

**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*	29.065	31.00	33.22	30.452	32.48	34.80	30.175	32.19	34.49
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	29.365	31.30	33.52	30.752	32.78	35.10	30.475	32.49	34.79
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	6.55	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)	11.219	11.97	12.82	11.754	12.54	13.43	11.648	12.42	13.31
Annuity (5.72% of Base)	1.663	1.77	1.90	1.742	1.86	1.99	1.726	1.84	1.97
GROSS WAGE	49.397	52.19	55.39	51.398	54.33	57.68	50.999	53.90	57.22
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	0.12	0.120	0.12	0.12
TOTAL WAGES AND BENEFITS	49.867	52.66	55.86	51.868	54.80	58.15	51.469	54.37	57.69
				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*	15.99	15.99	17.44	18.89	20.35	21.80	23.25	24.71	
Special Assessment + Bldg. Fund	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	
TAXABLE INCOME	16.29	16.29	17.74	19.19	20.65	22.10	23.55	25.01	
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)	6.17	6.17	6.73	7.29	7.85	8.41	8.98	9.54	
Annuity (5.72% of Base)	0.91	0.91	1.00	1.08	1.16	1.25	1.33	1.41	
GROSS WAGE	30.52	30.52	32.62	34.71	36.81	38.91	41.01	43.10	
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	30.99	30.99	33.09	35.18	37.28	39.38	41.48	43.57	
*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

COMPLETE SECTION "H" ON YOUR FRINGE BENEFIT FORM