62
Flagperson & Traffic Control Person							\$ 35.01
Foreman Premium: \$1.00							
Night Shift Premium: \$2.50							
<u>Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise</u>							
Health and HRA							\$ 10.80
Vacation							\$ 1.11
Working Dues							\$ 1.22
Pension							\$ 13.20
Apprenticeship and Training							\$ 0.42
LECET							\$ 0.18
Contract Administration Fund (not included in total package)							\$ 0.02
Transportation Education Fund (not included in total package)							\$ 0.08

WISCONSIN LABORERS' HEAVY AND HIGHWAY WAGE RATES
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AREA 3							
DANE COUNTY							
HEAVY & HIGHWAY LABORERS							
							6/2/2025
Classification:							Wage
General Laborer, Tree Trimmer, Conduit Layer, Demolition and Wrecking							
Laborer, Guard Rail, Fence and Bridge Builder, Landscaper, Multiplate							
Culvert Assembler, Reinforcing Steel Setter (pavement), Stone Handler,							
Bituminous Worker (Shoveler, Loader and Utility Man), Batch Truck Dumper							
or Cement Handler, Bituminous Worker (Dumper, Ironer, Smoother,							
and Tamper), and Concrete Handler							\$ 44.05
Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper							
Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition							
Burning Torch Laborer							\$ 44.15
Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk							
and Pavement), Strike Off Man							\$ 44.20
Line and Grade Specialist							\$ 44.40
Blaster and Powderman							\$ 44.25
Topman (Sewer and Water)							\$ 44.15
Bottomman (Sewer and Water)							\$ 44.30
Pipelayer (Sewer and Water)							\$ 44.50
Flagperson & Traffic Control Person							\$ 40.40
Foreman Premium: \$1.00							
Night Shift Premium: \$2.50							
Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise							
Health and HRA							\$ 10.80
Working Dues							\$ -1.22*
Pension							\$ 8.75
Apprenticeship and Training							\$ 0.42
LECET							\$ 0.18
Contract Administration Fund (not included in total package)							\$ 0.02
Transportation Education Fund (not included in total package)							\$ 0.08
*Minus sign on Working Dues contribution indicates taxable item to be deducted from base rates after taxes							

**WISCONSIN LABORERS' HEAVY AND HIGHWAY WAGE RATES
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AREA 4							
OZAUKEE & WASHINGTON COUNTIES							
HEAVY & HIGHWAY LABORERS							
							6/2/2025
Classification:							Wage
General Laborer, Tree Trimmer, Conduit Layer, Demolition and Wrecking							
Laborer, Guard Rail, Fence and Bridge Builder, Landscaper, Multiplate							
Culvert Assembler, Reinforcing Steel Setter (pavement), Stone Handler,							
Bituminous Worker (Shoveler, Loader and Utility Man), Batch Truck Dumper							
or Cement Handler, Bituminous Worker (Dumper, Ironer, Smoother,							
and Tamper), and Concrete Handler							\$ 38.06
Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper							
Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition							
Burning Torch Laborer							\$ 38.16
Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk							
and Pavement), Strike Off Man							\$ 38.21
Line and Grade Specialist							\$ 38.41
Blaster and Powderman							\$ 38.26
Topman (Sewer and Water)							\$ 40.84
Bottomman (Sewer and Water)							\$ 41.27
Pipelayer (Sewer and Water)							\$ 42.04
Flagperson & Traffic Control Person							\$ 35.15
Foreman Premium: \$1.00							
Night Shift Premium: \$2.50							
Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise							
Health and HRA							\$ 10.80
Vacation							\$ 1.11
Working Dues							\$ 1.22
Pension							\$ 13.20
Apprenticeship and Training							\$ 0.42
LECET							\$ 0.18
Contract Administration Fund (not included in total package)							\$ 0.02
Transportation Education Fund (not included in total package)							\$ 0.08

WISCONSIN LABORERS' HEAVY AND HIGHWAY WAGE RATES
EFFECTIVE JUNE 2, 2025

AREA 5							
ASHLAND, BAYFIELD & DOUGLAS COUNTIES							
BALANCE OF STATE							
HEAVY & HIGHWAY LABORERS							
							6/2/2025
Classification:							Wage
General Laborer, Tree Trimmer, Conduit Layer, Demolition and Wrecking							
Laborer, Guard Rail, Fence and Bridge Builder, Landscaper, Multiplate							
Culvert Assembler, Reinforcing Steel Setter (pavement), Stone Handler,							
Bituminous Worker (Shoveler, Loader and Utility Man), Batch Truck Dumper							
or Cement Handler, Bituminous Worker (Dumper, Ironer, Smoother,							
and Tamper), and Concrete Handler							\$ 43.77
Air Tool Operator, Joint Sawyer and Filler (Pavement), Vibrator or Tamper							
Operator (Mechanical Hand Operated), Chain Saw Operator, Demolition							
Burning Torch Laborer							\$ 43.87
Bituminous Worker (Raker and Luteman), Formsetter (Curb, Sidewalk							
and Pavement), Strike Off Man							\$ 43.92
Line and Grade Specialist							\$ 44.12
Blaster and Powderman							\$ 43.97
Topman (Sewer and Water)							\$ 43.87
Bottomman (Sewer and Water)							\$ 44.02
Pipelayer (Sewer and Water)							\$ 44.22
Flagperson & Traffic Control Person							\$ 40.40
Foreman Premium: \$1.00							
Night Shift Premium: \$2.50							
Hourly Contributions Are For All Hours Worked Unless Footnoted Otherwise							
Area 5 - Ashland, Bayfield & Douglas Counties:							
Health and HRA							\$ 10.80
Vacation/Working Dues							\$ -4.72*
Pension							\$ 8.75
Apprenticeship and Training							\$ 0.42
LECET							\$ 0.18
Contract Administration Fund (not included in total package)							\$ 0.02
Transportation Education Fund (not included in total package)							\$ 0.08
Balance of State:							
Health and HRA							\$ 10.80
Working Dues							\$ -1.22*
Pension							\$ 8.75
Apprenticeship and Training							\$ 0.42
LECET							\$ 0.18
Contract Administration Fund (not included in total package)							\$ 0.02
Transportation Education Fund (not included in total package)							\$ 0.08
*Minus sign on Working Dues and/or Vacation contribution indicates taxable item to be deducted from base rate after taxes							