

**HEAVY HIGHWAY WAGE RATES
Laborers' Local Union No. 245
Wage and Fringe Benefits for Laborers
Jurisdiction for Ashtabula County
Effective May 1, 2026 through April 30, 2027**

Hourly Rates of Pay

May 1, 2026

Zone 2

Wage Group 1	\$39.20
Wage Group 2	\$39.37
Wage Group 3	\$39.70
Wage Group 4	\$40.15

PREMIUM: employees working any scheduled night shift shall receive a premium of \$2.00 per hour. See agreement for additional shift work language

FORMAN: receives one dollar (\$1.00) per hour above the highest Laborer classification under his supervision.

Fringes Paid on All Hours Worked

(in addition to the hourly rate of pay)

May 1, 2026

H&W	\$9.45
Pension	4.60
Annuity	2.50
T&A (Apprenticeship)	.40
LECET	.10
Tri-Fund	<u>.05</u>
(Not Taxable)	\$17.10

LIUNA PAC/LDCO PAC \$.05 cents per hour (with Laborers approval on check off)

Authorized Employee Deductions From Gross Pay to Local #245

Working Dues	4% of gross
Maintenance Dues	.10 cents per hour

**Employee Deductions From Gross Pay to Laborers' District
Council of Ohio**

Thirty-five cents (\$.35) per hour worked.