

**2008 WCA/CARPENTERS WAGE RATES FOR WORK IN ZONE 1:  
MACOMB, MONROE, OAKLAND, ST. CLAIR AND WAYNE COUNTIES**

	JOURNEYMAN			Day Shift	FOREMAN			LAYOUT MAN		
	Day Shift	2nd Shift	3rd Shift		Day Shift	2nd Shift	3rd Shift	Day Shift	2nd Shift	3rd Shift
Base Wage*	30.161	32.17	34.47	31.548	33.64	36.05	31.271	33.35	35.74	
Vacation & Holiday (11.0% of Base)	0.000	0.00	0.00	0.000	0.00	0.00	0.000	0.00	0.00	
Special Assessment	0.200	0.20	0.20	0.200	0.20	0.20	0.200	0.20	0.20	
Special Assessment Bldg. Fund	0.100	0.10	0.10	0.100	0.10	0.10	0.100	0.10	0.10	
<b>TAXABLE INCOME</b>	<b>30.461</b>	<b>32.47</b>	<b>34.77</b>	<b>31.848</b>	<b>33.94</b>	<b>36.35</b>	<b>31.571</b>	<b>33.65</b>	<b>36.04</b>	
U.B.C. Fund	0.050	0.05	0.05	0.050	0.05	0.05	0.050	0.05	0.05	
Health & Welfare	6.550	6.55	6.55	6.550	6.55	6.55	6.550	6.55	6.55	
Health & Welfare Supplemental	0.400	0.40	0.40	0.400	0.40	0.40	0.400	0.40	0.400	
Pension (26.69% of Base)	8.051	8.59	9.20	8.420	8.98	9.62	8.346	8.91	9.54	
Annuity (8.73% of Base)	2.633	2.81	3.01	2.754	2.94	3.15	2.730	2.91	3.12	
<b>GROSS WAGE</b>	<b>48.145</b>	<b>50.87</b>	<b>53.98</b>	<b>50.022</b>	<b>52.86</b>	<b>56.12</b>	<b>49.647</b>	<b>52.47</b>	<b>55.70</b>	
Apprenticeship	0.190	0.19	0.19	0.190	0.19	0.19	0.190	0.19	0.19	
Apprenticeship Reimbursement	0.150	0.15	0.15	0.150	0.15	0.15	0.150	0.15	0.15	
L.M.P.T.	0.040	0.04	0.04	0.040	0.04	0.04	0.040	0.04	0.04	
Industry Advancement	0.120	0.12	0.12	0.120	0.12	0.12	0.120	0.12	0.12	
<b>TOTAL WAGES AND BENEFITS</b>	<b>48.645</b>	<b>51.37</b>	<b>54.48</b>	<b>50.522</b>	<b>53.36</b>	<b>56.62</b>	<b>50.147</b>	<b>52.97</b>	<b>56.20</b>	
				<b>APPRENTICE</b>						
	<b>1st 6 Months</b>	<b>2nd 6 Months</b>	<b>3rd 6 Months</b>	<b>4th 6 Months</b>	<b>5th 6 Months</b>	<b>6th 6 Months</b>	<b>7th 6 Months</b>	<b>8th 6 Months</b>		
	0.550	0.55	0.600	0.650	0.700	0.750	0.800	0.850		
Base Wage*	16.59	16.59	18.10	19.60	21.11	22.63	24.13	25.64		
Special Assessment + Bldg. Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30		
Vacation & Holiday (11% of Base)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
<b>TAXABLE INCOME</b>	<b>16.89</b>	<b>16.89</b>	<b>18.40</b>	<b>19.90</b>	<b>21.41</b>	<b>22.93</b>	<b>24.43</b>	<b>25.94</b>		
U.B.C.	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05		
Health & Welfare (includes suppl.)	6.95	6.95	6.95	6.95	6.95	6.95	6.95	6.95		
Pension (26.69% of Base)	4.43	4.43	4.83	5.23	5.64	6.04	6.44	6.84		
Annuity (8.73% of Base)	1.45	1.45	1.58	1.71	1.84	1.98	2.11	2.24		
<b>GROSS WAGE</b>	<b>29.77</b>	<b>29.77</b>	<b>31.81</b>	<b>33.84</b>	<b>35.89</b>	<b>37.95</b>	<b>39.98</b>	<b>42.02</b>		
Apprenticeship	0.19	0.19	0.19	0.19	0.19	0.19	0.19	0.19		
Apprenticeship Reimbursement	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15		
L.M.P.T.	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04		
Industry Advancement	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12		
<b>TOTAL</b>	<b>30.27</b>	<b>30.27</b>	<b>32.31</b>	<b>34.34</b>	<b>36.39</b>	<b>38.45</b>	<b>40.48</b>	<b>42.52</b>		
*Deduct 3.75% of the Base Wage from the Employee's pay for Union dues. The amount of dues deduction is included in the Base Wage as stated above.										

**EFFECTIVE FIRST FULL PAY PERIOD BEGINNING ON OR AFTER 06/01/08**

**MAKE SURE YOUR FRINGE FORM SHOWS THAT YOU ARE A WCA CONTRACTOR - SECTION "H"**