



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 Marble Tile and Terrazzo Workers and Finishers
Local #23 in Mahoning, Trumbull and Columbiana Counties
(Formerly Local #8)

SUBJECT: NEW WAGE - FRINGE SCHEDULE - **COMMERCIAL - ZONE 1**

The following schedule will be in effect **October 1, 2026 - May 31, 2027**

MARBLE, TILE & TERRAZZO WORKERS LOCAL #23- ZONE 1

Journeyman: \$35.08

FRINGE BENEFIT RATES:

Health & Welfare:	\$8.25 /hr paid
Pension:	\$7.85 /hr paid
Security Plan:	\$2.00 /hr paid
International Union Pension:	\$0.50 /hr paid
I.P.F.P.P.A.:	\$0.40 /hr paid
Apprenticeship:	\$0.25 /hr paid
I.M.I.:	\$0.55 /hr paid
C.A.P.:	\$0.24 /hr worked
Total:	\$20.04

DEDUCTIONS:

I.U. Dues:	\$0.55 /hr pd
Local 23 Dues	\$2.34 /hr pd
Apprentice	\$0.96 / hr pd
Ttl Jryman Deductions	\$2.89 /hr pd
Ttl Appr. Deductions	\$1.51

JOURNEYMAN TOTAL PACKAGE: \$55.12

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #23 - ZONE 1

Journeyman: \$32.24

FRINGE BENEFIT RATES:

Health & Welfare:	\$8.25 /hr paid
Pension:	\$7.85 /hr paid
Security Plan:	\$2.00 /hr paid
International Union Pension:	\$0.50 /hr paid
I.P.F.P.P.A.:	\$0.40 /hr paid
Apprenticeship:	\$0.25 /hr paid
I.M.I.:	\$0.52 /hr paid
C.A.P.:	\$0.24 /hr worked
Total:	\$20.01

DEDUCTIONS:

I.U. Dues:	\$0.52 / hr pd
Local 23 Dues	\$2.22 /hr pd
Apprentice	\$0.92 / hr pd
Ttl Jryman Deductions	\$2.74 /hr pd
Ttl Appr. Deductions	\$1.44 / hr pd

JOURNEYMAN TOTAL PACKAGE: \$52.25

TMT Zone 1 June 1, 2026-May 31,2027
COMMERCIAL APPRENTICE RATES - WORKERS

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, Apprenticeship, International Pension, Apprenticeship Fund, Security Fund and the Local Pension shall be paid.

Mileage will start at 15 miles past the jurisdictional boundary.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.50 per mile will be paid when traveling between 26 and 150 miles from the company shop.

In place of the mileage rate, a stipend of \$120 per day will be paid when traveling over 151 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.

MARBLE, TILE & TERRAZZO LOCAL #23 WORKER APPRENTICE WAGE SCALES

Effective October 1, 2026, the following wages and fringes will be in effect for work in **Zone 1** - Mahoning, Trumbull Counties and Columbiana County until May 31, 2027.

APPRENTICESHIP HOURS:	Hours			Wages
30 days	30 Days		60% of Journeyman rate	\$21.05
First Year	2-6 mths	0 to 750	60% of Journeyman rate	\$21.05
	2nd 6 mths	751 to 1500	70% of Journeyman rate	\$24.56
Second Year	3rd 6 mths	1501 to 2250	75% of Journeyman rate	\$26.31
	4th 6 mths	2251 to 3000	80% of Journeyman rate	\$28.06
Third Year	5th 6 mths	3001 to 3750	85% of Journeyman rate	\$29.82
	6th 6 mths	3751 to 4500	90% of Journeyman rate	\$31.57
Fourth Year	7th 6mths	4501 to 5250	95% of Journeyman rate	\$33.33
	8th 6 mths	5251 to 6000	95% of Journeyman rate	\$33.33

FRINGE BENEFITS:

