

**Laborers Local 872 and Association Agreement
(NAMC, AGC/NCA, WWCCA, PDCA)
Apprenticeship & Training Hourly Wage and Fringe Benefit Rates
Effective July 1, 2023 – June 30, 2024**

Pre-Apprentice

Group V Wage Rate @ 45%.....\$15.74
Health & Welfare @ 100%.....\$ 6.98
DC Pension Plan.....\$ 1.08
Training\$ 1.95
Savings @ 45%.....\$ 1.44*
Supplemental Dues @ 100%..\$ 2.04*
Total Fringes..... \$13.49
Total Package..... \$29.23

1st 500 Hours (50% Apprentice)

Group V Wage Rate @ 50%.....\$17.49
Health & Welfare @100%.....\$ 6.98
Savings @ 50%.....\$ 3.64*
Pension A @ 50%\$ 8.46
DC Pension Plan.....\$ 1.08
Training.....\$ 1.45
CAF/GAF/IA.....\$ 0.18
Total Fringes..... \$21.79
Total Package..... \$39.28

2nd 500 Hours (60% Apprentice)

Group V Wage Rate @ 60%.....\$20.99
Health & Welfare @100%.....\$ 6.98
Savings @ 60%\$ 3.96*
Pension A @ 60%\$ 10.15
DC Pension Plan\$ 1.08
Training.....\$ 1.45
IA.....\$ 0.18
Total Fringes..... \$23.80
Total Package..... \$44.79

2nd 1000 Hours (70% Apprentice)

Group V Wage Rate @70%\$24.49
Health & Welfare @ 100%.....\$ 6.98
Savings @ 70%.....\$ 4.28*
Pension A @ 70%\$11.84
DC Pension Plan.....\$ 1.08
Training.....\$ 1.45
CAF/GAF/IA\$ 0.18
Total Fringes..... \$25.81
Total Package..... \$50.30

3rd 1000 Hours (80% Apprentice)

Group V Wage Rate @80%\$ 27.98
Health & Welfare @ 100%.....\$ 6.98
Savings @ 80%.....\$ 4.60*
Pension A @ 80%\$ 13.53
DC Pension Plan\$ 1.08
Training.....\$ 1.45
CAF/GAF/IA\$ 0.18
Total Fringes..... \$ 27.82
Total Package..... \$ 55.80

4th 1000 Hours (90% Apprentice)

Group V Wage Rate @ 90%.....\$ 31.48
Health & Welfare @ 100%.....\$ 6.98
Savings @ 90%.....\$ 4.92*
Pension A @ 90%.....\$ 15.22
DC Pension Plan\$ 1.08
Training.....\$ 1.45
CAF/GAF/IA.....\$ 0.18
Total Fringes..... \$ 29.83
Total Package..... \$ 61.31

Note: This is a summary sheet only. For all other rates, premiums and benefits, see the Laborers Local #872 Master Labor Agreement, which shall govern in the event of a conflict.

Contributions marked with (*) shall be applied toward the vacation fund, taxed and then deducted accordingly.

**Zone Pay: 0-50 miles = Free
Over 50 miles = \$5.00 per hour**