



**Brandon Flinn**  
*Business Manager*

**Patrick R. Pryor**  
*Secretary Treasurer*

# LiUNA!

## EASTERN MISSOURI LABORERS DISTRICT COUNCIL

3450 Hollenberg Dr. Bridgeton MO 63044  
Phone: (314) 739-7270 Fax: (314) 739-5423



February 17, 2020

TO ALL CONTRACTORS SIGNATORY  
TO OUR 2019-2024 AGREEMENT BETWEEN  
THE SITE IMPROVEMENT ASSOCIATION  
AND LABORERS' LOCALS 42 AND 110

Dear Contractor:

As per Article VI, Section 6.01, Appendix C, pages 68 - 75 in our current collective bargaining agreement between Laborers' and the SITE Improvement Association, you are hereby given notice of the distribution of the wage increase.

Please be advised that Eastern Missouri Laborers' District Council and Locals 42 and 110 have determined that the one dollar and twenty-five cent (\$1.25) increase due March 2, 2020, for all Laborers except Residential Laborers and Residential Laborer Helpers working in St. Louis City and County, will be taken as follows:

Fifteen cents (\$.15) to the Welfare Contribution  
Twenty-five cents (\$.25) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Eighty-five cents (\$.85) to the Hourly Wage Rate

The one dollar (\$1.00) increase due May 4, 2020, for Residential Laborers and Laborers' Helpers working in St. Louis City and County will be taken as follows:

Fifteen cents (\$.15) to the Welfare Contribution  
Twenty-five cents (\$.25) to the Pension Contribution  
Sixty cents (\$.60) to the Hourly Wage Rate

The one dollar and twenty-five cent (\$1.25) increase due March 2, 2020, for all Building work for Laborers working in Jefferson and Washington Counties, will be taken as follows:

Fifteen cents (\$.15) to the Welfare Contribution  
Twenty-five cents (\$.25) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Eighty-five cents (\$.85) to the Hourly Wage Rate

The one dollar (\$1.00) increase due May 4, 2020, for all Residential work for Laborers working in Jefferson and Washington Counties, will be taken as follows:

Fifteen cents (\$.15) to the Welfare Contribution  
Twenty-five cents (\$.25) to the Pension Contribution  
Sixty cents (\$.60) to the Hourly Wage Rate

The one dollar and twenty-five cent (\$1.25) increase due May 4, 2020, for all Heavy/Highway and Site work for Laborers working in Jefferson and Washington Counties, will be taken as follows:

*Feel the Power*

Fifteen cents (\$.15) to the Welfare Contribution  
Twenty-five cents (\$.25) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Eighty-five cents (\$.85) to the Hourly Wage Rate

Please be advised that Eastern Missouri Laborers' District Council and Local 660 have determined that the one dollar and twenty-five cent (\$1.25) increase due March 2, 2020, for all Building, Heavy, Highway and Site Improvement working Lincoln, Montgomery, St. Charles and Warren Counties, will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Eighty cents (\$.80) to the Hourly Wage Rate

The one dollar (\$1.00) increase due May 4, 2020, for Residential Laborers and Laborers' Helpers working in Lincoln, Montgomery, St. Charles and Warren Counties will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Fifty-five cents (\$.55) to the Hourly Wage Rate

The one dollar and twelve cent (\$1.12) increase due May 4, 2020, for all Heavy/Highway and Site Improvement work for Laborers working in Clark, Knox, Lewis, Marion, Pike, Ralls, Scotland, Shelby Counties, will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Sixty-seven cents (\$.67) to the Hourly Wage Rate

The one dollar (\$1.00) increase due March 2, 2020, for all Building work for Laborers working in Clark, Knox, Lewis, Marion, Pike, Ralls, Scotland, and Shelby Counties will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Fifty-five cents (\$.55) to the Hourly Wage Rate

The one dollar (\$1.00) increase due March 2, 2020, for Residential Laborers in Clark, Knox, Lewis, Marion, Pike, Ralls, Scotland, and Shelby Counties will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Fifty-five cents (\$.55) to the Hourly Wage Rate

