



LiUNA! *Feel the Power*

MISSOURI AND KANSAS LABORERS DISTRICT COUNCIL

Brandon Flinn
Business Manager

Timothy Bell
Secretary Treasurer

Nathan Rose
President

April 28, 2025

TO ALL CONTRACTORS SIGNATORY
TO OUR 2024-2029 AGREEMENT BETWEEN
THE SITE IMPROVEMENT ASSOCIATION
AND MISSOURI AND KANSAS LABORERS'
DISTRICT COUNCIL

Dear Contractor:

As per Article VI, Section 6.01, Appendix C, in our current collective bargaining agreement between Laborers' and the SITE Improvement 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 and 110 have determined that the three dollars and twenty-five cent (\$3.25) increase due June 2, 2025, for all Laborers' except Residential Laborers' and Residential Laborer Helpers working in **St. Louis City and County**, will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$8.70)
Twenty-five cents (\$.25) to the Pension Contribution (total \$8.25)
Seventy-five cents (\$.75) to the Smart Fund (\$1.25)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
Two Dollars and seven cents (\$2.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The two dollars and fifty-five cent \$2.55 increase due June 2, 2025, for Residential Laborers' and Laborers' Helpers working in **St. Louis City and County** will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$8.70)
Twenty-five cents (\$.25) to the Pension Contribution
Laborers' (total \$7.15)
Laborers' Helpers (total \$7.00)
Two Dollars and twenty cents (\$2.20) to the Hourly Wage Rate

The three dollars and twenty-five cent (\$3.25) increase due June 2, 2025, for all Building work for Laborers' working in **Jefferson and Washington Counties**, will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$8.70)

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

The \$2.55 increase due June 2, 2025, for Residential Laborers' and Laborers' Helpers working in **Lincoln, Montgomery, St. Charles, and Warren Counties** will be taken as follows:

- Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
- Twenty-five cents (\$.25) to the Pension Contribution
 - Laborers' (total \$7.40)
 - Laborers' Helpers (total \$7.15)
- Two Dollars and twenty cents (\$2.20) to the Hourly Wage Rate

The one dollar and fifty cent (\$1.50) increase due June 2, 2025, for all Building work for Laborers' working in **Clark, Knox, Lewis, Marion, Pike, Ralls, Scotland, and Shelby Counties** will be taken as follows:

- Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
- Twenty-five cents (\$.25) to the Pension Contribution (total \$7.90)
- Seven cents (\$.07) to LECET (total \$.49)
- One cent (\$.01) to Training & Apprentice
- One dollar and seven cents (\$1.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The one dollar and fifty cent (\$1.50) increase due June 2, 2025, for Residential Laborers' in **Clark, Knox, Lewis, Marion, Pike, Ralls, Scotland, and Shelby Counties** will be taken as follows:

- Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
- Twenty-five cents (\$.25) to the Pension Contribution (total \$7.65)
- Seven cents (\$.07) to LECET (total \$.49)
- One cent (\$.01) to Training & Apprentice
- One dollar and seven cents (\$1.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The \$3.25 increase due June 2, 2025, for all Heavy/Highway and Site Improvement work for Laborers' working in **Clark, Knox, Lewis, Marion, Pike, Ralls, Scotland, Shelby Counties**, will be taken as follows:

- Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
- Twenty-five cents (\$.25) to the Pension Contribution (total \$7.90)
- Seventy-five cents (\$.75) to the Smart Fund (\$1.25)
- Seven cents (\$.07) to LECET (total \$.49)
- One cent (\$.01) to Training & Apprentice
- Two Dollars and seven cents (\$2.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

Please be advised that Missouri and Kansas Laborers' District Council and Local 662 have determined that the one dollar and fifty cent (\$1.50) increase due June 2, 2025, for all Building work in **Callaway, Camden, Cole, Miller, Moniteau, and Morgan Counties** will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-five cents (\$.25) to the Pension Contribution (total \$7.90)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
One dollar and seven cents (\$1.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The one dollar fifty cent (\$1.50) increase due June 2, 2025, for Residential Laborers' in **Callaway, Camden, Cole, Miller, Moniteau, and Morgan Counties** will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-five cents (\$.25) to the Pension Contribution (total \$7.65)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
One dollar and seven cents (\$1.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The \$3.25 increase due June 2, 2025, for all Heavy, Highway and Site Improvement work in **Callaway, Camden, Cole, Miller, Moniteau, and Morgan Counties** will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-five cents (\$.25) to the Pension Contribution (total \$7.90)
Seventy-five cents (\$.75) to the Smart Fund (\$1.25)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
Two dollars and seven cents (\$2.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

Please be advised that Missouri and Kansas Laborers' District Council and Local 840 have determined that the three dollars and twenty-five cent (\$3.25) increase due June 2, 2025, for Commercial Building, Heavy, Highway and Site Improvement work in **Franklin County ONLY** will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-five cents (\$.25) to the Pension Contribution
Heavy/Highway/SITE (total \$7.90)
Building (total \$7.15)
Seventy-five cents (\$.75) to the Smart Fund (\$1.25)

Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
Two dollars and seven cents (\$2.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The \$1.50 increase due June 2, 2025, for Residential work in **Franklin County ONLY** will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-five cents (\$.25) to the Pension Contribution (total \$7.15)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
One dollar and seven cents (\$1.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.55).

The three dollars and twenty-five cent (\$3.25) increase due June 2, 2025, for Heavy/Highway and Site Improvement work for Laborers' working in **Crawford, Dent, Gasconade, Howell, Maries, Oregon, Osage, Phelps, Pulaski, Shannon, and Texas Counties**, is currently being negotiated.

