



LiUNA! *Feel the Power*

MISSOURI AND KANSAS LABORERS DISTRICT COUNCIL

Brandon Flinn
Business Manager

Timothy Bell
Secretary Treasurer

Nathan Rose
President

May 9, 2025

Mr. Jeremy Bennett
Bituminous Paving Contractors of Greater
St. Louis Paving Contractors Association
2071 Exchange Drive
St. Charles, MO 63303

Dear Mr. Bennett:

As per Article 5, Section 5.02 in our current **State Highways and Large Municipal Roads** collective bargaining agreement between Laborers' Locals 42, 110, 660 and 840, and the Bituminous Paving Contractors of Greater St. Louis Paving Contractors Association, you are hereby given notice of the distribution of the wage increase.

Please be advised that Missouri and Kansas Laborers' District Council and Locals 42, 110, 660 and 840 have determined that the **three dollar and twenty-five cents (\$3.25)** increase due June 2, 2025, will be taken as follows for State Highways and Large Municipal Roads (**St. Louis City, St. Louis County Jefferson County, Franklin County, St. Charles, Lincoln, Warren & Montgomery**)

Two Dollar and seven cents (\$2.07) to the Hourly Wage Rate
Twenty-five cents (\$.25) to the Pension contribution
Ten cents (\$.10) to the Welfare contribution
Seventy-five cents (\$.75) to the SMART
One cent (\$.01) to the Training Contribution

Pursuant to contract terms, Article 5, Section 5.07, five cent increase (\$.05) to training contribution (Total \$.61).

Wage sheets showing the wages effective June 2, 2025, are enclosed. Would you please inform your signatory contractors that this is the option we have chosen for our increase due June 2, 2025?

Sincerely

Brandon Flinn
Business Manager

BF:jb
Opeiu #13

St. Louis Office:
951 Corporate Parkway, Wentzville MO 63385
Phone: (314) 739-7270 Fax: (314) 739-5423

Kansas City Office:
4731 S Cochise, Suite #114 Independence MO 64055
Phone: (816) 523-1919 Fax: (816) 523-3119



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MISSOURI AND KANSAS LABORERS DISTRICT COUNCIL

Brandon Flinn
Business Manager

May 9, 2025

Timothy Bell
Secretary Treasurer

TO ALL CONTRACTORS SIGNATORY
TO OUR 2024-2029 AGREEMENT BETWEEN THE
BITUMINOUS PAVING CONTRACTORS OF GREATER
ST. LOUIS PAVING CONTRACTORS' ASSOCIATION
AND LABORERS' LOCALS 42, 110 AND 840

Nathan Rose
President

Dear Contractor:

As per Article 5, Section 5.02 in our current **State Highways and Large Municipal Roads** collective bargaining agreement between Laborers' Locals 42, 110, 660 and 840, and the Bituminous Paving Contractors of Greater St. Louis Paving Contractors Association, you are hereby given notice of the distribution of the wage increase.

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Wage sheets showing the wages effective June 2, 2025, are enclosed.

Sincerely,

Brandon Flinn
Business Manager

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Encl. - Wage Sheets

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**STATE HIGHWAYS AND LARGE MUNICIPAL ROADS
FRANKLIN COUNTY**

Effective Dates	Hourly Wage Rate	these amounts INCLUDED in the Hourly Wage Rate	these amounts in ADDITION to the Hourly Wage Rate						Total
		Supplemental Dues Amount	Pension	Welfare	Training and Appr	SMART	LECET	SAF	
June 3, 2024	\$38.24	*	\$7.65	\$7.35	\$0.55	\$0.50	\$0.42	\$0.15	\$54.86
June 2, 2025 (a)	\$40.31	*	\$7.90	\$7.45	\$0.61	\$1.25	\$0.49	\$0.15	\$58.16
June 1, 2026 (b)		*							
June 7, 2027 ©		*							
June 5, 2028 (d)		*							

* 3.5% of gross wages (taxable income).

