

LABORERS' LOCAL 860

WAGE AND BENEFIT INCREASES EFFECTIVE MAY 1, 2025

FOR CUYAHOGA, LAKE AND GEauga COUNTIES

WAGE GROUP 1 — Zone 1 - Rate of Pay\$38.93

Laborers (construction), Plant Laborers or Yardmen, Right-Of-Way Laborer, Landscape Laborer, Utility Man, *Bridge Man, Handyman, Joint Setter, Flagperson, Carpenter Helper, Waterproofing Laborer, Slurry Seal, Seal Coating, Surface Treatment or Road Mix Laborer, Riprap Laborer and Grouter, Asphalt Laborer, Dump Man (batch trucks), Guardrail and Fence Installers, Mesh Handlers and Placers, Concrete Curing Applicator, Scaffold Erector, Sign Installer, Hazardous Waste (Level D), Diver Helper, Zone Person and Traffic Control.

WAGE GROUP 2 — Zone 1 Rate of Pay.....\$39.10

Asphalt Raker, Screwman or Paver, Concrete Puddler, Kettle Man (pipeline), All Machine-Driven Tools (gas, electric, air), Mason Tender, Brick Paver, Mortar Mixer, Skid Steer, Sheeting and Shoring Person, Surface Grinder Person, Screedperson, Water Blast, Hand Held Wand, Power Buggy or Power Wheelbarrow, Paint Striper, Plastic fusing Machine Operator, Rodding Machine Operator, Pug Mill Operator, Operation of All Vacuum Devices Wet or Dry, Handling of all Pumps 4 Inches and Under (gas, air or electric), **Diver, Form Setter, Bottom Person, Welder Helper (pipeline), Concrete Saw Person, Cutting with Burning Torch, Pipe Layer, Hand Spiker (railroad), Underground Person (working in sewer and waterline, cleaning, repairing and reconditioning), Tunnel Laborer (without air)****, Caisson, Cofferdam (below 25 feet deep), Air Track and Wagon Drill, Sandblaster Nozzle Person, Hazardous Waste (Level B). ***Lead Abatement, Hazardous Waste (Level C). ****Tunnel labor rate with air-pressurized add \$1.00 to the above wage rate. -- Performing any and all underwater work when underwater paraphernalia is required; *** Includes the erecting of structures for the removal, including the encapsulation and containment of Lead abatement process; **** Tunnel laborer rate with air-pressurized add \$1.00 to the above wage rate.

WAGE GROUP 3 — Zone 1 Rate of Pay..... \$39.43

Blaster and Powder Person, Muckers **** will be defined as shovel men working directly with the miners, Wrencher (mechanical joints and utility pipeline), Yarnier, Top Lander, Hazardous Waste (Level A), Concrete Specialist, Curb Setter and Cutter, Grade Checker, Concrete Crew in Tunnels ****, Utility pipeline Tappers, Waterline, and Caulker, Signal Person will receive the rate equal to the rate paid the Laborer classification for which he or she is signaling. ****Tunnel Laborer rate with air-pressurized add \$1.00 to the above wage rate.

WAGE GROUP 4 — Zone 1 Rate of Pay.....\$39.88

Miner, **** Welder, Gunitite Nozzle Person ****Tunnel Laborer rate with air-pressurized add \$1.00 to the above wage rate.

WAGE GROUP 5 — Laborer Rate of Pay.....\$40.31

"Sewage Plant, Waste Plant, Water Treatment Facilities Construction, Pumping Stations," shall be all work in construction of pumping stations, waste and sewage disposal plants, incinerator plants, water treatment plants, filtration plants and solid waste disposal plants. All work involved in laying and installation of process piping outside of a building, structure or other work, regardless of the material used or substance conveyed. All work involved in laying and installation of process piping both outside and within sewage filtration and water treatment plants, including, but not limited to, mechanical and pressurized pipe within.

Watch Person\$32.00*

FRINGE BENEFITS (NON-TAXABLE) — Mail to OLFBP, 800 Hillsdowne Rd., Westerville, OH 43081

Health & Welfare	\$8.60
Pension	\$4.45
Tri-Fund.....	\$.05
LECET	\$.10
Training & Apprenticeship.....	\$.40
Annuity.....	\$2.50
TOTAL	\$16.10

EMPLOYEE DEDUCTIONS

- Local 860 Working Dues (3.5% of gross wages) Mail to Local 860, 3334 Prospect, Cleveland, OH 44115 with working dues form.
- Laborers' District Council (\$.35 per hour) remitted on Fringe Fund Form and mailed to Westerville Office.

MISCELLANEOUS

- Employees working any scheduled night shift shall receive a premium of \$2.00 per hour.
* The \$2.00 premium for the night shift is also applicable to Watch Persons.
- Increases for 2026 and 2027 are \$2.50 and \$2.25, respectively. Allocations for these increases have yet to be determined.
- CDL—Any laborer required to utilize a valid CDL license, are in compliance with necessary FMCSA regulations and approved by the Contractor to operate a CMV, shall be paid one dollar (\$1.00) per hour above the base rate for the entirety of their working shift.



LABORERS' DISTRICT COUNCIL OF OHIO

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Ohio State Building & Construction Trades Council
Ohio AFL-CIO



Ralph E. Cole
Business Manager/
Secretary Treasurer

April 22, 2025

To: All Local Unions

Per negotiations between the Ohio Laborers' District Council and the Ohio Contractors Association, effective May 1, 2025, the following is the breakdown of changes to the Heavy Highway Agreement which have been approved by the Ohio Contractors Association.

EFFECTIVE MAY 1, 2025

\$3.25 increase breakdown as follows:

\$0.20 to Health and Welfare
\$0.30 to Pension
\$1.00 to annuity
\$1.75 on check

If you have any questions regarding the new wage rates for 2025, please do not hesitate to contact the District Council at 614.895.9002.

Fraternally yours,

Ralph E. Cole
Business Manager/Secretary Treasurer