

**HEAVY and HIGHWAY AGREEMENT - HAZMAT WAGES**  
**WAGE RATES January 1, 2023 - December 31, 2026**

Class I-A	1/1/2023		1/1/2024		1/1/2025		1/1/2026	
	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	<u>Per Hour</u> \$42.29	\$40.79	<u>Per Hour</u> \$44.09	\$42.59	<u>Per Hour</u> \$45.89	\$44.39	TBA	TBA
<b>Zone 2</b>	\$42.00	\$40.50	\$43.80	\$42.30	\$45.60	\$44.10		
Class I-B	1/1/2023		1/1/2024		1/1/2025		1/1/2026	
	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	<u>Per Hour</u> \$41.29	\$39.79	<u>Per Hour</u> \$43.09	\$41.59	<u>Per Hour</u> \$44.89	\$43.39	TBA	TBA
<b>Zone 2</b>	\$41.00	\$39.50	\$42.80	\$41.30	\$44.60	\$43.10		
Class I	1/1/2023		1/1/2024		1/1/2025		1/1/2026	
	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	<u>Per Hour</u> \$39.29	\$37.79	<u>Per Hour</u> \$41.09	\$39.59	<u>Per Hour</u> \$42.89	\$41.39	TBA	TBA
<b>Zone 2</b>	\$39.00	\$37.50	\$40.80	\$39.30	\$42.60	\$41.10		
Class II	1/1/2023		1/1/2024		1/1/2025		1/1/2026	
	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	<u>Per Hour</u> \$39.03	\$37.53	<u>Per Hour</u> \$40.83	\$39.33	<u>Per Hour</u> \$42.63	\$41.13	TBA	TBA
<b>Zone 2</b>	\$38.72	\$37.22	\$40.52	\$39.02	\$42.32	\$40.82		
Class III	1/1/2023		1/1/2024		1/1/2025		1/1/2026	
	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	<u>Per Hour</u> \$35.38	\$33.88	<u>Per Hour</u> \$37.18	\$35.68	<u>Per Hour</u> \$38.98	\$37.48	TBA	TBA
<b>Zone 2</b>	\$35.08	\$33.58	\$36.88	\$35.38	\$38.68	\$37.18		
Class IV	1/1/2023		1/1/2024		1/1/2025		1/1/2026	
	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	<u>Per Hour</u> \$34.92	\$33.42	<u>Per Hour</u> \$36.72	\$35.22	<u>Per Hour</u> \$38.52	\$37.02	TBA	TBA
<b>Zone 2</b>	\$34.59	\$33.09	\$36.39	\$34.89	\$38.19	\$36.69		
Class V	1/1/2023		1/1/2024		1/1/2025		1/1/2026	
	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	<u>Per Hour</u> \$34.67	\$33.17	<u>Per Hour</u> \$36.47	\$34.97	<u>Per Hour</u> \$38.27	\$36.77	TBA	TBA
<b>Zone 2</b>	\$34.38	\$32.88	\$36.18	\$34.68	\$37.98	\$36.48		