



May 1, 2022

UPDATED 5/5/22 TO CORRECT OPERATORS PERMANENT SHOP CLASS A RATE

UPDATED 5/2/22 FOR TEAMSTER STATEWIDE AGREEMENT CLASS 1 RATES

***OCA LABOR BULLETIN
Union Wage & Benefit Changes
Effective May 1, 2022
Ohio Highway Heavy Agreements***

Following are the new wage and fringe benefit rates effective May 1, 2022 in OCA's Heavy/Highway Collective Bargaining Agreements with the following unions:

Carpenters

Cement Masons

Laborers

Operating Engineers

Teamsters A & B (Statewide)

Teamsters Local 436, Cleveland

**OCA MASTER AGREEMENT – HEAVY/HIGHWAY
CARPENTERS**

Rates Effective May 1, 2022

CARPENTERS SOUTHWEST AREA – ZONE 1

Covers Ohio Counties: Brown, Butler Champaign, Clark, Clermont, Clinton, Darke, Green, Hamilton, Logan, Montgomery, Miami, Preble, Shelby and Warren, and
Kentucky Counties: Boone, Campbell, Kenton, and Pendleton

WAGES & BENEFITS – Journeyman, Carpenter & Piledriver – Zone 1

WAGE:	\$32.48
H & W:	8.25
Pension:	6.95
Apprentice Fund:	.50
LMCC	.02
Annuity	3.97
UBC National Fund:	.12
O.C.I.A:	.05
Contractor Dues:	.14
Administrative Fee:	.08

Dues Check Off: 3.5% of gross wages, plus \$0.57per hour.

FOREMAN: \$2.50 PER HOUR ABOVE JOURNEYMAN RATE
GENERAL FOREMAN \$3.50 PER HOUR ABOVE JOURNEYMAN RATE

Southwest Ohio District Council of Carpenters Apprentice Schedule
(As per Article XVI, Paragraph 16.5)

1st 6 months – 60% of Journeyman Rate 5th 6 months – 80% of Journeyman Rate
2nd 6 months – 65%of Journeyman Rate 6th 6 months – 85% of Journeyman Rate
3rd 6 months – 70% of Journeyman Rate 7th 6 months – 90% of Journeyman Rate
4th 6 months – 75% of Journeyman Rate 8th 6 months – 95% of Journeyman Rate

CARPENTERS SOUTH CENTRAL AREA – ZONE 2

Covers Ohio Counties: Adams, Athens, Delaware, Fairfield, Fayette, Franklin, Gallia, Guernsey, Highland, Hocking, Jackson, Lawrence, Licking, Madison, Marion, Meigs, Morgan, Muskingum, Noble, Perry, Pickaway, Pike, Ross, Scioto, Union, Vinton, and Washington.

(Carpenters Zone 2 continued)

WAGES & BENEFITS – Journeymen, Carpenter & Piledriver – Zone 2

WAGE:	\$31.05
H & W:	7.50
Pension:	10.78
Apprentice Fund:	.50
LMCC	.02
Annuity	2.32
UBC National Fund:	.12
O.C.I.A:	.05
Contractor Dues:	.14
Administrative Fee:	.08

Dues Deduction for South Central – 3.5% of gross wages, plus \$0.57 per hour.

FOREMAN: \$2.50 PER HOUR ABOVE JOURNEYMAN RATE
GENERAL FOREMAN \$3.50 PER HOUR ABOVE JOURNEYMAN RATE

South Central Ohio District Council of Carpenters Apprentice Schedule
(As per Article XVI, Paragraph 16.5)

1st 6 months – 60% of Journeyman Rate 5th 6 months – 80% of Journeyman Rate
2nd 6 months – 65% of Journeyman Rate 6th 6 months – 85% of Journeyman Rate
3rd 6 months – 70% of Journeyman Rate 7th 6 months – 90% of Journeyman Rate
4th 6 months – 75% of Journeyman Rate 8th 6 months – 95% of Journeyman Rate