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-five cents (\$.25) to the Pension Contribution
Heavy/Highway/SITE (total \$7.90)
Building (total \$7.15)
Seventy-five cents (\$.75) to the Smart Fund (\$1.25)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
Two dollars and seven cents (\$2.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The one dollar fifty cent (\$1.50) increase due June 2, 2025, for Commercial Building work and Residential work for Laborers' working in **Crawford, Dent, Gasconade, Howell, Maries, Oregon, Osage, Phelps, Pulaski, Shannon, and Texas Counties**, will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-Five cents (\$.25) to the Pension Contribution
Building (total \$7.15)
Residential (total \$6.90)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
One dollar and seven cents (\$1.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

Please be advised that Missouri and Kansas Laborers' District Council and Local 955 have determined that the one dollar fifty cent (\$1.50) increase due June 2, 2025, for Commercial Building work and Residential work in **Adair, Audrain, Boone, Chariton, Cooper, Howard, Linn, Macon, Monroe, Putnam, Randolph, Schuyler, and Sullivan Counties** will be taken as follows:

- Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
- Twenty-Five cents (\$.25) to the Pension Contribution
 - Building (total \$7.90)
 - Residential (total \$7.65)
- Seven cents (\$.07) to LECET (total \$.49)
- One cent (\$.01) to Training & Apprentice
- One dollar and seven cents (\$1.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The three dollars and twenty-five cent (\$3.25) increase due June 2, 2025, for Heavy/Highway and Site Improvement work for Laborers' working in **Adair, Audrain, Boone, Chariton, Cooper, Howard, Linn, Macon, Monroe, Putnam, Randolph, Schuyler, and Sullivan Counties** will be taken as follows:

- Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
- Twenty-five cents (\$.25) to the Pension Contribution (\$7.90)
- Seventy-five cents (\$.75) to the Smart Fund (\$1.25)
- Seven cents (\$.07) to LECET (total \$.49)
- One cent (\$.01) to Training & Apprentice
- Two dollars and seven cents (\$2.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

Please be advised that Missouri and Kansas Laborers' District Council and Local 1104 have determined that the two dollars and seventy-five cent (\$2.75) increase due June 2, 2025, for Commercial Building work and Residential work in **Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Mississippi, New Madrid, Pemiscot, Ripley, Scott, Stoddard, and Wayne Counties** will be taken as follows:

- Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
- Twenty-Five cents (\$.25) to the Pension Contribution
 - Building (total \$6.90)
 - Residential (total \$7.65)
- Smart Fund added fifty cents (\$.50)
- Seven cents (\$.07) to LECET (total \$.49)
- One cent (\$.01) to Training & Apprentice
- One dollar and eighty-two cents (\$1.82) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

The two dollars and seventy-five cent (\$2.75) increase due June 2, 2025, for Commercial Building work and Residential work in Iron, Madison, Perry, Reynolds, St. Francois, and Ste. Genevieve Counties will be taken as follows:

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-Five cents (\$.25) to the Pension Contribution
 Building (total \$7.90)
 Residential (total \$7.65)
Smart Fund added fifty cents (\$.50)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
One dollar and eighty-two cents (\$1.82) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

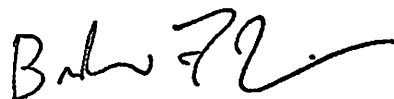
The three dollars and twenty-five cents (\$3.25) increase due June 2, 2025, for Heavy/Highway and Site Improvement work for Laborers' working in Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, Reynolds, Ripley, St. Francois, Ste. Genevieve, Scott, Stoddard, and Wayne Counties is currently being negotiated.

Ten cents (\$.10) to the Welfare Contribution (total \$7.45)
Twenty-Five cents (\$.25) to the Pension Contribution (total \$7.90)
Seventy-five cents (\$.75) to the Smart Fund (\$1.25)
Seven cents (\$.07) to LECET (total \$.49)
One cent (\$.01) to Training & Apprentice
Two dollars and seven cents (\$2.07) to the Hourly Wage Rate

Pursuant to contract terms, Article 6, Section 6.08, five cent increase (\$.05) to training contribution (Total \$.61).

Wage sheets showing the wage increases for 2025 are enclosed.

Sincerely,



Brandon Flinn
Business Manager

BF:jw
opeiu #13

Encl. Wage Sheets

Appendix C - Schedule of Wages

Appendix C - Schedule of Wages LABORERS' LOCALS 42 AND 110 - SITE IMPROVEMENT ASSOCIATION City and County of St. Louis, State of Missouri

LOCAL 42 - 314-531-1187

LOCAL 110 - 314-892-0777

Effective Date	Agreement/Type Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate			Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate						Notes
			Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund	Total Package	
6/2/25	General Laborer: Building/Heavy/Highway	\$40.82	\$1.00	**	\$8.70	\$8.25	\$0.61	\$0.49	\$0.20	\$1.25	\$60.32	
	General Laborer: Site Improvement Work	\$40.65	\$1.00	**	\$8.70	\$8.25	\$0.61	\$0.49	\$0.20	\$1.25	\$60.15	
	General Laborer: Total Wrecking	\$40.70	\$1.00	**	\$8.70	\$8.25	\$0.61	\$0.49	\$0.20	\$1.25	\$60.20	
6/2/2025	Residential Work	\$31.57	\$1.00	*	\$8.70	\$7.15					\$47.42	
6/2/2025	Residential Laborer Helper	\$25.40		*	\$8.70	\$7.00					\$41.10	

*Supplemental Dues - 2.5% of gross wages (taxable income).

