

**WISCONSIN LABORERS' SEWER AND WATER WAGE RATES  
EFFECTIVE JUNE 1, 2026**

| GENERAL LABORER CLASSIFICATION                                                                                                                                                                                    |                              |              |                |         |              |                              |        |                  |                 |          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------------|----------------|---------|--------------|------------------------------|--------|------------------|-----------------|----------|
|                                                                                                                                                                                                                   | TOTAL<br>PACKAGE<br>INCREASE | BASE<br>WAGE | HEALTH         | PENSION | WORKING DUES | APPRENTICESHIP &<br>TRAINING | LECET  | TOTAL<br>PACKAGE | DRUG<br>PROGRAM | I.A.P.   |
| <b>AREA 3</b>                                                                                                                                                                                                     | \$3.25                       | \$41.73      | \$11.10        | \$9.00  | *-\$1.35     | \$0.46                       | \$0.19 | \$62.48          | **\$0.01        | **\$0.12 |
| DANE & DOUGLAS<br>COUNTIES                                                                                                                                                                                        |                              |              | \$10.70 Health |         |              |                              |        |                  |                 |          |
|                                                                                                                                                                                                                   |                              |              | \$0.35 HRA     |         |              |                              |        |                  |                 |          |
|                                                                                                                                                                                                                   |                              |              | \$0.05 LEAN    |         |              |                              |        |                  |                 |          |
| <b>AREA 4</b>                                                                                                                                                                                                     | \$3.25                       | \$41.38      | \$11.10        | \$9.00  | *-\$1.35     | \$0.46                       | \$0.19 | \$62.13          | **\$0.01        | **\$0.12 |
| BAYFIELD, BURNETT,<br>IRON, SAWYER &<br>WASHBURN COUNTIES                                                                                                                                                         |                              |              | \$10.70 Health |         |              |                              |        |                  |                 |          |
|                                                                                                                                                                                                                   |                              |              | \$0.35 HRA     |         |              |                              |        |                  |                 |          |
|                                                                                                                                                                                                                   |                              |              | \$0.05 LEAN    |         |              |                              |        |                  |                 |          |
| <b>AREA 5</b>                                                                                                                                                                                                     | \$3.25                       | \$41.48      | \$11.10        | \$9.00  | *-\$1.35     | \$0.46                       | \$0.19 | \$62.23          | **\$0.01        | **\$0.12 |
| BALANCE OF STATE                                                                                                                                                                                                  |                              |              | \$10.70 Health |         |              |                              |        |                  |                 |          |
|                                                                                                                                                                                                                   |                              |              | \$0.35 HRA     |         |              |                              |        |                  |                 |          |
|                                                                                                                                                                                                                   |                              |              | \$0.05 LEAN    |         |              |                              |        |                  |                 |          |
| \$11.10 Health contribution: \$10.70 Health, \$0.35 HRA, \$0.05 LEAN LIUNA ( <a href="http://www.liunawisconsin.org/lean">www.liunawisconsin.org/lean</a> )                                                       |                              |              |                |         |              |                              |        |                  |                 |          |
| Foreman rate \$5.00 over General Laborer rate                                                                                                                                                                     |                              |              |                |         |              |                              |        |                  |                 |          |
| Pipelay rate \$1.95 over General Laborer rate                                                                                                                                                                     |                              |              |                |         |              |                              |        |                  |                 |          |
| *Minus sign on vacation indicates amount to be deducted from base rate after tax deduction.                                                                                                                       |                              |              |                |         |              |                              |        |                  |                 |          |
| **I.A.P. (Industry Advancement Program) & Drug Program are not part of the negotiated wage package, they are strictly contractor contributions                                                                    |                              |              |                |         |              |                              |        |                  |                 |          |
| 6/1/2027 total package increase: \$2.35                                                                                                                                                                           |                              |              |                |         |              |                              |        |                  |                 |          |
| 6/1/2028 total package increase: \$2.28                                                                                                                                                                           |                              |              |                |         |              |                              |        |                  |                 |          |
| Increase effective 6/1/2028 will be \$2.40 if 1,000 Wisconsin Laborers complete OSHA 10 or OSHA 30 training and 200 additional journeymen attend 8-hour continuing education between June 1, 2026 and May 1, 2028 |                              |              |                |         |              |                              |        |                  |                 |          |

# WISCONSIN LABORERS' SEWER & WATER RATES AREA 3 - DANE AND DOUGLAS COUNTIES

| <u>Classification</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <u>6/1/2026<br/>Wage</u> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Foreman                                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$ 46.73                 |
| Miner and Laser Operator                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$ 42.28                 |
| Pipelayer                                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$ 43.68                 |
| Machine and Equipment Operator, Sheeting Formsetting, Patch Finisher, Jointsawer, Gunnite Man, Manhole Builder, Welder, Torchman, Blaster, Caulker Bracer, Bull Float, Conduit Worker, Mucker and Car Pusher, Raker and Luteman, Hydraulic jacking of shield, the work of shield drivers, Mining Machine, Lock Tenders, Mucking Machine Operators, Motor Men and Gauge Tenders, as well as the operation of incidental mechanical equipment and all power driven tools | \$ 41.93                 |
| Bottomman                                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$ 42.03                 |
| <b>General Laborers</b> , Wellpoint installation, Wire mesh and reinforcement, Concrete Worker, Form Stripper & Strike-off Worker                                                                                                                                                                                                                                                                                                                                      | \$ 41.73                 |
| Flagperson, Watchperson                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$ 39.53                 |