**OCA MASTER AGREEMENT-HEAVY/HIGHWAY
CEMENT MASONS**

May 1, 2022

Exhibit A (With the exception of the note below*, there is now one wage rate statewide)

Base Rate	\$32.49
H & W	8.45
Pension	7.35
Annuity	2.25
ITF	.07
Apprentice Fund	.65
Package Total	\$51.26
Contractor Dues	.14
O.C.I.A	.05
Administrative Fee	.08

*Note: Work performed under Paragraphs 20 or 21 of the CBA in Ashtabula, Cuyahoga, Fulton, Geauga, Hancock, Henry, Lake, Lucas, Putnam and Wood counties only, will include an hourly premium of \$1.50 over the Exhibit A rate for a wage of \$33.99.

(Cement Masons, continued)

THE LEAD MASON / FOREPERSON RATE SHALL BE \$1.50 PER HOUR ABOVE THE JOURNEYMAN RATE

Apprenticeship Schedule

First Year	70% of Journeyman Rate
Second Year	80% of Journeyman Rate
Third Year	90% of Journeyman Rate

Note: Working Dues is 5% Of Wages & Benefits (Does not include Contractor Dues, OCIA or Admin. Fee) Paid to Secretary –Treasurer of Local Union in whose jurisdiction the work occurs.

**OCA MASTER AGREEMENT – HEAVY HIGHWAY
LABORERS**

May 1, 2022

EXHIBIT B – WAGES & FRINGES

WAGE ZONES

- Zone 1 – Counties of Cuyahoga, Geauga, Lake
- Zone 2 – Counties of Ashtabula, Erie, Huron, Lorain, Lucas, Mahoning, Medina, Ottawa Portage, Sandusky, Stark, Summit, Trumbull, and Wood
- Zone 3 – Including remaining counties in Ohio.
- Zone 4 – Counties of Boone, Campbell, and Kenton in Kentucky
- Zone 5 – Sewage Plant, Waste Plant, Water Treatment in Cuyahoga & Geauga County (See Art. II, Par. 11 [G])

If, in the opinion of the Contractor, a foreman is necessary to direct and supervise Laborers working within their jurisdiction, it shall be a Laborer. Foreman shall receive one dollar (\$1.00) per hour above the highest Laborer classification under their supervision.

**EXHIBIT B – WAGES & FRINGES
EFFECTIVE DATE OF RATES AND FRINGES**

WAGE GROUP 1 5/1/22

Zone 1 – Rate of Pay	\$36.18
Zone 2 – Rate of Pay	34.95
Zone 3 – Rate of Pay	34.52
Zone 4 – Rate of Pay	34.52

All rates have fringe benefit contributions, dues and fees in addition as follows:

Health & Welfare	\$7.70
Pension	3.95
Tri-Fund	.05
LECET	.10
Training & Apprenticeship	.40
Contractor Dues:	.14
OCIA	.05
Administrative Fee*	.08 (*Refer to Article VII Paragraph 43(b) page 24 of contract.)

Deduction: All rates are to have Laborers' District Council of Ohio working dues assessment deducted as follows: Thirty-five cents (\$0.35) per hour.

EXHIBIT B – WAGES & FRINGES

WAGE GROUP 2 5/1/22

Zone 1 – Rate of Pay	\$36.35
Zone 2 – Rate of Pay	35.12
Zone 3 – Rate of Pay	34.69
Zone 4 – Rate of Pay	34.69

All rates in addition to fringe benefits, dues and fees as listed in Wage Group 1

WAGE GROUP 3 5/1/22

Zone 1 – Rate of Pay	\$36.68
Zone 2 – Rate of Pay	35.45
Zone 3 – Rate of Pay	35.02
Zone 4 – Rate of Pay	35.02

EXHIBIT B - WAGES & FRINGES

WAGE GROUP 4 5/1/22

Zone 1 – Rate of Pay	\$37.13
Zone 2 – Rate of Pay	35.90
Zone 3 – Rate of Pay	35.47
Zone 4 – Rate of Pay	35.47

All rates in addition to fringe benefits, dues and fees as listed in Wage Group 1