+ Training Increase - \$.05 per contract terms

**Supplemental Dues - 3.5% of gross wages (taxable income).

Building /Heavy/Highway/Site Improvement Work/Total Wrecking Wages Increases:

June 2, 2025	\$3.25 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 1, 2026	\$2.15 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 7, 2027	\$2.10 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 5, 2028	\$2.00 per hour increase	(Wages and/or Fringes at Union's option)
June 4, 2029	\$1.50 per hour increase	(Wages and/or Fringes at Union's option)

Residential Wage Increases:

June 2, 2025	\$2.55 per hour increase	(Wages and/or Fringes at Union's option)
June 1, 2026	\$2.00 per hour increase	(Wages and/or Fringes at Union's option)
June 7, 2027	\$1.90 per hour increase	(Wages and/or Fringes at Union's option)
June 5, 2028	\$1.90 per hour increase	(Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for St. Louis City and St. Louis County are remitted

Greater St. Louis Construction Laborers Welfare Fund

2357 59TH Street

St. Louis, MO 63110

314-644-2777

stllaborers.com

Appendix C - Schedule of Wages

Appendix C - Schedule of Wages LABORERS' LOCAL 110 - SITE IMPROVEMENT ASSOCIATION Counties of Jefferson and Washington, State of Missouri

LOCAL 110 - 314-892-0777

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate							Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund			
Building - Jefferson County Only												
6/2/25- Projects over \$1,000,000												
General Laborer	\$34.41	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$53.91		
1st Semi-skilled	\$35.53	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$55.03		
2nd Semi-skilled	\$34.91	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$54.41		
6/2/25 - Projects under \$1,000,000												
General Laborer	\$32.26	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$51.76		
1st Semi-skilled	\$33.78	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$53.28		
2nd Semi-skilled	\$32.76	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$52.26		
Building - Washington County Only												
6/2/25- Projects over \$20,000,000												
General Laborer	\$34.41	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$53.91		
1st Semi-skilled	\$35.53	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$55.03		
2nd Semi-skilled	\$34.91	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$54.41		
6/2/25 - Proj between \$1 mil. - \$20 mil.												
General Laborer	\$32.91	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$52.41		
1st Semi-skilled	\$33.91	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$53.41		
2nd Semi-skilled	\$33.41	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$52.91		
6/2/25 - Projects under \$1,000,000												
General Laborer	\$30.91	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$50.41		
1st Semi-skilled	\$31.91	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$51.41		
2nd Semi-skilled	\$31.41	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$ 0.20	\$ 1.25	\$50.91		

*Supplemental Dues - 3.5% of gross wages (taxable income)

+ Training Increase - \$.05 per contract terms

Building Wages Increases:

- June 2, 2025 \$3.25 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.15 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.10 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)
- June 4, 2029 \$1.50 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for Jefferson and Washington Counties are remitted to:

Greater St. Louis Construction Laborers Welfare Fund
2357 59TH Street
St. Louis, MO 63110
314-644-2777
stlaborers.com

Appendix C - Schedule of Wages

Appendix C - Schedule of Wages LABORERS' LOCAL 110 - SITE IMPROVEMENT ASSOCIATION Counties of Jefferson and Washington, State of Missouri

LOCAL 110 - 314-892-0777

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate							Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund			
Building - Site Improvement Assn Con't												
Residential work such as footings, foundations concrete flatwork, plbr lbr, mason tend. work:												
6/2/25 - Jefferson County												
General Laborer	\$32.38	\$1.00	**	\$8.70	\$7.15						\$48.23	
1st Semi-Skilled Laborer	\$34.65	\$1.00	**	\$8.70	\$7.15						\$50.50	
6/2/25 - Washington County												
General Laborer	\$30.23	\$1.00	**	\$8.70	\$7.15						\$46.08	
1st Semi-Skilled Laborer	\$32.23	\$1.00	**	\$8.70	\$7.15						\$48.08	
Laborers' Helper & Residential work except Residential work such as footings, foundations, concrete flatwork, Plumber lbrs work, and brick mason tenders												
6/2/25 - Jefferson and Washington Counties												
General Laborer	\$27.68	\$1.00	**	\$8.70	\$7.00						\$43.38	
Heavy/Highway/Site Improvement												
Jefferson County Only												
6/2/25 General Laborer	\$38.76	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$0.20	\$1.25		\$58.26	
Washington County Only												
6/2/25 General Laborer	\$37.26	\$1.00	*	\$8.70	\$8.25	\$0.61	\$0.49	\$0.20	\$1.25		\$56.76	

*Supplemental Dues - 3.5% of gross wages (taxable income). **Supplemental Dues - 2.5% of gross wages (taxable income). +Training Increase - \$.05 per contract terms

Heavy/Highway/Site Improvement Wages Increases:

- June 2, 2025 \$3.25 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.15 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.10 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Residential Wage Increases:

- June 2, 2025 \$2.55 per hour increase (Wages and/or Fringes at Union's option)
- June 1, 2026 \$2.00 per hour increase (Wages and/or Fringes at Union's option)
- June 7, 2027 \$1.90 per hour increase (Wages and/or Fringes at Union's option)
- June 5, 2028 \$1.90 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for Jefferson and Washington Counties are remitted to:

Greater St. Louis Construction Laborers Welfare Fund
2357 59TH Street
St. Louis, MO 63110

314-644-2777 stllaborers.com

Appendix C - Schedule of Wages

Appendix C - Schedule of Wages LABORERS' LOCAL 660- SITE IMPROVEMENT ASSOCIATION Counties of St. Charles, Lincoln, Montgomery, Warren (St. Charles, L-M-W)