Health & Welfare	\$0.00	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25
Pension	\$0.00	\$0.00	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85
Security Plan	\$0.00	\$0.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
International Union Pension	\$0.00	\$0.00	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.P.F.P.P.A.	\$0.00	\$0.00	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
International Masonry Inst.	\$0.00	\$0.00	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55
Apprenticeship	\$0.00	\$0.00	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
C.A.P.	\$0.00	\$0.00	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24
<u>TOTAL FRINGES:</u>	\$0.00	\$8.25	\$20.04	\$20.04	\$20.04	\$20.04	\$20.04	\$20.04	\$20.04
<u>TOTAL PACKAGE:</u>	\$21.05	\$29.30	\$44.60	\$46.35	\$48.10	\$49.86	\$51.61	\$53.37	\$53.37

DEDUCTIONS:

I.U. Dues	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55
Local 23 Dues	\$0.96	\$0.96	\$0.96	\$0.96	\$0.96	\$0.96	\$0.96	\$0.96	\$0.96

Zone 1	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$3.50	\$3.50	\$3.50	\$3.50
Zone 2	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$4.50	\$5.00	\$5.00	\$4.97

MARBLE, TILE & TERRAZZO LOCAL #23 FINISHER APPRENTICE WAGE SCALES

Effective **October 1, 2026**, the following wages and fringes will be in effect for work in **Zone 1** -in Mahoning, Trumbull and Columbiana County until **May 31, 2027**.

APPRENTICESHIP HOURS:	Hours		Wages
30 days	30 Days	60% of Journeyman rate	\$19.34
First Year	2-6 mths 0 to 750	60% of Journeyman rate	\$19.34
	2nd 6 mths 751 to 1500	70% of Journeyman rate	\$22.57
Second Year	3rd 6 mths 1501 to 2250	75% of Journeyman rate	\$24.18
	4th 6 mths 2251 to 3000	80% of Journeyman rate	\$25.79
Third Year	5th 6 mths 3001 to 3750	85% of Journeyman rate	\$27.40
	6th 6 mths 3751 to 4500	90% of Journeyman rate	\$29.02

	30 days	First Year		Second Year		Third Year	
FRINGE BENEFITS:	1st 30 days	0 to 750	751 to 1500	1501 to 2250	2251 to 3000	3001 to 3750	3751 to 4500
Health & Welfare	\$0.00	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25
Pension	\$0.00	\$0.00	\$7.85	\$7.85	\$7.85	\$7.85	\$7.85
Security Plan	\$0.00	\$0.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
International Union Pension	\$0.00	\$0.00	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
I.P.F.P.P.A.	\$0.00	\$0.00	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
International Masonry Inst.	\$0.00	\$0.00	\$0.52	\$0.52	\$0.52	\$0.52	\$0.52
Apprenticeship	\$0.00	\$0.00	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
C.A.P.	\$0.00	\$0.00	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24
TOTAL FRINGES:	\$0.00	\$8.25	\$20.01	\$20.01	\$20.01	\$20.01	\$20.01
TOTAL PACKAGE:	\$19.34	\$27.59	\$42.58	\$44.19	\$45.80	\$47.41	\$49.03

DEDUCTIONS:

I.U. Dues	\$0.52	\$0.52	\$0.52	\$0.52	\$0.52	\$0.52	\$0.52
Local 23 Dues	\$0.92	\$0.92	\$0.92	\$0.92	\$0.92	\$0.92	\$0.92

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.

Zone 1	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$3.50	\$3.50	\$3.50	\$3.50
Zone 2	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$4.50	\$5.00	\$5.00	\$4.97



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TO: All Employers of **Marble Tile and Terrazzo Workers and Finishers**
Local #23 in *Stark, Carroll, Tuscarawas, Jefferson, Harrison, Belmont & Monroe Counties*

SUBJECT: **NEW WAGE - FRINGE SCHEDULE - COMMERCIAL - ZONE 2**
(Formerly Local #8)
The following schedule will be in effect **October 1, 2026 - May 31, 2027**

MARBLE, TILE & TERRAZZO WORKERS LOCAL #23 - ZONE 2

Journeyman: \$30.61

FRINGE BENEFIT RATES:

Health & Welfare:	\$10.20	/hr paid
Pension:	\$6.50	/hr paid
International Union Pension:	\$0.75	/hr paid
I.P.F.P.P.A.:	\$0.60	/hr paid
Apprenticeship:	\$0.25	/hr paid
I.M.I.:	\$0.50	/hr paid
C.A.P.:	\$0.24	/hr worked
Total:	\$19.04	