Please be advised that Eastern Missouri Laborers' District Council and Local 662 have determined that the one dollar (\$1.00) increase due March 2, 2020, for all Building work in Callaway, Cole, Miller, and Moniteau Counties will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Fifty-five cents (\$.55) to the Hourly Wage Rate

The one dollar (\$1.00) increase due March 2, 2020, for Residential Laborers' in Callaway, Cole, Miller, and Moniteau Counties will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Fifty-five cents (\$.55) to the Hourly Wage Rate

The one dollar and twelve cent (\$1.12) increase due May 4, 2020, for all Heavy, Highway and Site Improvement work in Callaway, Cole, Miller, and Moniteau Counties will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Sixty-seven cents (\$.67) to the Hourly Wage Rate

Please be advised that Eastern Missouri Laborers' District Council and Local 840 have determined that the one dollar and twenty-five cent (\$1.25) increase due March 2, 2020 for Commercial Building, Heavy, Highway and Site Improvement work in Franklin County will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Eight cents (\$.08) to the Hourly Wage Rate

The one dollar (\$1.00) increase due May 4, 2020 for Residential work in Franklin County will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Fifty-five cents (\$.55) to the Hourly Wage Rate

The one dollar and twelve cent (\$1.12) increase due May 4, 2020 for Heavy/Highway and Site Improvement work for Laborers working in Crawford, Dent, Gasconade, Howell, Maries, Oregon, Osage, Phelps, Pulaski, Shannon and Texas Counties, will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Sixty-seven cents (\$.67) to the Hourly Wage Rate

The one dollar (\$1.00) increase due March 2, 2020 for Commercial Building work and Residential work for Laborers working in Crawford, Dent, Gasconade, Howell, Maries, Oregon, Osage, Phelps, Pulaski, Shannon and Texas Counties, will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Fifty-five cents (\$.55) to the Hourly Wage Rate

Please be advised that Eastern Missouri Laborers' District Council and Local 955 have determined that the one dollar (\$1.00) increase due March 2, 2020 for Commercial Building work and Residential work in **Adair, Audrain, Boone, Chariton, Cooper, Howard, Linn, Macon, Monroe, Putnam, Randolph, Schuyler and Sullivan Counties** will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Fifty-five cents (\$.55) to the Hourly Wage Rate

The one dollar and twelve cent (\$1.12) increase due May 4, 2020 for Heavy/Highway and Site Improvement work for Laborers working in **Adair, Audrain, Boone, Chariton, Cooper, Howard, Linn, Macon, Monroe, Putnam, Randolph, Schuyler and Sullivan Counties** will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Sixty-seven cents (\$.67) to the Hourly Wage Rate

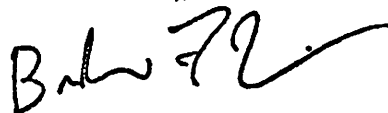
Please be advised that Eastern Missouri Laborers' District Council and Local 1104 have determined that the one dollar and twelve cent (\$1.12) increase due May 4, 2020 for Heavy/Highway and Site Improvement work for Laborers working in **Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, Reynolds, Ripley, St. Francois, Ste. Genevieve, Scott, Stoddard and Wayne Counties** will be taken as follows:

Five cents (\$.05) to the Welfare Contribution  
Forty cents (\$.40) to the Pension Contribution  
Zero cents (\$.00) to the Training and Apprentice Contribution  
Sixty-seven cents (\$.67) to the Hourly Wage Rate

The one dollar (\$1.00) increase due March 2, 2020 for Commercial Building work and Residential work in **Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, Reynolds, Ripley, St. Francois, Ste. Genevieve, Scott, Stoddard and Wayne Counties** will be determined at a later date.

Wage sheets showing the wage increases for 2020 are enclosed.