Local 660 Ph: 636-946-8766 or 636-724-5733

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate						Total Package	Notes	
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund			
General Laborer: Building/Heavy/Site Improvement St. Charles, Lincoln, Montgomery, Warren 6/2/25	\$41.18		**	\$7.45	\$7.90	+	\$0.61	\$0.49	\$ 0.17	\$ 1.25	\$59.05	
General Laborer: Highway 6/2/25 St. Charles County	\$41.18		**	\$7.45	\$7.90		\$0.61	\$0.49	\$ 0.17	\$ 1.25	\$59.05	
6/2/25 Lincoln, Montgomery, Warren	\$39.76		**	\$7.45	\$7.90		\$0.61	\$0.49	\$ 0.17	\$ 1.25	\$57.63	
Residential Laborer 6/2/25 St. Charles County	\$34.07		*	\$7.45	\$7.40						\$48.92	
6/2/25 Lincoln, Montgomery, Warren	\$33.57		*	\$7.45	\$7.40						\$48.42	
Residential Laborers' Helper 6/2/25 St. Charles County	\$26.90		*	\$7.45	\$7.15						\$41.50	
6/2/25 Lincoln, Montgomery, Warren	\$26.40		*	\$7.45	\$7.15						\$41.00	

*Supplemental Dues - 2.5% of gross wages (taxable income). **Supplemental Dues - 3.5% of gross wages (taxable income). +Training Increase - \$.05 per contract terms

Building/Heavy/Highway/Site Improvement Work Wages Increases: (St. Charles, Lincoln, Montgomery, Warren Counties)

June 2, 2025 \$3.25 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
 June 1, 2026 \$2.15 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
 June 7, 2027 \$2.10 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
 June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Residential Wage Increases: (St. Charles, Lincoln, Montgomery, Warren Counties)

June 2, 2025 \$2.55 per hour increase (Wages and/or Fringes at Union's option)
 June 1, 2026 \$2.00 per hour increase (Wages and/or Fringes at Union's option)
 June 7, 2027 \$1.90 per hour increase (Wages and/or Fringes at Union's option)
 June 5, 2028 \$1.90 per hour increase (Wages and/or Fringes at Union's option)

Construction Industry Laborers Fringe Benefit Funds

Wilson - McShane Corp
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 Kansas City, MO 64190-9500
 816-777-2669 CILFUNDS.com

Appendix C - Schedule of Wages

Appendix C - Schedule of Wages
LABORERS' LOCAL 660- SITE IMPROVEMENT ASSOCIATION - CONTINUED...
 Clark, Knox, Lewis, Marion, Pike, Ralls, Scotland, and Shelby (Eight Counties), State of Missouri

Local 660 Ph: 636-946-8766 or 636-724-5733

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate						Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund		
Building - Eight Counties											
6/2/25											
General Laborer	\$28.78		**	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$45.38	
1st Semi-Skilled Laborer	\$30.78		**	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$47.38	
2nd Semi-Skilled Laborer	\$29.78		**	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$46.38	
6/2/25											
Residential Laborer	\$23.94		**	\$7.45	\$7.65	\$0.61	\$0.49	\$ 0.15		\$40.29	
Heavy-Highway - Site Improvement Assn - Eight Counties											
6/2/25											
General Laborer	\$37.25		**	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15	\$ 1.25	\$55.10	

*Supplemental Dues - 2.5% of gross wages (taxable income). **Supplemental Dues - 3.5% of gross wages (taxable income). +Training Increase - \$.05 per contract terms

Building Wages Increases: (Eight Counties)

- June 2, 2025 \$1.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 4, 2029 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Site-Heavy-Highway Wages Increases: (Eight Counties)

- June 2, 2025 \$3.25 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.15 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.10 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Construction Industry Laborers Fringe Benefit Funds
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Appendix C - Schedule of Wages

Appendix C - Schedule of Wages
LABORERS' LOCAL 662- SITE IMPROVEMENT ASSOCIATION
 Counties of Callaway, Camden, Cole, Miller,
 Moniteau and Morgan, State of Missouri

Local 662 Ph: 1-573-635-1441

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate							Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund			
Building - All Counties												
6/2/25	General Laborer	\$28.78	*	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$45.38		
	1st Semi-Skilled Laborer	\$30.78	*	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$47.38		
	2nd Semi-Skilled Laborer	\$29.78	*	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$46.38		
6/2/25	Residential Laborer	\$23.94	*	\$7.45	\$7.65	\$0.61	\$0.49	\$ 0.15		\$40.29		
Site-Heavy-Highway - All Counties												
6/2/25	General Laborer	\$37.25	*	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.05	\$ 1.25	\$55.00		

*Supplemental Dues - 5% of gross wages (taxable income).

+ Training Increase - \$.05 per contract terms

Building Wage Increases - all counties:

- June 2, 2025 \$1.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 4, 2029 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Site-Heavy-Highway Wage Increases:

- June 2, 2025 \$3.25 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.15 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.10 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for All counties remitted to:

Construction Industry Laborers Fringe Benefit Funds

Wilson - McShane Corp

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Appendix C - Schedule of Wages

Appendix C - Schedule of Wages LABORERS' LOCAL 840 - SITE IMPROVEMENT ASSOCIATION FRANKLIN COUNTY ONLY

Local 840 Ph: 573-364-3928

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate							Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund			
Franklin County Only												
6/2/25	General Laborer					+						
	Heavy/Highway/Site Improvement	\$40.31	*	\$7.45	\$7.90	\$0.61	0.49	\$0.15	\$1.25	\$58.16		
	Bldg - Projects under \$500,000	\$35.96	*	\$7.45	\$7.15	\$0.61	0.49	\$0.15	\$1.25	\$53.06		
	Bldg Projects over \$500,000	\$37.46	*	\$7.45	\$7.15	\$0.61	0.49	\$0.15	\$1.25	\$54.56		
6/2/25	Residential - Proj under \$500,000	\$31.54	*	\$7.45	\$7.15	\$0.61	0.49	\$0.15		\$47.39		
6/2/25	Residential - Proj over \$500,000	\$33.04	*	\$7.45	\$7.15	\$0.61	0.49	\$0.15		\$48.89		

*Supplemental Dues - 5% of gross wages (taxable income).

