

**Heavy - Highway Rates Negotiated By Indiana Constructors, Inc. - Labor Relations Division (ICI-LRD)**

**Updated May 8, 2024 (For Questions call 317-634-7547)**

Craft	Effective	Expires	Wage	H & W	Pension	Annuity ‡	Training	UBCTF	ICIAF	SAT	CIP	CTLM	Total	Counties Covered
<b>Carpenters Indiana Highway Construction, Heavy Construction and Railroad Contracting Wage and Fringe Rates</b>														Agreement Expires 3/31/29
Zone 1A	Negotiated By Others - <i>rates available upon request - the Carpenters refer to them as "Zone 1A Industrial Wages"</i>													Lake, Porter, LaPorte, Newton, Jasper & Starke.
Zone 1B	4/1/2023	3/31/2024	31.46	9.94	10.28	2.85	0.78	0.13	0.13	0.08	0.02	0.02	55.69	Benton, Carroll, Clinton, Pulaski, Tippecanoe, Warren & White.
	4/1/2024	3/31/2025	33.43	10.13	10.39	2.97	0.88	0.14	0.13	0.04	0.02	0.02	58.15	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	60.60	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	63.00	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	65.40	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.80	
Zone 2A	4/1/2023	3/31/2024	31.33	9.50	11.76	2.38	0.78	0.13	0.13	0.08	0.02	0.02	56.13	St. Joseph.
	4/1/2024	3/31/2025	33.06	9.51	12.33	2.46	0.88	0.14	0.13	0.04	0.02	0.02	58.59	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	61.04	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	63.44	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	65.84	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	68.24	
Zone 2B	4/1/2023	3/31/2024	30.69	9.59	11.31	2.43	0.78	0.13	0.13	0.08	0.02	0.02	55.18	Adams, Cass, Elkhart, Fulton, Grant, Howard, Huntington, Kosciusko, Marshall, Miami, Tipton, Wabash & Wells.
	4/1/2024	3/31/2025	32.42	9.60	11.88	2.51	0.88	0.14	0.13	0.04	0.02	0.02	57.64	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	60.09	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	62.49	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	64.89	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.29	
Zone 2C	4/1/2023	3/31/2024	30.37	9.61	11.30	2.59	0.78	0.13	0.13	0.08	0.02	0.02	55.03	Allen, Dekalb, LaGrange, Noble, Steuben & Whitley.
	4/1/2024	3/31/2025	32.10	9.62	11.87	2.67	0.88	0.14	0.13	0.04	0.02	0.02	57.49	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	59.94	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	62.34	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	64.74	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.14	

**Index:**

- UBCTF:** United Brotherhood of Carpenters Training Fund. Refer to Article VIII Section 4 of Agreement.
- ICIAF:** Indiana Constructors Industry Advancement Fund
- SAT:** Substance Abuse Testing Program
- Annuity:** Annuity Plan, refer to Article VIII, Section 11 of Agreement.
- CIP:** CMRCC Construction Industry Partnership of Indiana refer to Article VIII Section 13 of Agreement. Previously **known as the "Building Industry Marketing Program Trust Fund"**
- CTLM:** Carpenters Training and Promotion LMCC, Inc., refer to Article VIII Section 14 of Agreement.



**Notes:** ‡ Effective April 1, 2011 all annuity fund contributions will be made on hours paid, instead of hours worked. (Refer to Article VIII, Section 11)

Foreman: Add \$2.00/hour to journeyman rate, all zones.

American Welding Society (AWS) Certified Welders - Any employee with current AWS certification will be paid \$2.00 above journeyman rate for each hour within a day's shift when performing welding services during any part of that shift.