DEDUCTIONS:

I.U. Dues:	\$0.50	/hr paid*
Local 23 Dues	\$2.11	/hr pd
Apprentice	\$0.87	/ hr pd
Ttl Jryman Deductions:	\$2.61	/hr paid
Ttl Appre Deductions	\$1.37	

JOURNEYMAN TOTAL PACKAGE: \$49.65

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #23 - ZONE 2

Journeyman: \$28.03

FRINGE BENEFIT RATES:

Health & Welfare:	\$10.20	/hr paid
Pension:	\$6.50	/hr paid
International Union Pension:	\$0.75	/hr paid
I.P.F.P.P.A.:	\$0.60	/hr paid
Apprenticeship:	\$0.25	/hr paid
I.M.I.:	\$0.47	/hr paid
C.A.P.:	\$0.24	/hr worked
Total:	\$19.01	

DEDUCTIONS:

I.U. Dues:	\$0.47	/hr paid*
Local 23 Dues	\$2.00	/hr pd
Apprentice	\$0.83	/ hr pd
Ttl Jryman Deductions:	\$2.47	/hr paid
Ttl Appre Deductions	\$1.30	

JOURNEYMAN TOTAL PACKAGE: \$47.04

TMT Zone 2 October 1, 2026-May 31, 2027
COMMERCIAL APPRENTICE RATES - WORKERS

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, Apprenticeship, International Pension, Apprenticeship Fund, Security Fund and the Local Pension shall be paid.

Mileage will start at 15 miles past the jurisdictional boundary.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.50 per mile will be paid when traveling between 26 and 150 miles from the company shop.

In place of the mileage rate, a stipend of \$120 per day will be paid when traveling over 151 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.

MARBLE, TILE & TERRAZZO LOCAL #23 WORKER APPRENTICE WAGE SCALES

Effective October 1, 2026, the following wages and fringes will be in effect for work in:
Zone 2 - Stark, Tuscarawas, Carroll, Jefferson, Harrison, Belmont and Monroe Counties
 until May 31, 2027.

<u>APPRENTICESHIP HOURS:</u>	<u>Hours</u>			<u>Wages</u>
30 days	30 Days		60% of Journeyman rate	\$18.37
First Year	2-6 mths	0 to 750	60% of Journeyman rate	\$18.37
	2nd 6 mths	751 to 1500	70% of Journeyman rate	\$21.43
Second Year	3rd 6 mths	1501 to 2250	75% of Journeyman rate	\$22.96
	4th 6 mths	2251 to 3000	80% of Journeyman rate	\$24.49
Third Year	5th 6 mths	3001 to 3750	85% of Journeyman rate	\$26.02
	6th 6 mths	3751 to 4500	90% of Journeyman rate	\$27.55
Fourth Year	7th 6 mths	4501 to 5250	95% of Journeyman rate	\$29.08
	8th 6 mths	5251 to 6000	95% of Journeyman rate	\$29.08

FRINGE BENEFITS:

Health & Welfare	\$0.00	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20
Pension	\$0.00	\$0.00	\$6.50	\$6.50	\$6.50	\$6.50	\$6.50	\$6.50	\$6.50
International Union Pension	\$0.00	\$0.00	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
I.P.F.P.P.A.	\$0.00	\$0.00	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
International Masonry Ins.	\$0.00	\$0.00	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Apprenticeship	\$0.00	\$0.00	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
C.A.P.	\$0.00	\$0.00	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24
<u>TOTAL FRINGES:</u>	\$0.00	\$10.20	\$19.04	\$19.04	\$19.04	\$19.04	\$19.04	\$19.04	\$19.04
<u>TOTAL PACKAGE:</u>	\$18.37	\$28.57	\$40.47	\$42.00	\$43.53	\$45.06	\$46.59	\$48.12	\$48.12

DEDUCTIONS:

I.U. Dues	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
Local 23 Dues	\$0.87	\$0.87	\$0.87	\$0.87	\$0.87	\$0.87	\$0.87	\$0.87	\$0.87

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.