+ Training Increase - \$.05 per contract terms

Building/Heavy/Highway/Site Improvement Wage Increases: (Franklin County only)

- June 2, 2025 \$3.25 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.15 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.10 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)
- June 4, 2029 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Residential Wage Increases: (Franklin County only)

- June 2, 2025 \$1.50 per hour increase (Wages and/or Fringes at Union's option)
- June 1, 2026 \$2.50 per hour increase (Wages and/or Fringes at Union's option)
- June 7, 2027 \$2.50 per hour increase (Wages and/or Fringes at Union's option)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)
- June 4, 2029 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for All counties remitted to:

Construction Industry Laborers Fringe Benefit Funds

Wilson - McShane Corp

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Appendix C - Schedule of Wages

Appendix C - Schedule of Wages
LABORERS' LOCAL 840 - SITE IMPROVEMENT ASSOCIATION
Counties of Crawford, Dent, Gasconade, Howell, Maries, Oregon,
Osage, Phelps, Pulaski, Shannon & Texas, State of Missouri

Local 840 Ph: 573-364-3928

Effective Date / Type of Laborer		Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate							Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund			
<u>All other Counties</u>		+										
6/2/25	General Laborer		*	\$7.45	\$7.90	\$0.61	0.49	\$0.15	\$1.25	\$55.10		
6/2/25	Heavy/Highway/Site Improvement	\$37.25	*	\$7.45	\$7.15	\$0.61	\$0.49	\$0.15		\$46.23		
	Building		*	\$7.45	\$7.15	\$0.61	\$0.49	\$0.15		\$48.13		
	General Laborer	\$30.38	*	\$7.45	\$6.90	\$0.61	\$0.49	\$0.15		\$41.19		
	1st Semi-skilled	\$32.28	*	\$7.45	\$6.90	\$0.61	\$0.49	\$0.15				
	2nd Semi-skilled	\$31.28	*	\$7.45	\$6.90	\$0.61	\$0.49	\$0.15				
	Residential Laborer	\$25.59	*	\$7.45	\$6.90	\$0.61	\$0.49	\$0.15				

*Supplemental Dues - 5% of gross wages (taxable income).

+ Training Increase - \$.05 per contract terms

Building Wage Increases: (ALL other counties)

- June 2, 2025 \$1.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)
- June 4, 2029 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Site-Heavy-Highway -All other counties:

- June 2, 2025 \$3.25 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.15 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.10 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for All counties remitted to:

Construction Industry Laborers Fringe Benefit Funds

Wilson - McShane Corp

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Appendix C - Schedule of Wages

Appendix C - Schedule of Wages
LABORERS' LOCAL 955- SITE IMPROVEMENT ASSOCIATION
Counties of Adair, Audrain, Boone, Chariton, Cooper, Howard, Linn,
Macon, Monroe, Putnam, Randolph, Schuyler, and Sullivan, State of Missouri

Local 955 Ph: 1-573-499-3720

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate		Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate						Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund		
Building - All Counties											
6/2/25	General Laborer	\$28.78	*	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$45.38	
	1st Semi-Skilled Laborer	\$30.78	*	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$47.38	
	2nd Semi-Skilled Laborer	\$29.78	*	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.15		\$46.38	
	Residential Laborer	\$23.94	*	\$7.45	\$7.65	\$0.61	\$0.49	\$ 0.15		\$40.29	
Site/Heavy/Highway - All Counties											
6/2/25	General Laborer	\$37.25	*	\$7.45	\$7.90	\$0.61	\$0.49	\$ 0.05	\$ 1.25	\$55.00	

*Supplemental Dues - 5% of gross wages (taxable income).

+ Training Increase - \$.05 per contract terms

Building Wage Increases - all counties:

June 2, 2025 \$1.50 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 1, 2026 \$2.50 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 7, 2027 \$2.50 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 5, 2028 \$2.00 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 4, 2029 \$2.00 per hour increase	(Wages and/or Fringes at Union's option)

Site-Heavy-Highway:

June 2, 2025 \$3.25 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 1, 2026 \$2.15 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 7, 2027 \$2.10 per hour increase	(Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
June 5, 2028 \$2.00 per hour increase	(Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for All counties remitted to:

Construction Industry Laborers Fringe Benefit Funds

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Appendix C - Schedule of Wages

Appendix C - Schedule of Wages
LABORERS' LOCAL 1104- SITE IMPROVEMENT ASSOCIATION
Counties of Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Iron, Madison, Mississippi, New Madrid
Pemiscot, Perry Reynolds, Ripley, St. Francois, Ste. Genevieve, Scott, Stoddard and Wayne, State of Missouri

