

**HEAVY HIGHWAY WAGE RATES**  
**Laborers' Local Union No. 245**  
**Wage and Fringe Benefits for Laborers**  
**Jurisdiction for Ashtabula County**  
**Effective May 1, 2018 through April 30, 2019**

**Hourly Rates of Pay**

**May 1, 2018**

**Zone 2**

Wage Group 1	\$31.05
Wage Group 2	\$31.22
Wage Group 3	\$31.55
Wage Group 4	\$32.00

**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, 2018**

H&W	\$6.90
Pension	3.60
T&A (Apprenticeship)	.40
LECET	.10
Tri-Fund	<u>.05</u>
(Not Taxable)	\$11.05

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.