EXHIBIT B – WAGES & FRINGES

Work Under Article 11, Paragraph (g) Page 5

Zone 5 5/1/22
Cuyahoga &
Geauga Counties only **\$37.56**

All rates in addition to fringe benefits, dues, and fees as listed in Wage Group 1

EXHIBIT B – WAGES & FRINGES

LABORERS' APPRENTICE SCHEDULE
WAGE ZONES 1, 2, 3 & 4

When available the following ratios will be used:

First Journey Person: 1 Apprentice
Thereafter, 1 Apprentice for Every Three (3) Journey Persons

LABORER APPRENTICE 5/1/22

All Zones – Rate of Pay 0 to 1000 hours	60% of Journey Person Rate
All Zones – Rate of Pay 1001 to 2000	70% of Journey Person Rate
All Zones – Rate of Pay 2001 to 3000	80% of Journey Person Rate
All Zones – Rate of Pay 3001 to 4000	90% of Journey Person Rate

All rates have fringe benefit contributions, dues and fees in addition as follows:

Health & Welfare	\$7.70
Pension	3.95
Tri-Fund	.05
LECET	.10
Training & Upgrading	.40
Contractor Dues	.14
O.C.I.A. Fund	.05
Administrative Fee*	.08 (*Refer to Article VII Paragraph 43 (b) Page 24 of contract.)

Deductions: All rates are to have Laborers' District Council of Ohio working dues assessment deducted as follows: Thirty-five cents (\$0.35) per hour.

EXHIBIT B – WAGES & FRINGES

WATCH PERSON 5/1/22

All Zones **\$27.25**

Time and one-half (1½) after 10 hours in any day and Sunday and Holidays.

A) Responsible to patrol and maintain a safe traffic zone including but not limited to barrels, cones, signs, arrow boards, message boards etc.
(Laborers continued)

Responsible to be a watchperson to see that equipment, job and office trailers etc. are secure.

This watchperson is to contact their supervisor in case of an emergency on the project during watchpersons shift.

This person is not to set out mainline traffic closures.

B) Watchperson shall be governed by the working rules and rates applicable. Watchperson shall be furnished transportation on the project or satisfactory arrangement made (i.e., when the Contractor determines transportation is necessary for proper security of a project, watchperson shall be furnished transportation for the purpose of covering the project, or satisfactory arrangements made).

All rates in addition to fringe benefits, dues and fees as listed in Wage Group 1.

Deductions: All rates are to have Laborers' District Council of Ohio working dues assessment deducted as follows: Thirty-five cents (\$0.35) per hour.

OCA / OPERATING ENGINEERS
OHIO HEAVY HIGHWAY
May 1, 2022

Schedule I – Covering the Counties of Ashtabula, Cuyahoga, Erie, Geauga, Lake, Lorain, Medina, Portage and Summit

Master Mechanic:	\$41.93	H & W:	\$9.01
Class A:	41.68	Pension:	6.25
Class B:	41.58	Apprenticeship:	.85
Class C:	40.54	E & S:	.09
Class D:	39.32	NTF (New Fund)	.05
Class E:	34.03	Contractor Dues:	.14
		O.C.I.A.:	.05
		Administrative Fee:	.08
		PAC*:	.10

* Voluntary Employee Deduction

Schedule II – Covering the counties of Adam, Allen, Ashland, Athens, Auglaize, Belmont, Brown, Butler, Carroll, Champaign, Clark, Clermont, Clinton, Coshocton, Crawford, Darke, Defiance, Delaware, Fairfield, Fayette, Franklin, Fulton, Gallia, Greene, Guernsey, Hamilton, Hancock, Hardin, Harrison, Henry, Highland, Hocking, Holmes, Huron, Jackson, Jefferson, Knox, Lawrence, Licking, Logan, Lucas, Madison, Marion, Meigs, Mercer, Miami, Monroe, Montgomery, Morgan, Morrow, Muskingum, Noble, Ottawa, Paulding, Perry, Pickaway, Pike, Preble, Putnam, Richland, Ross, Sandusky, Scioto, Seneca, Shelby, Stark, Tuscarawas, Union, Van Wert, Vinton, Warren, Washington, Wayne, Williams, Wood and Wyandot in the State of Ohio and (Operating Engineers Continued)

Boone, Campbell, Kenton, and Pendleton counties in the state of Kentucky.