Sincerely,



Brandon Flinn  
Business Manager

BF:jw

## Appendix C - Schedule of Wages

REVISED 2/14/20

### LABORERS' LOCALS 42 AND 110 - SITE IMPROVEMENT ASSOCIATION

City and County of St. Louis, State of Missouri

LOCAL 42 - 314-531-1187

LOCAL 110 - 314-892-0777

Effective Date	Agreement/Type Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate					Total Package	Notes
			Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	SAF			
3/2/20	General Laborer: Building/Heavy/Highway	\$34.07	\$1.00	**	\$8.25	\$7.00	\$0.82		\$0.20	\$50.34	
	General Laborer: Site Improvement Work	\$33.90	\$1.00	**	\$8.25	\$7.00	\$0.82		\$0.20	\$50.17	
	General Laborer: Total Wrecking	\$33.95	\$1.00	**	\$8.25	\$7.00	\$0.82		\$0.20	\$50.22	
5/4/20	Residential Work	\$25.22	\$1.00	*	\$8.25	\$5.90				\$39.37	
5/4/20	Residential Laborer Helper	\$19.05		*	\$8.25	\$5.75				\$33.05	

\*Supplemental Dues - 2.5% of gross wages (taxable income).

\*\*Supplemental Dues - 3.5% of gross wages (taxable income).

**Building /Heavy/Highway/Site Improvement Work/Total Wrecking Wages Increases:**

March 2, 2020 \$1.25 per hour increase (Wages and/or Fringes at Union's option)  
 March 1, 2021 \$1.23 per hour increase (Wages and/or Fringes at Union's option)  
 March 7, 2022 \$1.20 per hour increase (Wages and/or Fringes at Union's option)  
 March 6, 2023 \$1.20 per hour increase (Wages and/or Fringes at Union's option)

**Residential Wage Increase:**

May 4, 2020 - \$1.00 per hour increase (Wages and/or Fringes at Union's option)  
 May 3, 2021 - \$1.00 per hour increase (Wages and/or Fringes at Union's option)  
 May 2, 2022 - \$1.00 per hour increase (Wages and/or Fringes at Union's option)  
 May 1, 2023 - \$1.00 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for St. Louis City and St. Louis County are remitted

Greater St. Louis Construction Laborers Welfare Fund

2357 59TH Street

St. Louis, MO 63110

314-644-2777

stllaborers.com

## Appendix C - Schedule of Wages

REVISED 2/14/20

### LABORERS' LOCAL 110 - SITE IMPROVEMENT ASSOCIATION Counties of Jefferson and Washington, State of Missouri

LOCAL 110 - 314-892-0777

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate					Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	SAF			
<b>Building - Jefferson County Only</b>										
3/2/20- Projects over \$1,000,000										
General Laborer	\$27.66	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$43.93	
1st Semi-skilled	\$28.78	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$45.05	
2nd Semi-skilled	\$28.16	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$44.43	
3/2/20 - Projects under \$1,000,000										
General Laborer	\$25.51	\$1.00	*	\$6.25	\$7.00	\$0.82		\$ 0.20	\$41.78	
1st Semi-skilled	\$27.03	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$43.30	
2nd Semi-skilled	\$26.01	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$42.28	
<b>Building - Washington County Only</b>										
3/2/20- Projects over \$20,000,000										
General Laborer	\$27.66	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$43.93	
1st Semi-skilled	\$28.78	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$45.05	
2nd Semi-skilled	\$28.16	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$44.43	
3/2/20 - Proj between \$1 mil. - \$20 mil.										
General Laborer	\$26.16	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$42.43	
1st Semi-skilled	\$27.16	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$43.43	
2nd Semi-skilled	\$26.66	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$42.93	
3/2/20 - Projects under \$1,000,000										
General Laborer	\$24.16	\$1.00	*	\$6.25	\$7.00	\$0.82		\$ 0.20	\$40.43	
1st Semi-skilled	\$25.16	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$41.43	
2nd Semi-skilled	\$24.66	\$1.00	*	\$8.25	\$7.00	\$0.82		\$ 0.20	\$40.93	

\*Supplemental Dues - 3.5% of gross wages (taxable income)

**Building Wages Increases:**

- March 2, 2020 \$1.25 per hour increase (Wages and/or Fringes at Union's option)
- March 1, 2021 \$1.23 per hour increase (Wages and/or Fringes at Union's option)
- March 7, 2022 \$1.20 per hour increase (Wages and/or Fringes at Union's option)
- March 6, 2023 \$1.20 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for Jefferson and Washington Counties are remitted:  
 Greater St. Louis Construction Laborers Welfare Fund  
 2357 59TH Street  
 St. Louis, MO 63110  
 314-644-2777  
 stlaborers.com

