



# CONSTRUCTION ADVANCEMENT PROGRAM



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

SUBJECT: **NEW WAGE - FRINGE SCHEDULE**

**EFFECTIVE JUNE 1, 2026 THRU MAY 31, 2027**  
**WAGE CLASSIFICATIONS and RATES**

CLASSIFICATIONS:

WAGE RATES:

Common Laborer:	\$27.82
Skilled Laborer:	\$27.97
Asbestos Removal Laborer:	\$28.10
Toxic/Hazardous Waste Removal Laborer:	\$28.57

FRINGE BENEFITS

Laborers District Council of Western PA Welfare Fund:	\$11.01	/hr worked
Laborers District Council of Western PA Pension Fund:	\$8.88	/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:	\$0.24	/hr worked
Total Fringes:	\$20.45	/hr worked

**COMMON LABORER TOTAL PACKAGE: \$48.27**

DEDUCTIONS

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

\*Deduct from Employee's Wages

Future wage/fringe increases: 2027  
TBD

## LABORERS LOCAL #964 APPRENTICE WAGE SCALES

Effective June 1, 2026 for all work performed in Lawrence and Mercer Counties until MAY 31, 2027.

	Step 1	Step 2	Step 3	Step 4
<u>APPRENTICESHIP HOURS:</u>	1 to 1000	1001 to 2000	2001 to 3000	3001 to 4000
<u>WAGES:</u>	\$20.00	\$21.00	\$22.00	\$23.00
<u>FRINGE BENEFITS:</u>				
Health & Welfare	\$8.00	\$9.00	\$10.00	\$8.00
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
<u>TOTAL FRINGES:</u>	\$11.12	\$12.12	\$13.12	\$11.12
<u>TOTAL PACKAGE:</u>	\$31.12	\$33.12	\$35.12	\$34.12
<u>DEDUCTIONS:</u>				
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 the 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.

**MARKET SHARE CAPITALIZATION ADENDUM**

**EFFECTIVE June 1, 2026 THROUGH MAY 31, 2027**

**WAGE CLASSIFICATIONS and RATES**

<u>CLASSIFICATIONS:</u>	<u>COMMON/SKILLED WAGE RATES:</u>	<u>APPRENTICE WAGE RATES:</u>
Common Laborer	\$20.87	
Skilled Laborer	\$20.98	
1st Year Apprentice		\$16.70
2nd Year Apprentice		\$17.74
3rd Year Apprentice		\$18.78
4th Year Apprentice		\$19.83

	<u>COMMON/SKILLED FRINGE BENEFITS</u>	<u>APPRENTICE FRINGE BENEFITS</u>
Laborers D.C. of W. PA Welfare Fund:	\$9.36 / hr worked	TBD / hr worked
Laborers D.C. of W. PA Pension Fund:	\$4.18 / hr worked	TBD / hr worked
Laborers D.C. of W. PA Train. & Ed. Fund:	\$0.25 / hr worked	TBD / hr worked
LUINA National Funds	\$0.07 / hr worked	TBD / hr worked
C.A.P. of Eastern OH and Western PA:	\$0.24 / hr worked	\$0.06 / hr worked
Total Fringes:	\$14.10 / hr worked	TBD / 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.***