Local 1104 Ph: 573-334-7722

Effective Date / Type of Laborer	Hourly Wage Rate	Deduction FROM Hourly Wage Rate			Fringe Benefits Paid by Employer in ADDITION to Hourly Wage Rate						Total Package	Notes
		Vacation Amount	Supplemental Dues Amount	Welfare	Pension	Training and Appr.	LECET	SAF	Smart Fund			
Building Counties of Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Mississippi, New Madrid, Pemiscot, Ripley, Scott, Stoddard, Wayne						+						
6/2/25 General Laborer	\$30.48		*	\$7.45	\$6.90	\$0.61	\$0.49	\$0.05	\$ 0.50	\$46.48		
1st Semi-skilled	\$31.80		*	\$7.45	\$6.90	\$0.61	\$0.49	\$0.05	\$ 0.50	\$47.80		
2nd Semi-skilled	\$30.80		*	\$7.45	\$6.90	\$0.61	\$0.49	\$0.05	\$ 0.50	\$46.80		
Residential Laborer	\$26.99		*	\$7.45	\$7.65	\$0.61	\$0.49	\$0.05	\$ 0.50	\$43.74		
Building Counties of Iron, Madison, Perry, Reynolds St. Francois, Ste. Genevieve						+						
6/2/25 General Laborer	\$30.93		*	\$7.45	\$7.90	\$0.61	\$0.49	\$0.05	\$ 0.50	\$47.93		
1st Semi-skilled	\$32.23		*	\$7.45	\$7.90	\$0.61	\$0.49	\$0.05	\$ 0.50	\$49.23		
2nd Semi-skilled	\$31.23		*	\$7.45	\$7.90	\$0.61	\$0.49	\$0.05	\$ 0.50	\$48.23		
Residential Laborer	\$26.99		*	\$7.45	\$7.65	\$0.61	\$0.49	\$0.05	\$ 0.50	\$43.74		
Site/Heavy/Highway - All Counties												
6/2/25 General Laborer	\$37.25		*	\$7.45	\$7.90	\$0.61	\$0.49	\$0.05	\$1.25	\$55.00		

*Supplemental Dues - 5% of gross wages (taxable income).

+ Training Increase - \$.05 per contract terms

Building Wage Increases - all counties:

- June 2, 2025 \$2.75 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.50 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 5, 2028 \$2.15 per hour increase (Wages and/or Fringes at Union's option)
- June 4, 2029 \$2.15 per hour increase (Wages and/or Fringes at Union's option)

Site-Heavy-Highway

- June 2, 2025 \$3.25 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 1, 2026 \$2.15 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)
- June 7, 2027 \$2.10 per hour increase (Wages and/or Fringes at Union's option - add \$.05 to training pursuant to contract terms, Article 6, Section 6.08)

Appendix C - Schedule of Wages

June 5, 2028 \$2.00 per hour increase (Wages and/or Fringes at Union's option)

Fringe Benefits Paid by Employer for All counties remitted to:

Construction Industry Laborers Fringe Benefit Funds

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LABORERS' LOCALS 42 & 110

City and County of St. Louis, State of Missouri

LOCAL 42 (314) 531-1187

LOCAL 110 (314) 892-0777

Effective Date	Agreement	Apprenticeship Periods				Journey Level Rate	Deductions			Employer Contributions					
		1st	2nd	3rd	4th		Vacation Amount	Suppl Dues	Pension	Welfare	Training & Appr.	LECET	Smart FUND	Other	
SITE IMPROVEMENT ASSOCIATION															
06/02/25	Building & Heavy/Highway	\$ 26.53	\$ 28.57	\$ 32.66	\$ 36.74	\$ 40.82	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15 increase due 6/1/2026
	Site Improvement Work	\$ 26.42	\$ 28.46	\$ 32.52	\$ 36.59	\$ 40.65	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15 increase due 6/1/2026
	Total Wrecking	\$ 26.46	\$ 28.49	\$ 32.56	\$ 36.63	\$ 40.70	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15 increase due 6/1/2026

* Supplemental Dues - 3.5% of gross wages (taxable income)

Revised 04/17/2025

LABORERS' LOCAL 110

Counties of Jefferson and Washington, State of Missouri

LOCAL 110 (314) 892-0777

Effective Date	Agreement	Apprenticeship Periods				Journey Level Rate	Deductions			Employer Contributions						
		1st	2nd	3rd	4th		Vacation Amount	Suppl Dues	Pension	Welfare	Training & Appr.	LECET	Smart FUND	Other		
SITE IMPROVEMENT ASSOCIATION																
Projects over \$1 million - Jefferson County																
06/02/25	General Laborer	\$ 25.81	\$ 29.25	\$ 30.97	\$ 32.69	\$ 34.41	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	1st Semi-skilled	\$ 26.65	\$ 30.20	\$ 31.98	\$ 33.75	\$ 35.53	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	2nd Semi-skilled	\$ 26.18	\$ 29.67	\$ 31.42	\$ 33.16	\$ 34.91	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
Projects under \$1 million - Jefferson County																
06/02/25	General Laborer	\$ 24.20	\$ 27.42	\$ 29.03	\$ 30.65	\$ 32.26	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	1st Semi-skilled	\$ 25.34	\$ 28.71	\$ 30.40	\$ 32.09	\$ 33.78	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	2nd Semi-skilled	\$ 24.57	\$ 27.85	\$ 29.48	\$ 31.12	\$ 32.76	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
Projects over \$20 million - Washington County																
06/02/25	General Laborer	\$ 25.81	\$ 29.25	\$ 30.97	\$ 32.69	\$ 34.41	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	1st Semi-skilled	\$ 26.65	\$ 30.20	\$ 31.98	\$ 33.75	\$ 35.53	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	2nd Semi-skilled	\$ 26.18	\$ 29.67	\$ 31.42	\$ 33.16	\$ 34.91	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
Projects between \$1 million and \$20 million - Washington County																
06/02/25	General Laborer	\$ 24.68	\$ 27.97	\$ 29.62	\$ 31.26	\$ 32.91	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	1st Semi-skilled	\$ 25.43	\$ 28.82	\$ 30.52	\$ 32.21	\$ 33.91	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	2nd Semi-skilled	\$ 25.06	\$ 28.40	\$ 30.07	\$ 31.74	\$ 33.41	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
Projects under \$1 million - Washington County																
06/02/25	General Laborer	\$ 23.18	\$ 26.27	\$ 27.82	\$ 29.36	\$ 30.91	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	1st Semi-skilled	\$ 23.93	\$ 27.12	\$ 28.72	\$ 30.31	\$ 31.91	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
	2nd Semi-skilled	\$ 23.56	\$ 26.70	\$ 28.27	\$ 29.84	\$ 31.41	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
Heavy/Highway - Jefferson County																
06/02/25	General Laborer	\$ 25.19	\$ 29.07	\$ 31.01	\$ 34.88	\$ 38.76	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026
Heavy/Highway - Washington County																
06/02/25	General Laborer	\$ 24.22	\$ 27.95	\$ 29.81	\$ 33.53	\$ 37.26	\$ 1.00	*	\$ 8.25	\$ 8.70	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.20	2.15	increase due 6/1/2026