## Appendix C - Schedule of Wages

REVISED 2/14/20

### LABORERS' LOCAL 110 - SITE IMPROVEMENT ASSOCIATION

Counties of Jefferson and Washington, State of Missouri

LOCAL 110 - 314-892-0777

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate					Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	SAF			
<b>Building - Site Improvement Assn Con't</b>										
Residential work such as footings, foundations concrete flatwork, plbr lbr, mason tend. work:										
5/4/20 - Jefferson County										
General Laborer	\$25.33	\$1.00	**	\$8.25	\$5.90				\$39.48	
1st Semi-Skilled Laborer	\$27.80	\$1.00	**	\$8.25	\$5.90				\$41.75	
5/4/20 - Washington County										
General Laborer	\$23.18	\$1.00	**	\$8.25	\$5.90				\$37.33	
1st Semi-Skilled Laborer	\$25.18	\$1.00	**	\$8.25	\$5.90				\$39.33	
Laborers' Helper & Residential work except Residential work such as footings, foundations, concrete flatwork, Plumber lbrs work, and brick mason tenders										
5/4/20 - Jefferson and Washington Counties	\$21.33	\$1.00	**	\$8.25	\$5.75				\$35.33	
<b>Heavy/Highway/Site Improvement Jefferson County Only</b>										
5/4/20 General Laborer	\$32.01	\$1.00	*	\$8.25	\$7.00	\$0.82		\$0.20	\$48.28	
<b>Washington County Only</b>										
5/4/20 General Laborer	\$30.51	\$1.00	*	\$8.25	\$7.00	\$0.82		\$0.20	\$46.78	

\*Supplemental Dues - 3.5% of gross wages (taxable income).    \*\*Supplemental Dues - 2.5% of gross wages (taxable income).

**Heavy/Highway/Site Improvement Work Wages Increases:**

- May 4, 2020    \$1.25 per hour increase    (Wages and/or Fringes at Union's option)
- May 3, 2021    \$1.23 per hour increase    (Wages and/or Fringes at Union's option)
- May 2, 2022    \$1.20 per hour increase    (Wages and/or Fringes at Union's option)
- May 1, 2023    \$1.20 per hour increase    (Wages and/or Fringes at Union's option)

**Residential Wage Increase:**

- May 4, 2020 - \$1.00 per hour increase    (Wages and/or Fringes at Union's option)
- May 3, 2021 - \$1.00 per hour increase    (Wages and/or Fringes at Union's option)
- May 2, 2022 - \$1.00 per hour increase    (Wages and/or Fringes at Union's option)
- May 1, 2023 - \$1.00 per hour increase    (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for Jefferson and Washington Counties are remitted to:

Greater St. Louis Construction Laborers Welfare Fund

2357 59TH Street

St. Louis, MO 63110

314-644-2777

stlaborers.com

# Appendix C - Schedule of Wages

REVISED 2/14/20

## LABORERS' LOCAL 660- SITE IMPROVEMENT ASSOCIATION

Counties of St. Charles, Lincoln, Montgomery, Warren (St. Charles, L-M-W)

Clark, Knox, Lewis, Marion, Pike, Ralls, Scotland, and Shelby (Eight Counties), State of Missouri

