TEAMSTER LOCAL 408

Current Wages & Benefits Effective 5/1/25 - 4/30/26

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	$46.61	$40.16	$37.08	$37.29
2) Drivers On Euclid Type Vehicles	$46.51	$40.06	$37.00	$37.21
3) Drivers On Tractor & Trailer Type Vehicles	$46.51	$40.06	$37.00	$37.21
4) Drivers On Straight Three Axle Materials	$46.41	$39.96	$36.92	$37.13
5) Drivers On Dumps	$46.36	$39.91	$36.88	$37.09
6) (a) Warehouse Employees	$46.36	$39.91	$36.88	$37.09
(b) Helper	$46.36	$39.91	$36.88	$37.09
7) Drivers On All Other Types	$46.36	$39.91	$36.88	$37.09
8) Repair Shop Personnel	$46.36	$39.91	$36.88	$37.09
9) Mechanic Helper	$45.13	$39.68	$36.70	$36.90
10) Lowboy	$48.51			$38.81
11) Fuel Truck[1] (New Rate)	$47.86			$38.29

Fringe Benefits	
Health & Welfare	$ 2,285.99/Month
Pension	$ 16.39/Hour
Annuity	$ 15.43/Hour
NJ Teamster Apprenticeship & Training Program	$ .15/Hour*****

Shift Differential $5.00 per hour.

* $ .25 per hour shall be deducted from wages and allocated to an Organized Industry Advancement Fund.
This fund shall be for on-site 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.
*****Apprentice Program Send checks to Union office
Fuel Truck over 1000 gallons.[1]

Truck Foreman and Shop Steward shall receive $1.00 per hour in addition to the regular rate of pay.
The wage and fringe benefits increases will be implemented as follows:

Increase 5/1/26 $3.00

Increase 5/1/27 $2.75

Contract expires 4/30/28