

## 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, 2025 for work in the State of Oregon.

### EFFECTIVE JUNE 1, 2025 - MAY 31, 2026

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	41.10	41.95	42.35	43.10	45.10	46.10
2	42.47	43.32	43.72	44.47	46.47	47.47
3	43.00	43.85	44.25	45.00	47.00	48.00
4	36.13	36.98	37.38	38.13	40.13	41.13

\*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
		(\$.85)	(\$1.25)	(\$2.00)	(\$4.00)	(\$5.00)
63%	25.89	26.74	27.14	27.89	29.89	30.89
70%	28.77	29.62	30.02	30.77	32.77	33.77
80%	32.88	33.73	34.13	34.88	36.88	37.88
90%	36.99	37.84	38.24	38.99	40.99	41.99

### FRINGE BENEFIT PACKAGE (Per Compensable Hour)

Health & Welfare	<u>\$8.70</u>	CMF	<u>\$.02</u>
Pension/Defined Contribution	<u>\$1.50</u>	(Construction Management Fund)	
Pension/Defined Benefit	<u>\$7.00</u>		
Training	<u>\$1.10</u>	LECET	<u>\$.30</u>
CIDFWP	<u>\$ .13</u>	(Laborers/Employers Cooperative Education Trust)	
(Construction Industry Drug-Free Workplace Program)			

**Benefit Package \$18.75**

\*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	<b>\$2.45/hr.</b>
Apprentice Dues	<b>\$1.72/hr.</b>

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