



Labor Relations Division

- Labor Relations
- Safety, Health & Environmental
- Workforce Development

2323 N Larch Street
 Lansing MI 48906
 (517) 371-1550
 Fax (517) 371-1131

26001 Five Mile Road
 Redford MI 48239

AGC of MICHIGAN/Labor Relations Division

DATE: August 2, 2017

Area: ANN ARBOR

Trade: Bricklayers; Cement Finishers & Plasterers

Representative: Daryl Nichols
 1404 Industrial Park Rd., Suite #2
 Saline, MI 48176

Local: BAC#2
Phone: 734/944-8458
Fax: 734/944-8439

AREA INCLUDES:

Bricklayers – WASHTENAW COUNTY and the following townships in LIVINGSTON COUNTY, (Putnam, Hamburg, Green Oak, Marion, Genoa, Brighton (including the city of Brighton), Howell (including the city of Howell), Osceola, Hartland, Cohoctah, Deerfield and Tyrone)

Cement Finishers & Plasterers – WASHTENAW COUNTY and the following townships in LIVINGSTON COUNTY (Unadilla, Putnam, Hamburg, Green Oak, Iosco, Marion, Genoa and Brighton)

- **WAGE RATES:** Effective the first full payroll period on or after **August 2, 2017**, there is a total package increase of **\$1.65 for Bricklayers**. See fringe allocations below:

	8/2/2017	**APPRENTICE/ IMPROVER
	<u>BRICKLAYER</u>	<u>IMPROVER</u>
*Subject to withholding taxes and FICA		
*Base Rate (per hour)	\$35.00	
*Union Dues Check off (deduct)	(2.23)	(1.56) **
*Int'l Dues Check off (deduct)	(.56)	
BAC Health & Welfare	6.57	
International Pension	1.50	
MI BAC Pension	11.06	
P.P.A. (Pension Protection Act)	.64	
Apprenticeship Fund	.41	
IMI	_.54	
	\$55.72	
CIAP	_.15	
Total	\$55.87	

****THE LOCAL DUES CHECKOFF FOR APPRENTICES AND IMPROVERS IS DIFFERENT FROM THE LOCAL DUES CHECKOFF FOR JOURNEYMAN. Please note the above when deducting Local Dues Checkoff from Apprentices and Improvers.**

<u>BRICKLAYER Overtime:</u>	<u>Weekdays</u>	<u>Saturdays</u>	<u>Sundays</u>	<u>Holidays</u>
	1½	1½**	DT	DT

** During the months of November through April, a voluntary, inclement weather make-up on Saturdays is paid at straight time wages for **Bricklayers**. Please see Collective Bargaining Agreement for additional details.

- **WAGE RATES:** Effective the first full payroll period on or after **August 2, 2017**, there is a total package increase of **\$1.65 for Cement Masons and for Plasterers**. See fringe allocations below:

	8/2/2017		8/2/2017	
	<u>CEMENT</u>	**<u>APPRENTICE/</u>	<u>PLASTERERS</u>	**<u>APPRENTICE/</u>
	<u>MASONS</u>	<u>IMPROVER</u>		<u>IMPROVER</u>
*Base Rate (per hour)	\$33.36		\$31.90	
*Union Dues Check off (deduct)	(2.08)	(1.46) **	(2.01)	(1.41) **
*Int'l Dues Check off (deduct)	(.52)		(.50)	
BAC Health & Welfare	6.57		6.57	
International Pension	1.50		1.50	
MI BAC Pension	9.81		8.92	
P.P.A. (<i>Pension Protection Act</i>)	.64		.64	
Apprenticeship Fund	.10		.18	
IMI	.14		.54	
	\$52.12		\$50.25	
CIAP	.15		.15	
Total	\$52.27		\$50.40	

****THE LOCAL DUES CHECKOFF FOR APPRENTICES AND IMPROVERS IS DIFFERENT FROM THE LOCAL DUES CHECKOFF FOR JOURNEYMAN. Please note the above when deducting Local Dues Checkoff from Apprentices and Improvers.**

<u>CEMENT FINISHER Overtime:</u>	<u>Weekdays</u>	<u>Saturdays</u>	<u>Sundays</u>	<u>Holidays</u>
	1½ over ten**	1½	DT	DT

Time and one-half (1½) shall be paid **after 10 hours per day, Monday-Friday or after 40 hours per week for **Cement Finishers**. Saturday is paid at time and one-half (1½). Sundays and Holidays will be paid at double time (2x).

- **Effective the first full pay period on or after August 1, 2018, there will be a total package increase of \$1.65 per hour. The fringe allocation will be available at that time.**
- **Effective the first full pay period on or after August 1, 2019, there will be a total package increase of \$1.65 per hour. The fringe allocation will be available at that time.**

Foreman: (2) or more masons of the same trade (\$1.50) per hour above Journeyman's rate
 (4) or more masons of the same trade (\$2.50) per hour above Journeyman's rate
 (7) or more masons of the same trade (\$3.00) per hour above Journeyman's rate

Shift Work: 1st Shift - 8 hours work for 8 hours pay
 2nd Shift - 7½ hours work for 8 hours pay
 3rd Shift - 7 hours work for 8 hours pay

Apprentice Schedule: The Apprentice rate of pay for **Bricklayers ONLY** shall be the following percentages of Journeyman scale (plus full fringe benefits, other contributions and deductions ****except Local Dues checkoff as shown above**):

1. 0 hours = 60%	4. 2250 hours = 75%	7. 4500 hours = 90%
2. 750 hours = 65%	5. 3000 hours = 80%	8. 5250 hours = 95%
3. 1500 hours = 70%	6. 3750 hours = 85%	9. 6000 hours = 100%

Apprentice Ratio: There shall be one (1) Apprentice after five (5) Journeymen, two (2) Apprentices after ten (10) Journeymen, and so on. As the job lays-off, the same formula in reverse shall apply. If any Employer wants to employ more Apprentices than the ratio allows, with the concurrence of the Union, it may do so.

PLEASE NOTE: The Apprentice rate of pay for the **other masonry crafts** will continue as previously established in the 3 year apprentice program as stated below, until further notice:

The percentage rates reflect payment to the Apprentice for school day attendance if during working hours.

Apprentice Schedule:

1st = 0 hours	65%	5th = 3000 hours	85%
2nd = 750 hours	70%	6th = 3750 hours	90%
3rd = 1500 hours	75%	7th = 4500 hours	100%
4th = 2250 hours	80%		

Final wage increase to 100% of Journeyman's scale will be determined by the Apprenticeship Committee.

THIS AGREEMENT EXPIRES 7/31/2020