TEAMSTER LOCAL 408

Current Wages & Benefits Effective 5/1/26 - 4/30/27

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	$47.61	$40.96	$37.88	$38.09
2) Drivers On Euclid Type Vehicles	$47.51	$40.86	$37.80	$38.01
3) Drivers On Tractor & Trailer Type Vehicles	$47.51	$40.86	$37.80	$38.01
4) Drivers On Straight Three Axle Materials	$47.41	$40.76	$37.72	$37.93
5) Drivers On Dumps	$47.36	$40.71	$37.68	$37.89
6) (a) Warehouse Employees	$47.36	$40.71	$37.68	$37.89
(b) Helper	$47.36	$40.71	$37.68	$37.89
7) Drivers On All Other Types	$47.36	$40.71	$37.68	$37.89
8) Repair Shop Personnel	$47.36	$40.71	$37.68	$37.89
9) Mechanic Helper	$46.13	$40.48	$37.50	$37.70
10) Lowboy	$49.51	$42.46	$39.40	$39.61
11) Fuel Truck[1] (New Rate)	$48.86	$41.11	$38.88	$39.09

Fringe Benefits	
Health & Welfare	$ 2,458.99/Month
Pension	$ 16.39/Hour
Annuity	$ 16.43/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 5/1/27 $2.75

Contract expires 4/30/28