** Supplemental Dues - 5.00% of gross wages (taxable income)

* Supplemental Dues - 3.5% of gross wages (taxable income)

LABORERS' LOCAL 660

Counties of Lincoln, Montgomery, St. Charles and Warren, State of Missouri

LOCAL 660 (636) 946-8766

Effective Date	Agreement	Apprenticeship Periods				Journey Level Rate	Deductions		Employer Contributions						
		1st	2nd	3rd	4th		Vacation Amount	Suppl Dues	Pension	Welfare	Training & Appr.	LECET	Smart FUND	Other	
SITE IMPROVEMENT ASSOCIATION															
06/02/25	Commercial Building, Heavy, Highway & Site Improvement - all counties														
	General Laborer	\$ 26.77	\$ 28.83	\$ 32.94	\$ 37.06	\$ 41.18		**	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.17	2.15 increase due 6/1/2026
06/02/25	Highway Work - General Laborer														
	St. Charles County	\$ 26.77	\$ 28.83	\$ 32.94	\$ 37.06	\$ 41.18		**	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.17	2.15 increase due 6/1/2026
	Lincoln, Montgomery, Warren Counties	\$ 25.84	\$ 27.83	\$ 31.81	\$ 35.78	\$ 39.76		**	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.17	2.15 increase due 6/1/2026
06/02/25	Furniture handling, finish cleaning, landscaping & flagman (private work only)														
	All Counties	\$ 24.17	\$ 26.03	\$ 29.74	\$ 33.46	\$ 37.18		**	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.17	2.15 increase due 6/1/2026

* Supplemental Dues - 2.50% of gross wages (taxable income)

** Supplemental Dues - 3.50% of gross wages (taxable income)

LABORERS' LOCAL 660

Counties of Clark, Knox, Lewis, Marion, Pike,
Ralls, Scotland and Shelby, State of Missouri

LOCAL 660 (636) 946-8766

Effective Date	Agreement	Apprenticeship Periods				Journey Level Rate	Deductions Suppl Dues	Employer Contributions									
		1st	2nd	3rd	4th			Pension	Welfare	Training & Appr.	LECET	CISAP	Smart FUND	Other			
SITE IMPROVEMENT ASSOCIATION																	
06/02/25	Commercial Laborers - All Counties																
	General Laborer	\$ 21.59	\$ 24.46	\$ 25.90	\$ 27.34	\$ 28.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49				\$ 0.15	2.50 increase due 6/1/2026	
	1st Semi-skilled	\$ 23.09	\$ 26.16	\$ 27.70	\$ 29.24	\$ 30.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49				\$ 0.15	2.50 increase due 6/1/2026	
	2nd Semi-skilled	\$ 22.34	\$ 25.31	\$ 26.80	\$ 28.29	\$ 29.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49				\$ 0.15	2.50 increase due 6/1/2026	
06/02/25	Heavy/Highway Projects - All Counties																
	General Laborer	\$ 24.21	\$ 27.94	\$ 29.80	\$ 33.53	\$ 37.25	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49			\$ 1.25	\$ 0.15	2.15 increase due 6/1/2026	

* Supplemental Dues - 3.50% of gross wages (taxable income)

** Supplemental Dues - 2.50% of gross wages (taxable income)

LABORERS' LOCAL 662

Counties of Callaway, Cole, Miller, and Moniteau, State of Missouri

LOCAL 662 (573) 635-1441

Effective Date	Agreement	Apprenticeship Periods				Journey Level Rate	Deductions Suppl Dues	Employer Contributions						
		1st	2nd	3rd	4th			Pension	Welfare	Training & Appr.	LECET	CISAP	Smart FUND	Other
SITE IMPROVEMENT ASSOCIATION														
	Commercial Projects - All Counties													
06/02/25	General Laborer	\$ 21.59	\$ 24.46	\$ 25.90	\$ 27.34	\$ 28.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026
	2nd Semi-Skilled Laborer	\$ 22.34	\$ 25.31	\$ 26.80	\$ 28.29	\$ 29.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026
	1st Semi-Skilled Laborer	\$ 23.09	\$ 26.16	\$ 27.70	\$ 29.24	\$ 30.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026
	Heavy/Highway Projects - All Counties													
06/02/25	General Laborer	\$ 24.21	\$ 27.94	\$ 29.80	\$ 33.53	\$ 37.25	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.05	2.15 increase due 6/1/2026

* Supplemental Dues - 5.00% of gross wages (taxable income)

LABORERS' LOCAL 840

Counties of Crawford, Dent, Franklin, Gasconade, Howell, Maries, Oregon,
Osage, Phelps, Pulaski, Shannon & Texas, State of Missouri

