

Attachment 1
Effective 10/01/2025

Cement Masons	LOCAL NO. 148
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Journeyman	\$35.02
Grinding Machine Operator (+15% of Journeyman)	\$40.27
Foreman (+10% of Journeyman)	\$38.52
Grinding Machine Foreman (+10% of GMO)	\$44.30
General Foreman (+15% of Journeyman)	\$40.27
Grinding Machine General Foreman (+15% GMO)	\$46.31

Fringe Benefits

Health and Welfare	\$5.40/hour
Defined Contribution Pension	\$2.99/hour
INT Training Fund (0.13% total package) **	\$0.06/hour
Local Apprentice Training Fund	\$0.80/hour
Helmets to Hardhats	\$0.05/hour

**Journeyman rate

Apprentice Rates

1st 6 months	70% of Journeyman	\$24.51
2nd 6 months	75% of Journeyman	\$26.27
3rd 6 months	80% of Journeyman	\$28.02
4th 6 months	85% of Journeyman	\$29.77
5th 6 months	90% of Journeyman	\$31.52
6th 6 months	95% of Journeyman	\$33.27

NOTE: Apprentice rates will start at 70%

*Differential based on Foreman 10% and General Foreman 15% above highest-paid Journeyman supervised