TEAMSTER LOCAL 408

Current Wages & Benefits Effective 5/1/24 - 4/30/25

Contract Designation	Heavy Highway Hourly Wage*	Non Prevailing Wage Utility Construction Hourly Wage**	Non Prevailing Wage Utility Construction Hourly Wage***	Blended or Delivery Rate Hourly Wage****
1) Winch Trailer Drivers	$45.61	$39.36	$36.28	$36.49
2) Drivers On Euclid Type Vehicles	$45.51	$39.26	$36.20	$36.41
3) Drivers On Tractor & Trailer Type Vehicles	$45.51	$39.26	$36.20	$36.41
4) Drivers On Straight Three Axle Materials	$45.41	$39.16	$36.12	$36.33
5) Drivers On Dumps	$45.36	$39.11	$36.08	$36.29
6) (a) Warehouse Employees	$45.36	$39.11	$36.08	$36.29
(b) Helper	$45.36	$39.11	$36.08	$36.29
7) Drivers On All Other Types	$45.36	$39.11	$36.08	$36.29
8) Repair Shop Personnel	$45.36	$39.11	$36.08	$36.29
9) Mechanic Helper	$44.13	$38.88	$35.90	$36.10
10) Lowboy(**New Rate**)	$47.01			$37.61

Fringe Benefits	
Health & Welfare	$ 2,112.99/Month$
Pension	$ 16.39/Hour
Annuity	$ 14.43/Hour
NJ Teamster Apprenticeship & Training Program	$ .15/Hour*****

Shift Differential $3.00 per hour.

* $ .25 per hour shall be deducted from wages and allocated to an Organized Industry Advancement Fund. **This fund shall be for onsite work only. $ .25 fund to be paid on straight time hours worked.**

**Rate is for Teamsters on employer's payroll in utility construction prior to May 1, 1995.

***Rate is for newly hired Teamsters on employer's payroll in utility construction as of to May 1, 1995.

**** Blended Rate is for Teamsters who are serving the dual role of a material delivery driver and also hauling material from the project site work for a minimum of six (6) hours during the work day or serving only as a material delivery driver for the work day.

*****New Apprentice Program Send checks to Union office

Truck Foreman and Shop Steward shall receive .75 per hour in addition to the regular rate of pay.

The wage and fringe benefits increases will be implemented as follows:

Contract expires 4/30/25