

*Feel the Power*

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**ALL SIGNATORY EMPLOYERS  
GENERAL & CONCRETE CONTRACTORS ASSOCIATION AFFILIATES  
(GCCA)**

This will serve as notification of the allocation of the negotiated wage increase to be effective June 1, 2023.

**EFFECTIVE JUNE 1, 2023 – MAY 31, 2024**

Note: See Schedule "A" for Classification Groups, Zone Wage Scale Information.

**Journey Worker:**

Group	Zone A	Zone B	Zone C	Zone D	Zone E	Zone F
		(\$.85)	(\$1.25)	(\$2.00)	(\$4.00)	(\$5.00)
1	36.11	36.96	37.36	38.11	40.11	41.11
2	37.41	38.26	38.66	39.41	41.41	42.41
3	31.39	32.24	32.64	33.39	35.39	36.39

\*Foreman: \$1.75/hour above highest classification supervised.

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

**Apprentice:**

Group	Zone A	Zone B	Zone C	Zone D	Zone E	Zone F
		(\$.85)	(\$1.25)	(\$2.00)	(\$4.00)	(\$5.00)
63%	22.75	23.60	24.00	24.75	26.75	27.75
70%	25.28	26.13	26.53	27.28	29.28	30.28
80%	28.89	29.74	30.14	30.89	32.89	33.89
90%	32.50	33.35	33.75	34.50	36.50	37.50

**FRINGE BENEFIT PACKAGE (Per Compensable Hour)**

Health & Welfare	<u>\$8.45</u>	CMF	<u>\$.02</u>
Pension/Defined Contribution	<u>\$.50</u>	(Construction Management Fund)	
Pension/Defined Benefit	<u>\$6.80</u>		
Training	<u>\$1.05</u>	LECET	<u>\$.30</u>
CIDFWP (Construction Industry Drug-Free Workplace Program)	<u>\$.13</u>	(Laborers/Employers Cooperative Education Trust)	

**Benefit Package \$17.25**

\*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	\$2.25 / HR
Apprentice Dues	\$1.62 / HR

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