Master Mechanic:	\$40.44	H & W:	\$9.01
Class A:	40.19	Pension:	6.25
Class B:	40.07	Apprenticeship:	.85
Class C:	39.03	E & S:	.09
Class D:	37.85	NTF (New Fund)	.05
Class E:	32.39	Contractor Dues:	.14
		O.C.I.A.:	.05
		Administrative Fee	.08
		*Voluntary PAC:	.10

OPERATING ENGINEERS PERMANENT SHOP

Zone 1 – (Permanent Shop) covering the counties of Cuyahoga, Lake, Geauga, Summit and Portage

Class A:	\$31.00	H & W:	\$9.01
Class B:	30.28	Pension:	3.15
Class C:	29.56	Apprenticeship	.10
Class D:	28.29	E & S:	.09
Class E:	27.00	Contractor Dues:	.14
Class F:	25.75	O.C.I.A.:	.05
Class G:	23.84	Administrative Fee:	.08
Class H	22.53	*Voluntary PAC:	.10
Class I	21.24		
Class J	20.16		
Parts Counter Man	23.47		
Janitor	20.42		

Zone 2 (Permanent Shop) All remaining counties in Ohio except Mahoning, Trumbull, and Columbiana, but does include the counties of Boone, Campbell, Kenton, and Pendleton in Kentucky.

Class A:	\$30.72	H & W:	\$9.01
Class B:	29.97	Pension:	3.15
Class C:	29.28	Apprenticeship	.10
Class D:	28.06	E & S:	.09
Class E:	26.73	Contractor Dues:	.14
Class F:	25.44	O.C.I.A:	.05
Class G:	23.52	Administrative Fee:	.08
Class H:	22.23	*Voluntary PAC:	.10
Class I:	20.90		
Class J:	19.88		
Parts Counter Man	23.17		
Janitor	20.11		

OCA/TEAMSTERS STATEWIDE HIGHWAY HEAVY AGREEMENTS A & B
May 1, 2022

The following counties in Ohio are covered by the wage rates in this agreement: Adam, Allen, Ashland, Ashtabula, Athens, Auglaize, Belmont, Brown, Butler, Carroll, Champaign, Clark, Clermont, Clinton, Columbiana, Coshocton, Crawford, Darke, Defiance, Delaware, Erie, Fairfield, Fayette, Franklin, Fulton, Gallia, Greene, Guernsey, Hamilton, Hancock, Hardin, Harrison, Henry, Highland, Hocking, Holmes, Huron, Jackson, Jefferson, Knox, Lawrence, Licking, Logan, Lorain, Lucas, Madison, Mahoning, Marion, Medina, Meigs, Mercer, Miami, Monroe, Montgomery, Morgan, Morrow, Muskingum, Noble, Ottawa, Paulding, Perry, Pickaway, Pike, Portage, Preble, Putnam, Richland, Ross, Sandusky, Scioto, Seneca, Shelby, Stark, Summit, Trumbull, Tuscarawas, Union, Van Wert, Vinton, Warren, Washington, Wayne, Williams, Wood and Wyandot.

Classifications and Wage Rates

5/1/22

Class 1

Wage: \$30.39

Drivers on Trucks: Including but not limited to the following: 4-wheel service trucks; 4-wheel dump trucks; Batch trucks. Drivers on Tandems; Truck Sweepers (Not to include Power Sweepers and Scrubbers)

Class 2

Wage: \$30.81

Drivers on tractor-trailer combinations including but not limited to the following: semi-tractor trucks; pole trailers; ready-mix trucks; fuel trucks; all trucks five (5) axle and over; Drivers on belly dumps; low-boy/drag driver on the construction site only; and heavy-duty equipment (irrespective of load carried) when used exclusively for transportation on the construction site only, truck mechanics (When needed)

