



Labor Relations Division

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

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Lansing MI 48906
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26001 Five Mile Road
Redford MI 48239

AGC OF MICHIGAN/Labor Relations Division

Date: June 1, 2017

Area: MONROE COUNTY
Representative: Robert Malcolm
3080 Platt Rd.
Ann Arbor, MI 48104

Trade: Laborers
Local: Monroe County #499
Phone: (734) 971-5212 or
(877) 499-2100
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- **WAGE RATES:** Effective the first full payroll period on or after **June 1, 2017**, there is a one and one-half percent (1½%) increase calculated using the previous year's Taxable Base Wage, which includes the Vacation amount. The fringe allocations are shown below.

Wage Rates effective the first full pay period on or after June 1, 2017:

CONSTRUCTION LABORER, CARPENTER TENDER, CONCRETE LABORER, CONCRETE CHUTE, CONCRETE BUCKET HANDLER AND DEMOLITION LABORER**

*Base Wage	\$25.44
*Vacation	4.40
Health Care	5.40
Pension	7.00
Annuity	1.60
Training	.45
LECET	<u>.25</u>
	\$44.54
IAP	<u>.15</u>
TOTAL	\$44.69

*Subject to Federal Withholding & FICA

MORTAR MIXER (including concrete and mortar 1/2 cu. yd. or smaller machine, or by hand in mortar box); MASON TENDER & CEMENT MASON TENDER; PLASTERER TENDER, PORTABLE MIXER OPERATOR, AND AIR ELECTRIC & GASOLINE TOOL OPERATOR (including concrete vibrator & acetylene torch); CAISSON WORKER; FURNACE BATTERY HEATER TENDERS; SIGNALMAN ON CONCRETE POURS ONLY

*Base Wage	\$25.65
*Vacation	4.40
Health Care	5.40
Pension	7.00
Annuity	1.60
Training	.45
LECET	<u>.25</u>
	\$44.75
IAP	<u>.15</u>
TOTAL	\$44.90

*Subject to Federal Withholding & FICA

HAZARDOUS WORK: Employees required to wear acid resistant clothing, heat resistant clothing or radiation protective clothing.

*Base Wage	\$25.96
*Vacation	4.40
Health Care	5.40
Pension	7.00
Annuity	1.60
Training	.45
LECET	<u>.25</u>
	\$45.06
IAP	<u>.15</u>
TOTAL	\$45.21

*Subject to Federal Withholding & FICA.

CLEANER/SWEEPER LABORER; FURNITURE MOVER

*Base Wage	\$19.70
*Vacation	4.40
Health Care	5.40
Pension	7.00
Annuity	1.60
Training	.45
LECET	<u>.25</u>
	\$38.80
IAP	<u>.15</u>
TOTAL	\$38.95

*Subject to Federal Withholding & FICA.

Laborer Foreman Rate: \$1.25 over Construction Laborer Rate.

2nd Shift: \$.30 per hour additional premium. 3rd Shift: \$.60 per hour additional premium.

****Ground Burner:** Base Wage shall be \$.50 (fifty cents) per hour more than the hourly rate for a Demolition Laborer.

****High Burner:** Base Wage shall be \$1.00 (one dollar) per hour more than the hourly rate for a Demolition Laborer.

- **Effective the first full payroll period on or after June 1st of each year, 2016 thru 2022, there will be an annual increase of one and one-half percent (1½%). It is understood and agreed that all increases will be calculated using the previous year's taxable base wage, which includes the Vacation amount.**

APPRENTICESHIP RATES

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours - Cumulative</u>
75%	0 – 1,000	Plus 100
80%	1,001 – 2,000	Plus 100
85%	2,001 – 3,000	Plus 100
95%	3,001 – 4,000	Plus 100

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.

NEW MARKET INITIATIVE

Employers complying with all terms and conditions of this Agreement may utilize a New Market Initiative (NMI) rate. Employers will notify the Local Union when the NMI rate is used.

- NMI work shall be classified as: New construction and renovation of stand-alone buildings for **Specific Commercial Projects** of 25,000 square feet or less. Apprenticeship rates will not apply to NMI work.

Effective the first full pay period on or after June 1, 2017:

*Base Wage	\$24.88
*Vacation Pay	1.60
Health Care	5.40
Pension	3.50
LECET	<u>.25</u>
	\$35.63
CIAP	<u>.15</u>
	\$35.78

**Subject to withholding taxes and FICA*

For additional details regarding the specific terms and conditions of the NMI, please refer to the Collective Bargaining Agreement

Residential Addendum Rates: The base rate of wages for a Residential Laborer shall be Seventy-Five Percent (75%) of the base rate of the appropriate classification. Fringe Benefits, including Vacation Pay, shall be paid on Residential Laborers as listed in the Collective Bargaining Agreement for the appropriate classification. For additional details, please refer to the Collective Bargaining Agreement.

THIS CONTRACT EXPIRES MAY 31, 2023