- (a) June 2, 2025 - \$3.25 increase to be taken in wages and/or fringe benefits at Union's option.
- (b) June 1, 2026 - \$2.15 increase to be taken in wages and/or fringe benefits at Union's option.
- (c) June 7, 2027 - \$2.10 increase to be taken in wages and/or fringe benefits at Union's option.
- (d) June 5, 2028 - \$2.00 increase to be taken in wages and/or fringe benefits at Union's option.

**STATE HIGHWAYS AND LARGE MUNICIPAL ROADS
ST CHARLES, LINCOLN, WARREN & MONTGOMERY COUNTIES**

Effective Dates	Hourly Wage Rate	these amounts INCLUDED in the Hourly Wage Rate	these amounts in ADDITION to the Hourly Wage Rate						Total
		Supplemental Dues Amount	Pension	Welfare	Training and Appr	SMART	LECET	SAF	
June 3, 2024	\$39.11	*	\$7.65	\$7.35	\$0.55	\$0.50	\$0.42	\$0.17	\$55.75
June 2, 2025 (a)	\$41.18	*	\$7.90	\$7.45	\$0.61	\$1.25	\$0.49	\$0.17	\$59.05
June 1, 2026 (b)		*							
June 7, 2027 ©		*							
June 5, 2028 (d)		*							

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- (c) June 7, 2027 - \$2.10 increase to be taken in wages and/or fringe benefits at Union's option.
- (d) June 5, 2028 - \$2.00 increase to be taken in wages and/or fringe benefits at Union's option.

**STATE HIGHWAYS AND LARGE MUNICIPAL ROADS
ST. LOUIS CITY AND COUNTY**

Effective Dates	Hourly Wage Rate	these amounts INCLUDED in the Hourly Wage Rate		these amounts in ADDITION to the Hourly Wage Rate						Total
		Vacation Fund Amount	Supplemental Dues Amount	Pension	Welfare	Training and Appr	SMART	LECET	SAF	
June 3, 2024	\$38.75	\$1.00	*	\$8.00	\$8.60	\$0.55	\$0.50	\$0.42	\$0.20	\$57.02
June 2, 2025 (a)	\$40.82	\$1.00	*	\$8.25	\$8.70	\$0.61	\$1.25	\$0.49	\$0.20	\$60.32
June 1, 2026 (b)		\$1.00	*							
June 7, 2027 ©		\$1.00	*							
June 5, 2028 (d)		\$1.00	*							

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- (b) June 1, 2026 - \$2.15 increase to be taken in wages and/or fringe benefits at Union's option.
- (c) June 7, 2027 - \$2.10 increase to be taken in wages and/or fringe benefits at Union's option.
- (d) June 5, 2028 - \$2.00 increase to be taken in wages and/or fringe benefits at Union's option.

**STATE HIGHWAYS AND LARGE MUNICIPAL ROADS
JEFFERSON COUNTY**

Effective Dates	Hourly Wage Rate	these amounts INCLUDED in the Hourly Wage Rate		these amounts in ADDITION to the Hourly Wage Rate						Total
		Supplemental Dues Amount		Pension	Welfare	Training and Appr	SMART	LECET	SAF	
June 3, 2024	\$36.69	*		\$8.00	\$8.60	\$0.55	\$0.50	\$0.42	\$0.20	\$54.96
June 2, 2025 (a)	\$38.76	*		\$8.25	\$8.70	\$0.61	\$1.25	\$0.49	\$0.20	\$58.26
June 1, 2026 (b)		*								
June 7, 2027 ©		*								
June 5, 2028 (d)		*								

* 3.5% of gross wages (taxable income).

- (a) June 2, 2025 - \$3.25 increase to be taken in wages and/or fringe benefits at Union's option.
- (b) June 1, 2026 - \$2.15 increase to be taken in wages and/or fringe benefits at Union's option.
- (c) June 7, 2027 - \$2.10 increase to be taken in wages and/or fringe benefits at Union's option.
- (d) June 5, 2028 - \$2.00 increase to be taken in wages and/or fringe benefits at Union's option.