Class 3 **Wage \$31.81**
Drivers on Articulated Dump Trucks; Rigid-Frame Rock Trucks; Distributor Trucks

H & W	\$7.50 per hour
Pension (Contract A)	8.80 per hour (Contract B, \$8.80 to 401-K instead of Pension)
Apprenticeship	.20 per hour
Contractor Dues	.14 per hour
O.C.I.A.	.05 per hour
Administrative Fee	.08 per hour

OCA/TEAMSTERS LOCAL 436 CLEVELAND HWY HVY AGREEMENT

The following wages and benefits shall apply for work in the counties of Cuyahoga, Geauga, and Lake:

5/1/22

Class 1 (See description on page 10) Wage: \$30.50

Class 2 (See description on page 10) Wage: \$31.00

Class 3 (See description on page 10) Wage: \$31.81

H & W	8.70 per hour
Pension	10.05 per hour (Same amount to 401-K in Contract B)
Appren.	.20 per hour
Contractor Dues	.14 per hour
O.C.I.A.	.05 per hour
Administrative Fee	.08 per hour

FREQUENTLY ASKED QUESTIONS (FAQ's)

1. Why do some rates in this bulletin differ from the union contract books?

Our union contract books are printed in the first year of the three-year agreements. Unless changes to the fringe benefit funds are scheduled over the three years during negotiations, we normally add the entire increase in years two and three to the wage portion when we print the books. Prior to May 1st of each following year, trustees of the various fringe benefit funds, will notify OCA and the Unions if additional money must be allotted to their funds. (Pension, Health Care, etc.) If that is the case, the amount of the additional allotment to the fringes will be diverted from the wage portion. In other words, if this year's total increase is \$1.00 for wages and benefits, that amount will not change. The only thing that may change is how much of that one dollar raise goes to wages, and how much goes to benefits. Got it? The correct rates are posted annually in this wage bulletin. Therefore, rates listed here for unions whose benefit funds needed additional contributions as of May 1st will differ from those listed in the contract books. Likewise,

rates listed here for unions whose benefit funds did not need additional contributions diverted to them will be the same as listed in the contract books. Hope that clears it up for you.

2. What is Contractor Dues at \$0.14 per hour and who is obligated to pay it?

All OCA members and all contractors who are not OCA members, but who sign the Labor agreements, are obligated to pay OCA dues in the amount of \$0.14 per hour. For ease of administration, OCA dues are normally included in your monthly union benefits contribution report. The various union funds will then transmit the contractor dues portion to OCA with an accounting report of those contractors who have or have not paid. Both OCA member contractors and non-members may submit OCA dues directly to OCA; however, it is normally more convenient to submit them with your monthly union benefits reports. Some of OCA's largest contractor members exceed the maximum dues limit each year, and they are invoiced for OCA dues on a quarterly basis. Hope that clears up the OCA dues item.

3. What is the OCIA contribution of \$0.05 per hour and who is obligated to pay it?

The Ohio Construction Information Association (OCIA) is OCA's Industry Advancement Fund. Both OCA members and non-member contractors, who sign the union labor contracts, are obligated to pay this \$0.05 per hour contribution in the same fashion as the OCA dues described above. Hope that answers your questions about OCIA.

4. What is the Administrative Fee contribution of \$0.08 per hour and who must pay it?

Contractors who are NOT members of OCA, but who sign the labor agreements, ARE obligated to pay the Administrative Fee of \$0.08 per hour in addition to Contractor Dues and OCIA. OCA MEMBERS DO NOT PAY THE ADMINISTRATIVE FEE! ONLY NON-OCA-MEMBERS PAY THE ADMINISTRATIVE FEE. This fee was established to recoup costs from non-members for benefits they derive from working in the industry under the agreements that OCA has secured. (Costs to negotiate, contract administration, costs to handle grievance activity and arbitrations, printing costs for contract books, etc.) The Administrative Fee can be paid monthly on the union benefit reporting form in the same fashion as contractor dues and the OCIA fund. Does that answer your concerns about the Administrative Fee?

5. Please direct additional questions or concerns about wages and benefits to:

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