

**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>	\$42.29	\$40.79	\$44.09	\$42.59	\$45.89	\$44.39	\$47.46	\$45.96
<b>Zone 2</b>	\$42.00	\$40.50	\$43.80	\$42.30	\$45.60	\$44.10	\$47.17	\$45.67
<b>Class I-B</b>	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	\$41.29	\$39.79	\$43.09	\$41.59	\$44.89	\$43.39	\$46.46	\$44.96
<b>Zone 2</b>	\$41.00	\$39.50	\$42.80	\$41.30	\$44.60	\$43.10	\$46.17	\$44.67
<b>Class I</b>	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	\$39.29	\$37.79	\$41.09	\$39.59	\$42.89	\$41.39	\$44.46	\$42.96
<b>Zone 2</b>	\$39.00	\$37.50	\$40.80	\$39.30	\$42.60	\$41.10	\$44.17	\$42.67
<b>Class II</b>	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	\$39.03	\$37.53	\$40.83	\$39.33	\$42.63	\$41.13	\$44.20	\$42.70
<b>Zone 2</b>	\$38.72	\$37.22	\$40.52	\$39.02	\$42.32	\$40.82	\$43.89	\$42.39
<b>Class III</b>	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	\$35.38	\$33.88	\$37.18	\$35.68	\$38.98	\$37.48	\$40.55	\$39.05
<b>Zone 2</b>	\$35.08	\$33.58	\$36.88	\$35.38	\$38.68	\$37.18	\$40.25	\$38.75
<b>Class IV</b>	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	\$34.92	\$33.42	\$36.72	\$35.22	\$38.52	\$37.02	\$40.09	\$38.59
<b>Zone 2</b>	\$34.59	\$33.09	\$36.39	\$34.89	\$38.19	\$36.69	\$39.76	\$38.26
<b>Class V</b>	A & B	C & D	A & B	C & D	A & B	C & D	A & B	C & D
<b>Zone 1</b>	\$34.67	\$33.17	\$36.47	\$34.97	\$38.27	\$36.77	\$39.84	\$38.34
<b>Zone 2</b>	\$34.38	\$32.88	\$36.18	\$34.68	\$37.98	\$36.48	\$39.55	\$38.05