LOCAL 840 (573) 364-3928

Effective Date	Agreement	Apprenticeship Periods				Journey Level Rate	Deductions Suppl Dues	Employer Contributions						
		1st	2nd	3rd	4th			Pension	Welfare	Training & Appr.	LECET	CISAP	Smart FUND	Other
SITE IMPROVEMENT ASSOCIATION - Franklin County only														
06/02/25	Heavy & Site Improvement Work	\$ 26.20	\$ 30.23	\$ 32.25	\$ 36.28	\$ 40.31	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.15	2.15 increase due 6/1/2026
	Highway Work	\$ 26.20	\$ 30.23	\$ 32.25	\$ 36.28	\$ 40.31	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.15	2.15 increase due 6/1/2026
06/02/25	Building - Projects under \$500,000	\$ 26.97	\$ 30.57	\$ 32.36	\$ 34.16	\$ 35.96	*	\$ 7.15	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.15	2.15 increase due 6/1/2026
	Building - Projects over \$500,000	\$ 28.10	\$ 31.84	\$ 33.71	\$ 35.59	\$ 37.46	*	\$ 7.15	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.15	2.15 increase due 6/1/2026
SITE IMPROVEMENT ASSOCIATION - All Other Counties														
06/02/25	Heavy & Site Improvement Work	\$ 24.21	\$ 27.94	\$ 29.80	\$ 33.53	\$ 37.25	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.15	2.15 increase due 6/1/2026
	Highway Work	\$ 24.21	\$ 27.94	\$ 29.80	\$ 33.53	\$ 37.25	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.15	2.15 increase due 6/1/2026
06/02/25	Commercial Building													
	General Laborer	\$ 22.79	\$ 25.82	\$ 27.34	\$ 28.86	\$ 30.38	*	\$ 7.15	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026
	1st Semi-Skilled	\$ 24.21	\$ 27.44	\$ 29.05	\$ 30.67	\$ 32.28	*	\$ 7.15	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026
	2nd Semi-Skilled	\$ 23.46	\$ 26.59	\$ 28.15	\$ 29.72	\$ 31.28	*	\$ 7.15	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026

* Supplemental Dues - 5.00% of gross wages (taxable income)

LABORERS' LOCAL 955

Counties of Adair, Audrain, Boone, Chariton, Cooper, Howard, Linn,
Macon, Monroe Putnam, Randolph, Schuyler and Sullivan State of Missouri

LOCAL 955 (573) 499-3720

Effective Date	Agreement	Apprenticeship Periods				Journey Level Rate	Deductions Suppl Dues	Employer Contributions						
		1st	2nd	3rd	4th			Pension	Welfare	Training & Appr.	LECET	CISAP	Smart FUND	Other
SITE IMPROVEMENT ASSOCIATION														
Commercial Projects - All Counties														
06/02/25	General Laborer	\$ 21.59	\$ 24.46	\$ 25.90	\$ 27.34	\$ 28.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026
	2nd Semi-Skilled Laborer	\$ 22.34	\$ 25.31	\$ 26.80	\$ 28.29	\$ 29.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026
	1st Semi-Skilled Laborer	\$ 23.09	\$ 26.16	\$ 27.70	\$ 29.24	\$ 30.78	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49		\$ 0.15	2.50 increase due 6/1/2026
Heavy/Highway Work - All Counties														
06/02/25	General Laborer	\$ 24.21	\$ 27.94	\$ 29.80	\$ 33.53	\$ 37.25	*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.05	2.15 increase due 6/1/2026

* Supplemental Dues - 5.00% of gross wages (taxable income)

LABORERS' LOCAL 1104

Counties of Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Mississippi,
New Madrid, Pemiscot, Ripley, Scott, Stoddard & Wayne, State of Missouri,
Iron, Madison, Perry, Reynolds, St. Francois & Ste. Genevieve

LOCAL 1104 (573) 334-7722

Effective Date	Agreement	Apprenticeship Periods				Journey Level Rate	Deductions		Employer Contributions						
		1st	2nd	3rd	4th		Vacation Amount	Suppl Dues	Pension	Welfare	Training & Appr.	LECET	Smart FUND	Other	
SITE IMPROVEMENT ASSOCIATION															
	Commercial Building Work - Counties of Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Mississippi, New Madrid, Pemiscot, Ripley, Scott, Stoddard & Wayne, State of Missouri														
06/02/25	General Laborer	\$ 22.86	\$ 25.91	\$ 27.43	\$ 28.96	\$ 30.48		*	\$ 6.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 0.50	\$ 0.05	2.50 increase due 6/1/2026
	2nd Semi-Skilled Laborer	\$ 23.10	\$ 26.18	\$ 27.72	\$ 29.26	\$ 30.80		*	\$ 6.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 0.50	\$ 0.05	2.50 increase due 6/1/2026
	1st Semi-Skilled Laborer	\$ 23.85	\$ 27.03	\$ 28.62	\$ 30.21	\$ 31.80		*	\$ 6.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 0.50	\$ 0.05	2.50 increase due 6/1/2026
	Commercial Work - Counties of Counties of Iron, Madison, Perry, Reynolds, St. Francois & Ste. Genevieve, State of Missouri														
06/02/25	General Laborer	\$ 23.20	\$ 26.29	\$ 27.84	\$ 29.38	\$ 30.93		*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 0.50	\$ 0.05	2.50 increase due 6/1/2026
	2nd Semi-Skilled Laborer	\$ 23.42	\$ 26.55	\$ 28.11	\$ 29.67	\$ 31.23		*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 0.50	\$ 0.05	2.50 increase due 6/1/2026
	1st Semi-Skilled Laborer	\$ 24.17	\$ 27.40	\$ 29.01	\$ 30.62	\$ 32.23		*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 0.50	\$ 0.05	2.50 increase due 6/1/2026
	Heavy/Highway Projects - All Counties														
06/02/25	General Laborer	\$ 24.21	\$ 27.94	\$ 29.80	\$ 33.53	\$ 37.25		*	\$ 7.90	\$ 7.45	\$ 0.61	\$ 0.49	\$ 1.25	\$ 0.05	2.15 increase due 6/1/2026

* Supplemental Dues - 5.00 % of gross wages (taxable income)