Local 660 Ph: 636-946-8766 or 636-724-5733

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate					Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	SAF			
General Laborer: Building/Heavy/Site Improvement St. Charles, Lincoln, Montgomery, Warren 3/2/20	\$34.33		**	\$7.10	\$6.65	\$0.82	\$ 0.17	\$49.07		
General Laborer: Highway 3/2/20 St. Charles County	\$34.33		**	\$7.10	\$6.65	\$0.82	\$ 0.17	\$49.07		
3/2/20 Lincoln, Montgomery, Warren	\$32.91		**	\$7.10	\$6.65	\$0.82	\$ 0.17	\$47.65		
Residential Laborer 5/4/20 St. Charles County	\$27.62		*	\$7.10	\$6.15			\$40.87		
5/4/20 Lincoln, Montgomery, Warren	\$27.12		*	\$7.10	\$6.15			\$40.37		
Residential Laborers' Helper 5/4/20 St. Charles County	\$20.45		*	\$7.10	\$5.90			\$33.45		
5/4/20 Lincoln, Montgomery, Warren	\$19.95		*	\$7.10	\$5.90			\$32.95		
<b>Building - Eight Counties</b> 3/2/2020										
General Laborer	\$24.96		**	\$7.10	\$6.65	\$0.82	\$ 0.15	\$39.68		
1st Semi-Skilled Laborer	\$26.96		**	\$7.10	\$6.65	\$0.82	\$ 0.15	\$41.68		
2nd Semi-Skilled Laborer	\$25.96		**	\$7.10	\$6.65	\$0.82	\$ 0.15	\$40.68		
3/2/2020 Residential Laborer	\$20.12		**	\$7.10	\$6.40	\$0.82	\$ 0.15	\$34.59		
<b>Heavy-Highway - Site Improvement Assn - Eight Counties</b> 5/4/2020										
General Laborer	\$30.75		**	\$7.10	\$6.65	\$0.82	\$ 0.15	\$45.47		

\*Supplemental Dues - 2.5% of gross wages (taxable income).

\*\*Supplemental Dues - 3.5% of gross wages (taxable income).

**Building/Heavy/Highway/Site Improvement Work Wages Increases: (St. Charles, Lincoln, Montgomery, Warren Counties)**

- March 2, 2020 \$1.25 per hour increase (Wages and/or Fringes at Union's option)
- March 1, 2021 \$1.23 per hour increase (Wages and/or Fringes at Union's option)
- March 7, 2022 \$1.20 per hour increase (Wages and/or Fringes at Union's option)
- March 6, 2023 \$1.20 per hour increase (Wages and/or Fringes at Union's option)

**Building Wage Increases - Eight counties:**

- March 2, 2020 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- March 1, 2021 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 7, 2022 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 6, 2023 Increase & rate to be determined (Wages and/or Fringes at Union's option)

**Residential Wage Increase: (St. Charles, Lincoln, Montgomery, Warren Counties)**

- May 4, 2020 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- May 3, 2021 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- May 2, 2022 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- May 1, 2023 \$1.00 per hour increase (Wages and/or Fringes at Union's option)

**Site-Heavy-Highway -Eight counties:**

- May 4, 2020 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 3, 2021 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 2, 2022 \$1.08 per hour increase (Wages and/or Fringes at Union's option)
- May 1, 2023 \$1.08 per hour increase (Wages and/or Fringes at Union's option)

**Construction Industry Laborers Fringe Benefit Funds**

Wilson - McShane Corp  
3100 Broadway Street, Suite 805  
Kansas City, MO 64111  
816-777-2669 CILFUNDS.com



## Appendix C - Schedule of Wages

REVISED 2/14/20

**LABORERS' LOCAL 662- SITE IMPROVEMENT ASSOCIATION**

Counties of Callaway, Cole, Miller,

and Moniteau, State of Missouri

Local 662 Ph: 1-573-635-1441

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate			Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate					Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	SAF				
<b>Building - All Counties</b>											
3/2/2020	General Laborer		*	\$7.10	\$6.65	\$0.82		\$ 0.15	\$39.68		
	1st Semi-Skilled Laborer		*	\$7.10	\$6.65	\$0.82		\$ 0.15	\$41.68		
	2nd Semi-Skilled Laborer		*	\$7.10	\$6.65	\$0.82		\$ 0.15	\$40.68		
3/2/2020	Residential Laborer		*	\$7.10	\$6.40	\$0.82		\$ 0.15	\$34.59		
<b>Site-Heavy-Highway - All Counties</b>											
5/4/20	General Laborer		*	\$7.10	\$6.65	\$0.82		\$ 0.05	\$45.37		

\*Supplemental Dues - 5% of gross wages (taxable income).