For all tunnel work under compressed air 0-15 lbs - add one dollar (\$1.00) to each classification  
 For all tunnel work under compressed air 15-30 lbs - add two dollars (\$2.00) to each classification  
 For all tunnel work over 30 lbs - add three dollars (\$3.00) to each classification

| <u>Hourly contributions are for all hours worked:</u> | <u>Rate</u> |
|-------------------------------------------------------|-------------|
| Health, HRA, LEAN                                     | \$ 11.10    |
| Pension                                               | \$ 9.00     |
| Working Dues (deducted from base wage after taxes)    | (\$1.35)    |
| Apprenticeship & Training                             | \$ 0.46     |
| LECET                                                 | \$ 0.19     |
| Drug Program                                          | \$ 0.01     |
| I.A.P.                                                | \$ 0.12     |

**WISCONSIN LABORERS' SEWER & WATER RATES**  
**AREA 4 - BAYFIELD, BURNETT, IRON, SAWYER & WASHBURN COUNTIES**

| <u>Classification</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <u>6/1/2026<br/>Wage</u> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Foreman                                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$ 46.38                 |
| Miner and Laser Operator                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$ 41.93                 |
| Pipelayer                                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$ 43.33                 |
| Machine and Equipment Operator, Sheeting Formsetting, Patch Finisher, Jointsawer, Gunnite Man, Manhole Builder, Welder, Torchman, Blaster, Caulker Bracer, Bull Float, Conduit Worker, Mucker and Car Pusher, Raker and Luteman, Hydraulic jacking of shield, the work of shield drivers, Mining Machine, Lock Tenders, Mucking Machine Operators, Motor Men and Gauge Tenders, as well as the operation of incidental mechanical equipment and all power driven tools | \$ 41.58                 |
| Bottomman                                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$ 41.68                 |
| <b>General Laborers</b> , Wellpoint installation, Wire mesh and reinforcement, Concrete Worker, Form Stripper & Strike-off Worker                                                                                                                                                                                                                                                                                                                                      | \$ 41.38                 |
| Flagperson, Watchperson                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$ 39.32                 |

For all tunnel work under compressed air 0-15 lbs - add one dollar (\$1.00) to each classification

For all tunnel work under compressed air 15-30 lbs - add two dollars (\$2.00) to each classification

For all tunnel work over 30 lbs - add three dollars (\$3.00) to each classification

| <u>Hourly contributions are for all hours worked:</u> | <u>Rate</u> |
|-------------------------------------------------------|-------------|
| Health, HRA, LEAN                                     | \$ 11.10    |
| Pension                                               | \$ 9.00     |
| Working Dues (deducted from base wage after taxes)    | (\$1.35)    |
| Apprenticeship & Training                             | \$ 0.46     |
| LECET                                                 | \$ 0.19     |
| Drug Program                                          | \$ 0.01     |
| I.A.P.                                                | \$ 0.12     |

# WISCONSIN LABORERS' SEWER & WATER RATES AREA 5 - BALANCE OF STATE

| <u>Classification</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <u>6/1/2026<br/>Wage</u> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Foreman                                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$ 46.48                 |
| Miner and Laser Operator                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$ 42.03                 |
| Pipelayer                                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$ 43.43                 |
| Machine and Equipment Operator, Sheeting Formsetting, Patch Finisher, Jointsawer, Gunnite Man, Manhole Builder, Welder, Torchman, Blaster, Caulker Bracer, Bull Float, Conduit Worker, Mucker and Car Pusher, Raker and Luteman, Hydraulic jacking of shield, the work of shield drivers, Mining Machine, Lock Tenders, Mucking Machine Operators, Motor Men and Gauge Tenders, as well as the operation of incidental mechanical equipment and all power driven tools | \$ 41.68                 |
| Bottomman                                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$ 41.78                 |
| <b>General Laborers</b> , Wellpoint installation, Wire mesh and reinforcement, Concrete Worker, Form Stripper & Strike-off Worker                                                                                                                                                                                                                                                                                                                                      | \$ 41.48                 |
| Flagperson, Watchperson                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$ 39.63                 |

For all tunnel work under compressed air 0-15 lbs - add one dollar (\$1.00) to each classification

For all tunnel work under compressed air 15-30 lbs - add two dollars (\$2.00) to each classification

For all tunnel work over 30 lbs - add three dollars (\$3.00) to each classification

| <u>Hourly contributions are for all hours worked:</u> | <u>Rate</u> |
|-------------------------------------------------------|-------------|
| Health, HRA, LEAN                                     | \$ 11.10    |
| Pension                                               | \$ 9.00     |
| Working Dues (deducted from base wage after taxes)    | (\$1.35)    |
| Apprenticeship & Training                             | \$ 0.46     |
| LECET                                                 | \$ 0.19     |
| Drug Program                                          | \$ 0.01     |
| I.A.P.                                                | \$ 0.12     |