Mike Kwiatkowski, Executive Secretary-Treasurer/Business Manager, Indiana/Kentucky/Ohio Regional Council of Carpenters  
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**Carpenters Indiana Highway Construction, Heavy Construction and Railroad Contracting Wage and Fringe Rates**

Agreement Expires 3/31/29

Zone 3A	4/1/2023	3/31/2024	31.98	9.47	11.99	2.24	0.78	0.13	0.13	0.08	0.02	0.02	56.84	Hamilton, Hancock, Hendricks, Marion Counties and the following Townships in Johnson County: White River, Pleasant, Clark and Camp Atterbury, north of Hospital Road.
	4/1/2024	3/31/2025	34.04	9.53	12.19	2.31	0.88	0.14	0.13	0.04	0.02	0.02	59.30	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	61.75	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	64.15	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	66.55	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	68.95	
Zone 3B	4/1/2023	3/31/2024	30.87	9.47	11.99	2.24	0.78	0.13	0.13	0.08	0.02	0.02	55.73	Boone, Clay, Fountain, Montgomery, Monroe, Morgan, Owen, Parke, Putnam, Vermillion and Vigo.
	4/1/2024	3/31/2025	32.93	9.53	12.19	2.31	0.88	0.14	0.13	0.04	0.02	0.02	58.19	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	60.64	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	63.04	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	65.44	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.84	
Zone 3C	4/1/2023	3/31/2024	30.43	9.47	11.99	2.24	0.78	0.13	0.13	0.08	0.02	0.02	55.29	Brown, Bartholomew, Decatur, Franklin, Rush, Shelby and the following Townships in Johnson County: Blue River, Franklin, Hensley, Needham, Nineveh, Union and Camp Atterbury, south of Hospital Road.
	4/1/2024	3/31/2025	32.49	9.53	12.19	2.31	0.88	0.14	0.13	0.04	0.02	0.02	57.75	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	60.20	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	62.60	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	65.00	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.40	
Zone 3D	4/1/2023	3/31/2024	30.73	9.47	11.99	2.24	0.78	0.13	0.13	0.08	0.02	0.02	55.59	Blackford, Delaware, Fayette, Henry, Jay, Madison, Randolph, Union and Wayne.
	4/1/2024	3/31/2025	32.79	9.53	12.19	2.31	0.88	0.14	0.13	0.04	0.02	0.02	58.05	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	60.50	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	62.90	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	65.30	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.70	

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<b>Carpenters Indiana Highway Construction, Heavy Construction and Railroad Contracting Wage and Fringe Rates</b>														Agreement Expires 3/31/29
Zone 4A	4/1/2023	3/31/2024	27.42	9.92	13.12	3.85	0.78	0.13	0.13	0.08	0.02	0.02	55.47	Daviess, Gibson, Greene, Knox, Lawrence, Martin, Orange & Sullivan.
	4/1/2024	3/31/2025	29.13	10.00	13.56	4.01	0.88	0.14	0.13	0.04	0.02	0.02	57.93	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	60.38	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	62.78	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	65.18	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.58	
Zone 4B	4/1/2023	3/31/2024	27.07	9.91	13.40	3.53	0.78	0.13	0.13	0.08	0.02	0.02	55.07	Crawford, Dubois, Perry, Pike, Posey, Spencer, Vanderburgh & Warrick.
	4/1/2024	3/31/2025	28.78	9.99	13.84	3.69	0.88	0.14	0.13	0.04	0.02	0.02	57.53	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	59.98	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	62.38	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	64.78	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.18	
Zone 4C	4/1/2023	3/31/2024	27.57	9.91	12.70	3.73	0.78	0.13	0.13	0.08	0.02	0.02	55.07	Dearborn, Jackson, Jennings, Ohio, Ripley & Switzerland.
	4/1/2024	3/31/2025	29.28	9.99	13.14	3.89	0.88	0.14	0.13	0.04	0.02	0.02	57.53	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	59.98	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	62.38	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	64.78	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.18	
Zone 4D	4/1/2023	3/31/2024	27.00	9.95	13.30	3.66	0.78	0.13	0.13	0.08	0.02	0.02	55.07	Clark, Floyd, Harrison, Jefferson, Scott & Washington.
	4/1/2024	3/31/2025	28.71	10.03	13.74	3.82	0.88	0.14	0.13	0.04	0.02	0.02	57.53	
	4/1/2025	3/31/2026	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	59.98	
	4/1/2026	3/31/2027	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	62.38	
	4/1/2027	3/31/2028	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	64.78	
	4/1/2028	3/31/2029	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	tbd	67.18	

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