**Building Wage Increases - all counties:**

- March 2, 2020 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- March 1, 2021 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 7, 2022 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 6, 2023 Increase & rate to be determined (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for All counties remitted to:  
 Construction Industry Laborers Fringe Benefit Funds  
 Wilson - McShane Corp  
 3100 Broadway Street, Suite 805  
 Kansas City, MO 64111  
 816-777-2669 CILFUNDS.com

**Site-Heavy-Highway:**

- May 4, 2020 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 3, 2021 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 2, 2022 \$1.08 per hour increase (Wages and/or Fringes at Union's option)
- May 1, 2023 \$1.08 per hour increase (Wages and/or Fringes at Union's option)

## Appendix C - Schedule of Wages

REVISED 2/14/20

**LABORERS' LOCAL 840- SITE IMPROVEMENT ASSOCIATION**  
**Counties of Crawford, Dent, Franklin, Gasconade, Howell, Maries, Oregon,**  
**Osage, Phelps, Pulaski, Shannon & Texas, State of Missouri**

Local 840 Ph: 573-364-3928

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate			Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate					Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	SAF				
<b>Franklin County Only</b>											
3/2/2020	General Laborer										
	Heavy/Highway/Site Improvement	\$33.46	*	\$7.10	\$6.65	\$0.82		\$0.15	\$48.18		
	Bldg - Projects under \$500,000	\$29.11	*	\$7.10	\$5.90	\$0.82		\$0.15	\$43.08		
	Bldg Projects over \$500,000	\$30.61	*	\$7.10	\$5.90	\$0.82		\$0.15	\$44.58		
5/4/2020	Residential - Proj under \$500,000	\$27.76	*	\$7.10	\$5.90	\$0.82		\$0.15	\$41.73		
5/4/2020	Residential - Proj over \$500,000	\$29.26	*	\$7.10	\$5.90	\$0.82		\$0.15	\$43.23		
<b>All other Counties</b>											
5/4/2020	General Laborer										
	Heavy/Highway/Site Improvement	\$30.75	*	\$7.10	\$6.65	\$0.82		\$0.15	\$45.47		
3/2/2020	Building										
	General Laborer	\$26.56	*	\$7.10	\$5.90	\$0.82		\$0.15	\$40.53		
	1st Semi-skilled	\$28.46	*	\$7.10	\$5.90	\$0.82		\$0.15	\$42.43		
	2nd Semi-skilled	\$27.46	*	\$7.10	\$5.90	\$0.82		\$0.15	\$41.43		
	Residential Laborer	\$21.77	*	\$7.10	\$5.65	\$0.82		\$0.15	\$35.49		

\*Supplemental Dues - 5% of gross wages (taxable income).

\*\*Supplemental Dues - 3.5% of gross wages (taxable income).

**Building/Heavy/Highway/Site Improvement Work Wages Increases: (Franklin County only)**

- March 2, 2020 \$1.25 per hour increase (Wages and/or Fringes at Union's option)
- March 1, 2021 \$1.23 per hour increase (Wages and/or Fringes at Union's option)
- March 7, 2022 \$1.20 per hour increase (Wages and/or Fringes at Union's option)
- March 6, 2023 \$1.20 per hour increase (Wages and/or Fringes at Union's option)

**Residential Wage Increase: (Franklin County only)**

- May 4, 2020 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- May 3, 2021 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- May 2, 2022 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- May 1, 2023 \$1.00 per hour increase (Wages and/or Fringes at Union's option)

**Building Wage Increases - All other counties:**

- March 2, 2020 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- March 1, 2021 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 7, 2022 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 6, 2023 Increase & rate to be determined (Wages and/or Fringes at Union's option)

**Site-Heavy-Highway -All other counties:**

- May 4, 2020 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 3, 2021 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 2, 2022 \$1.08 per hour increase (Wages and/or Fringes at Union's option)
- May 1, 2023 \$1.08 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for All counties remitted to:  
 Construction Industry Laborers Fringe Benefit Funds  
 Wilson - McShane Corp  
 3100 Broadway Street, Suite 805  
 Kansas City, MO 64111  
 816-777-2669 CILFUNDS.com

## Appendix C - Schedule of Wages

REVISED 2/14/20

**LABORERS' LOCAL 955- SITE IMPROVEMENT ASSOCIATION**  
**Counties of Adair, Audrain, Boone, Chariton, Cooper, Howard, Linn,**  
**Macon, Monroe, Putnam, Randolph, Schuyler, and Sullivan, State of Missouri**