Zone 1	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$3.50	\$3.50	\$3.50	\$3.50
Zone 2	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$4.50	\$5.00	\$5.00	\$4.97

MARBLE, TILE & TERRAZZO LOCAL #23 FINISHER APPRENTICE WAGE SCALES

Effective October 1, 2026, the following wages and fringes will be in effect for work in: **Zone 2-** Stark, Tuscarawas, Carroll Jefferson, Harrison, Belmont and Monroe Counties until May 31, 2027.

<u>APPRENTICESHIP HOURS:</u>	<u>Hours</u>				<u>Wages</u>
30 days	30 Days		60%	of Journeyman rate	\$16.82
First Year	2-6 mths	0 to 750	60%	of Journeyman rate	\$16.82
	2nd 6 mths	751 to 1500	70%	of Journeyman rate	\$19.62
Second Year	3rd 6 mths	1501 to 2250	75%	of Journeyman rate	\$21.02
	4th 6 mths	2251 to 3000	80%	of Journeyman rate	\$22.42
Third Year	5th 6 mths	3001 to 3750	85%	of Journeyman rate	\$23.83
	6th 6 mths	3751 to 4500	90%	of Journeyman rate	\$25.23

FRINGE BENEFITS:

Health & Welfare	\$0.00	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20	\$10.20
Pension	\$0.00	\$0.00	\$6.50	\$6.50	\$6.50	\$6.50	\$6.50
International Union Pension	\$0.00	\$0.00	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
I.P.F.P.P.A.	\$0.00	\$0.00	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
International Masonry Institut	\$0.00	\$0.00	\$0.47	\$0.47	\$0.47	\$0.47	\$0.47
Apprenticeship	\$0.00	\$0.00	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
C.A.P.	\$0.00	\$0.00	\$0.24	\$0.24	\$0.24	\$0.24	\$0.24
<u>TOTAL FRINGES:</u>	\$0.00	\$10.20	\$19.01	\$19.01	\$19.01	\$19.01	\$19.01
<u>TOTAL PACKAGE:</u>	\$16.82	\$27.02	\$38.63	\$40.03	\$41.43	\$42.84	\$44.24

DEDUCTIONS:

I.U. Dues	\$0.47	\$0.47	\$0.47	\$0.47	\$0.47	\$0.47	\$0.47
Local 23 Dues	\$0.83	\$0.83	\$0.83	\$0.83	\$0.83	\$0.83	\$0.83

All Fringe Benefits shall be paid on an HOURS PAID basis except for C.A.P., which shall be HOURS WORKED.

Zone 1	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$3.50	\$3.50	\$3.50	\$3.50
Zone 2	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$4.50	\$5.00	\$5.00	\$4.97

TO: All Employers of **Marble Tile and Terrazzo Workers and and Finishers**
Local #8 in Mahoning, Trumbull, Columbiana, Stark, Carroll,
Tuscarawas, Jefferson, Harrison, Belmont and Monroe Counties

SUBJECT: **NEW WAGE - FRINGE SCHEDULE - RESIDENTIAL (T&C)**

The following schedule will be in effect **October 1, 2026 - May 31, 2027**

MARBLE, TILE & TERRAZZO WORKERS LOCAL #23

Journeyman: \$26.85

FRINGE BENEFIT RATES:

Health & Welfare:	\$8.25	/hr paid
Pension:	\$2.85	/hr paid
I.M.I.:	\$0.39	/hr paid
C.A.P.:	\$0.24	/hr worked
Total:	\$11.73	

DEDUCTIONS:

I.U. Dues:	\$0.39	/hr paid
Local 23 Dues:	\$1.64	/hr paid
Apprentice	\$0.62	/ hr pd

Ttl Jryman Deductions: \$2.03 /hr paid

JOURNEYMAN TOTAL PACKAGE: \$38.58 Ttl Appre Deductions \$1.01

MARBLE, TILE & TERRAZZO FINISHERS LOCAL #23

Journeyman: \$24.87

FRINGE BENEFIT RATES:

Health & Welfare:	\$8.25	/hr paid
Pension:	\$2.85	/hr paid
I.M.I.:	\$0.37	/hr paid
C.A.P.:	\$0.24	/hr worked
Total:	\$11.71	

