

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

	JOURNEYMAN			Day Shift	FOREMAN		Day Shift	LAYOUT MAN		
	Day Shift	2nd Shift	3rd Shift		2nd Shift	3rd Shift		2nd Shift	3rd Shift	
Base Wage*	29.411	31.37	33.61	30.798	32.85	35.20	30.521	32.56	34.88	
Special Assessment	0.200	0.20	0.20	0.200	0.20	0.200	0.200	0.20	0.20	
Special Assessment Bldg. Fund	0.100	0.10	0.10	0.100	0.10	0.100	0.100	0.10	0.10	
TAXABLE INCOME	29.711	31.67	33.91	31.098	33.15	35.50	30.821	32.86	35.18	
U.B.C. Fund	0.100	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	
Health & Welfare	6.550	6.55	6.55	6.550	6.55	6.550	6.550	6.55	6.55	
Health & Welfare Supplemental	0.500	0.50	0.50	0.500	0.50	0.50	0.500	0.50	0.50	
Pension (38.6% of Base)	11.353	12.11	12.97	11.888	12.68	13.59	11.781	12.57	13.46	
Annuity (5.72% of Base)	1.683	1.79	1.92	1.762	1.88	2.01	1.746	1.86	2.00	
GROSS WAGE	49.897	52.72	55.95	51.898	54.86	58.25	51.498	54.43	57.79	
Apprenticeship	0.170	0.17	0.17	0.170	0.17	0.17	0.170	0.17	0.17	
Apprenticeship Reimbursement	0.120	0.12	0.12	0.120	0.12	0.12	0.120	0.12	0.12	
L.M.P.T.	0.060	0.06	0.06	0.060	0.06	0.06	0.060	0.06	0.06	
Industry Advancement	0.120	0.12	0.12	0.120	0.12	0.120	0.120	0.12	0.12	
TOTAL WAGES AND BENEFITS	50.367	53.19	56.42	52.368	55.33	58.72	51.968	54.90	58.26	
				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*	16.18	16.18	17.65	19.12	20.59	22.06	23.53	25.00		
Special Assessment + Bldg. Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30		
TAXABLE INCOME	16.48	16.48	17.95	19.42	20.89	22.36	23.83	25.30		
U.B.C.	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10		
Health & Welfare (includes suppl.)	7.05	7.05	7.05	7.05	7.05	7.05	7.05	7.05		
Pension (38.6% of Base)	6.25	6.25	6.81	7.38	7.95	8.51	9.08	9.65		
Annuity (5.72% of Base)	0.93	0.93	1.01	1.09	1.18	1.26	1.35	1.43		
GROSS WAGE	30.80	30.80	32.92	35.04	37.17	39.28	41.41	43.53		
Apprenticeship	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17		
Apprenticeship Reimbursement	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12		
L.M.P.T.	0.06	0.06	0.06	0.06	0.06	0.06	0.06	0.06		
Industry Advancement	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12		
TOTAL	31.27	31.27	33.39	35.51	37.64	39.75	41.88	44.00		
*Deduct 4.00% 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 06/01/10

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