Local 955 Ph: 1-573-499-3720

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate					Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	SAF			
<b>Building - All Counties</b>										
3/2/2020 General Laborer	\$24.96		*	\$7.10	\$6.65	\$0.82		\$0.15	\$39.68	
1st Semi-Skilled Laborer	\$26.96		*	\$7.10	\$6.65	\$0.82		\$0.15	\$41.68	
2nd Semi-Skilled Laborer	\$25.96		*	\$7.10	\$6.65	\$0.82		\$0.15	\$40.68	
Residential Laborer	\$20.12		*	\$7.10	\$6.40	\$0.82		\$0.15	\$34.59	
<b>Site/Heavy/Highway - All Counties</b>										
5/4/20 General Laborer	\$30.75		*	\$7.10	\$6.65	\$0.82		\$0.05	\$45.37	

\*Supplemental Dues - 5% of gross wages (taxable income).

**Building Wage Increases - all counties:**

- March 2, 2020 \$1.00 per hour increase (Wages and/or Fringes at Union's option)
- March 1, 2021 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 7, 2022 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 6, 2023 Increase & rate to be determined (Wages and/or Fringes at Union's option)

**Fringe Benefits Paid by Employer for All counties remitted to:**

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**Site-Heavy-Highway:**

- May 4, 2020 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 3, 2021 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 2, 2022 \$1.08 per hour increase (Wages and/or Fringes at Union's option)
- May 1, 2023 \$1.08 per hour increase (Wages and/or Fringes at Union's option)

## Appendix C - Schedule of Wages

REVISED 2/14/20

**LABORERS' LOCAL 1104- SITE IMPROVEMENT ASSOCIATION**  
**Counties of Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Iron,**  
**Madison, Mississippi, New Madrid, Pemiscot, Perry, Reynolds, Ripley,**  
**St. Francois, Ste. Genevieve, Scott, Stoddard and Wayne, State of Missouri**

Local 1104 Ph: 573-334-7722

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate					Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	SAF			
<b>Building</b>										
Counties of Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Mississippi, New Madrid, Pemiscot, Ripley, Scott, Stoddard, Wayne										
3/4/2019	General Laborer	\$24.71	*	\$7.05	\$5.25	\$0.82		\$0.05	\$37.88	
	1st Semi-skilled	\$26.03	*	\$7.05	\$5.25	\$0.82		\$0.05	\$39.20	
	2nd Semi-skilled	\$25.03	*	\$7.05	\$5.25	\$0.82		\$0.05	\$38.20	
	Residential Laborer	\$21.36	*	\$7.05	\$6.00	\$0.82		\$0.05	\$35.28	
<b>Building</b>										
Counties of Iron, Madison, Perry, Reynolds St. Francois, Ste. Genevieve										
3/2/2019	General Laborer	\$25.16	*	\$7.05	\$6.25	\$0.82		\$0.05	\$39.33	
	1st Semi-skilled	\$26.46	*	\$7.05	\$6.25	\$0.82		\$0.05	\$40.63	
	2nd Semi-skilled	\$25.46	*	\$7.05	\$6.25	\$0.82		\$0.05	\$39.63	
	Residential Laborer	\$21.36	*	\$7.05	\$6.00	\$0.82		\$0.05	\$35.28	
<b>Site/Heavy/Highway - All Counties</b>										
5/4/20	General Laborer	\$30.75	*	\$7.10	\$6.65	\$0.82		\$0.05	\$45.37	

\*Supplemental Dues - 5% of gross wages (taxable income).

**Building Wage Increases - all counties:**

- March 2, 2020 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 1, 2021 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 7, 2022 Increase & rate to be determined (Wages and/or Fringes at Union's option)
- March 6, 2023 Increase & rate to be determined (Wages and/or Fringes at Union's option)

**Site-Heavy-Highway**

- May 4, 2020 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 3, 2021 \$1.12 per hour increase (Wages and/or Fringes at Union's option)
- May 2, 2022 \$1.08 per hour increase (Wages and/or Fringes at Union's option)
- May 1, 2023 \$1.08 per hour increase (Wages and/or Fringes at Union's option)

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