



# CONSTRUCTION ADVANCEMENT PROGRAM



P.O. Box 488 • Vienna, Ohio 44473  
330-539-6050 • 1-800-686-4697 • Fax: 330-539-0130  
www.TheBuildersOnline.com

TO: All Employers of Laborers Local 964 in Lawrence and Mercer Counties, PA

SUBJECT: **NEW WAGE - FRINGE SCHEDULE**

**EFFECTIVE JUNE 1, 2023 THRU MAY 31, 2024**  
WAGE CLASSIFICATIONS and RATES

<u>CLASSIFICATIONS:</u>	<u>WAGE RATES:</u>
Common Laborer:	\$25.32
Skilled Laborer:	\$25.47
Asbestos Removal Laborer:	\$25.60
Toxic/Hazardous Waste Removal Laborer:	\$26.07

### FRINGE BENEFITS

Laborers District Council of Western PA Welfare Fund:	\$11.01	/hr worked
Laborers District Council of Western PA Pension Fund:	\$7.88	/hr worked
Western PA Laborers Training and Education Fund:	\$0.25	/hr worked
LIUNA National Funds:	\$0.07	/hr worked
C.A.P. of Eastern OH and Western PA:	\$0.22	/hr worked
Total Fringes:	\$19.43	/hr worked
<b>COMMON LABORER TOTAL PACKAGE:</b>	<b>\$44.75</b>	

### DEDUCTIONS

*Laborers District Council of Western PA Dues Deduction (includes Building & Defense Fund)	6.00%	of G.W.
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\*Deduct from Employee's Wages

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## MARKET SHARE CAPITALIZATION ADENDUM

EFFECTIVE June 1, 2023 THROUGH MAY 31, 2024  
WAGE CLASSIFICATIONS and RATES

<u>CLASSIFICATIONS:</u>	<u>COMMON/SKILLED WAGE RATES:</u>	<u>APPRENTICE WAGE RATES:</u>
Common Laborer	\$18.99	
Skilled Laborer	\$19.10	
1st Year Apprentice		\$15.19
2nd Year Apprentice		\$16.14
3rd Year Apprentice		\$17.09
4th Year Apprentice		\$18.04

	<u>COMMON/SKILLED FRINGE BENEFITS</u>	<u>APPRENTICE FRINGE BENEFITS</u>
Laborers D.C. of W. PA Welfare Fund:	\$9.36 / hr worked	\$7.92 / hr worked
Laborers D.C. of W. PA Pension Fund:	\$4.18 / hr worked	\$2.88 / hr worked
Laborers D.C. of W. PA Train. & Ed. Fund:	\$0.25 / hr worked	\$0.15 / hr worked
LUINA National Funds	\$0.07 / hr worked	\$0.03 / hr worked
C.A.P. of Eastern OH and Western PA:	\$0.22 / hr worked	\$0.06 / hr worked
Total Fringes:	\$14.08 / hr worked	\$11.04 / hr worked

### DEDUCTIONS

\*Laborers District Council of Western PA Dues Deduction 6.00% of G.W.  
(includes Building & Defense Fund)

\*Deduct from Employee's Wages

*This Addendum is applicable to projects, which shall include Light Commercial, Residential, etc., that meet the following criteria:*

- A. *Project not subject to prevailing wages.*
- B. *Project not covered by National Maintenance Agreement, Project Stabilization Agreement OR Union-Only Agreement.*
- C. *Project in which the contractor's total labor cost does not exceed \$2,000,000, exclusive of engineering/soft costs, equipment costs, mechanical, electrical and plumbing costs.*

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## LABORERS LOCAL #964 APPRENTICE WAGE SCALES

Effective June 1, 2023 for all work performed in Lawrence and Mercer Counties until MAY 31, 2024.

	Step 1	Step 2	Step 3	Step 4
<b><u>APPRENTICESHIP HOURS:</u></b>	1 to 1000	1001 to 2000	2001 to 3000	3001 to 4000
<b><u>WAGES:</u></b>	\$18.00	\$19.00	\$19.50	\$20.50
<b><u>FRINGE BENEFITS:</u></b>				
Health & Welfare	\$7.92	\$7.92	\$7.92	\$7.92
Pension	\$2.88	\$2.88	\$2.88	\$2.88
C.A.P.	\$0.06	\$0.06	\$0.06	\$0.06
W. PA Laborers Training and Ed. Fund	\$0.15	\$0.15	\$0.15	\$0.15
LIUNA National Funds	\$0.03	\$0.03	\$0.03	\$0.03
<b><u>TOTAL FRINGES:</u></b>	\$11.04	\$11.04	\$11.04	\$11.04
<b><u>TOTAL PACKAGE:</u></b>	\$29.04	\$30.04	\$30.54	\$31.54
<b><u>DEDUCTIONS:</u></b>				
Union Dues	\$0.00	\$0.00	6% of GW	6% of GW

All Fringe Benefits shall be paid on an HOURS WORKED basis.

- A. Classification differentials shall not apply to Apprentices.
- B. At no time shall the Apprentice rate exceed the Journeypersons rate on any project.
- C. Overtime and Shift Differentials for Apprentices shall be paid in accordance with the agreement under which Apprentice is working.
- D. Apprentices are not permitted to work outside of the jurisdiction of the 33 counties of Western Pennsylvania.
- E. Journey Worker to Apprentice ratio is 4:1 on prevailing wage rate work.

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