DEDUCTIONS:

I.U. Dues:	\$0.37	/hr paid
Local 23 Dues:	\$1.55	/hr paid
Apprentice	\$0.59	/ hr pd

Ttl Jryman Deductions: \$1.92 /hr paid

JOURNEYMAN TOTAL PACKAGE: \$36.58 Ttl Appre Deductions \$0.96

Zone 1	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$3.50	\$3.50	\$3.50	\$3.50
Zone 2	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$4.50	\$5.00	\$5.00	\$4.97

RESIDENTIAL (T&C) APPRENTICE RATES - WORKERS

Effective **October 1, 2026**, the following wages and fringes will be in effect for work in:

Local #8 in Mahoning, Trumbull, Columbiana, Stark, Carroll,
Tuscarawas, Jefferson, Harrison, Belmont and Monroe Counties

<u>1st Year Apprentice:</u>		<u>Worker</u>
1st 6 months:	60% of Journeyman Rate	\$16.11
2nd 6 months:	70% of Journeyman Rate	\$18.80
<u>2nd Year Apprentice:</u>		
1st 6 months:	75% of Journeyman Rate	\$20.14
2nd 6 months:	80% of Journeyman Rate	\$21.48
<u>3rd Year Apprentice:</u>		
1st 6 months:	85% of Journeyman Rate	\$22.82
2nd 6 months:	90% of Journeyman Rate	\$24.17
<u>4th Year Apprentice:</u>		
1st 6 months:	95% of Journeyman Rate	\$25.51
2nd 6 months:	95% of Journeyman Rate	\$25.51

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, Apprenticeship, International Pension, Apprenticeship Fund, Security Fund and the Local Pension shall be paid.

Mileage will start at 15 miles past the jurisdictional boundary.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.50 per mile will be paid when traveling between 26 and 150 miles from the company shop.

In place of the mileage rate, a stipend of \$120 per day will be paid when traveling over 151 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.

Zone 1	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$3.50	\$3.50	\$3.50	\$3.50
Zone 2	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$4.50	\$5.00	\$5.00	\$4.97

RESIDENTIAL (T&C) APPRENTICE RATES - FINISHERS

Effective October 1, 2026, the following wages and fringes will be in effect for work in:

Local #8 in Mahoning, Trumbull, Columbiana, Stark, Carroll,
Tuscarawas, Jefferson, Harrison, Belmont and Monroe Counties

<u>1st Year Apprentice:</u>			<u>Worker</u>
	1st 6 months:	60% of Journeyman Rate	\$14.92
	2nd 6 months:	70% of Journeyman Rate	\$17.41
<u>2nd Year Apprentice:</u>			
	1st 6 months:	75% of Journeyman Rate	\$18.65
	2nd 6 months:	80% of Journeyman Rate	\$19.90
<u>3rd Year Apprentice:</u>			
	1st 6 months:	85% of Journeyman Rate	\$21.14
	2nd 6 months:	90% of Journeyman Rate	\$22.38
<u>4th Year Apprentice:</u>			
	1st 6 months:	95% of Journeyman Rate	\$23.63
	2nd 6 months:	95% of Journeyman Rate	\$23.63

After the first 30 days, the Health and Welfare contributions will be paid on the Apprentice's behalf, with the dues check-off during this period. At the end of the first 6 month period, the IMI, CAP, Apprenticeship, International Pension, Apprenticeship Fund, Security Fund and the Local Pension shall be paid.

Mileage will start at 15 miles past the jurisdictional boundary.

No mileage will be paid when traveling within 25 miles from the company shop.

Mileage at the rate of \$0.50 per mile will be paid when traveling between 26 and 150 miles from the company shop.

In place of the mileage rate, a stipend of \$120 per day will be paid when traveling over 151 miles from the company shop.

All travel pay amounts calculated above will be reduced by the amount of the Union wage scale of the jurisdiction where the work is being performed if greater than that shown in Section 8 of the Agreement.

Zone 1	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$3.50	\$3.50	\$3.50	\$3.50
Zone 2	Future Wage/Fringe Increases	2027	2028	2029	2030
		\$4.50	\$5.00	\$5.00	\$4.97