2008 WCA/CARPENTERS WAGE RATES FOR WORK IN ZONE 2: WASHTENAW AND SANILAC COUNTIES and LIVINGSTON COUNTY TOWNSHIPS of Brighton, Deerfield, Genoa, Green Oak, Hamburg, Hartland, Oceola, Putnam, Tyrone and Unadilla

	JOURNEYMAN				FOREMAN			LAYOUT MAN	
	Day Shift	2nd Shift	3rd Shift	Day Shift	2nd Shift	3rd Shift	Day Shift	2nd Shift	3rd Shift
Base Wage*	29.762	31.75	34.01	31.150	33.23	35.60	30.872	32.93	35.28
Vacation & Holiday (Eliminated)	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
TAXABLE INCOME	**30.062**	**32.05**	**34.31**	**31.450**	**33.53**	**35.90**	**31.172**	**33.23**	**35.58**
U.B.C. Fund	0.050	0.05	0.05	0.050	0.05	0.05	0.05	0.05	0.05
Health & Welfare	6.550	6.55	6.55	6.55	6.55	6.55	6.55	6.55	6.55
Health & Welfare Supplemental	0.400	0.40	0.40	0.400	0.40	0.40	0.400	0.40	0.40
Pension (26.84% of Base)	7.988	8.52	9.13	8.361	8.92	9.56	8.286	8.84	9.47
Annuity (8.7% of Base)	2.589	2.76	2.96	2.710	2.89	3.10	2.686	2.86	3.07
GROSS WAGE	**47.639**	**50.33**	**53.40**	**49.521**	**52.34**	**55.56**	**49.144**	**51.93**	**55.12**
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
TOTAL WAGES AND BENEFITS	**48.139**	**50.83**	**53.90**	**50.021**	**52.84**	**56.06**	**49.644**	**52.43**	**55.62**

				APPRENTICE				
	1st 6 Months	2nd 6 Months	3rd 6 Months	4th 6 Months	5th 6 Months	6th 6 Months	7th 6 Months	8th 6 Months
	0.550	0.55	0.600	0.650	0.700	0.750	0.800	0.850
Base Wage*	16.37	16.37	17.86	19.34	20.83	22.32	23.81	25.30
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
TAXABLE INCOME	**16.67**	**16.67**	**18.16**	**19.64**	**21.13**	**22.62**	**24.11**	**25.60**
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 (26.84% of Base)	4.39	4.39	4.79	5.19	5.59	5.99	6.39	6.78
Annuity (8.7% of Base)	1.42	1.42	1.55	1.68	1.81	1.94	2.07	2.20
GROSS WAGE	**29.48**	**29.48**	**31.50**	**33.51**	**35.54**	**37.55**	**39.57**	**41.58**
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
TOTAL	**29.98**	**29.98**	**32.00**	**34.01**	**36.04**	**38.05**	**40.07**	**42.08**

***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

COMPLETE SECTION "H" ON YOUR FRINGE BENEFIT FORM