

LABORERS' LOCAL UNION 499 – WCA
(Ingham, Eaton, Clinton Counties and the City of Portland in Ionia County, and the west portion of Livingston County, [Oak Grove Road], west of Pinckney Road and Dexter-Pinckney Road, including all of the City of Howell)

Wage Rates effective the first full pay period on or after June 1, 2010:

Wages for building and heavy construction craft Laborer, portable concrete mixer operators (14 horsepower and under), air, electric or gasoline tool operators, hot dope carriers, tar kettle tenders, gasoline vibrators, concrete gas buggies, concrete saw, signal person and top person on sewer, caisson construction (open cut work), concrete shovelers, car pushers and bottom person (on sewer work). Demolition Laborer, three inch (3") pumps and below, jobsite clean-up, deep cleaning, and when full-time fire watch is required by the Contractor signatory to this Agreement, the Laborers' will be utilized to supply the fire watch, jackhammer operators, burner, crock layers (or pipe layers), caisson workers, tunnel muckers and tunnel miners, welder, mason tender, mortar mixer, scaffold builders, forklift operator (masonry only), helpers and tenders on work customarily performed by Laborers and all Laborers working for masonry Contractors and plasterer tenders shall be as follows:

Journey person: Any Laborer who was previously employed prior to June 1st, 1999 would automatically be grandfathered in as a Journey person.

*Base Rate	\$21.02
*Vacation (Deduct)	(1.73)
Health Care	5.30
Pension	5.84
Training	.35
LECET	<u>.12</u>
GROSS WAGE	\$32.63
CIAP	<u>.13</u>
TOTAL	\$32.76

*Taxable Income subject to Federal Withholding & FICA.

Foreperson. The wage rate for Labor Foreperson shall be 4% of total package of the appropriate classification. When five (5) or more Laborers are employed on any given project and are not under the direct supervision of another Craft Foreperson, then one (1) Laborer shall be selected as a working Laborer Foreperson.

Ground Burner base wage shall be fifty cents (\$.50) per hour more than the Class A rate.

High Burner (35 feet and over) base wage shall be one dollar (\$1.00) per hour more than the Class A rate.

APPRENTICESHIP RATES

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

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

LIGHT COMMERCIAL RATES

*Base Rate	\$14.62
*Vacation (Deduct)	(1.73)
Health Care	5.30
Pension	5.84
Training	.35
LECET	<u>.22</u>
GROSS WAGE	\$26.23
CIAP	<u>.13</u>
TOTAL	\$26.36

*Taxable Income subject to Federal Withholding & FICA.

RESIDENTIAL ADDENDUM RATES

The parties signatory below agree to amend the Agreement to include the following wage rates and classifications on Residential Construction, which is defined as follows. The term "residential construction" as used herein shall be understood to include all single, semi, duplex or multiple type of houses of a residential or domestic nature, not to include high rise apartments in excess of four (4) stories in height or public housing (PHA) which has a predetermined rate established by the Department of Labor.

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 on the Agreement for the appropriate classification. This Addendum shall terminate at such time the Agreement terminates and may be terminated by either party under the same terms and conditions of the Agreement.

**LABORERS' LOCAL UNION 499 – WCA
(Hillsdale, Jackson and Lenawee Counties)**

Wage Rates effective the first full pay period on or after June 1, 2010:

Wages for building and heavy construction craft Laborer, portable concrete mixer operators (14 horsepower and under), air, electric or gasoline tool operators, hot dope carriers, tar kettle tenders, gasoline vibrators, concrete gas buggies, concrete saw, signal person and top person on sewer, caisson construction (open cut work), concrete shovelers, car pushers and bottom person (on sewer work). Demolition Laborer, three inch (3") pumps and below, jobsite clean-up, deep cleaning, and when full-time fire watch is required by the Contractor signatory to this Agreement, the Laborers' will be utilized to supply the fire watch, jackhammer operators, burner, crock layers (or pipe layers), caisson workers, tunnel muckers and tunnel miners, welder, mason tender, mortar mixer, scaffold builders, forklift operator (masonry only), helpers and tenders on work customarily performed by Laborers and all Laborers working for masonry Contractors and plasterer tenders shall be as follows:

Journeyman: Any Laborer who was previously employed prior to June 1st, 1999 would automatically be grandfathered in as a Journeyman.

*Base Rate	\$20.56
*Vacation (Deducted & Funded)	(1.55)
Health Care	5.30
Pension	5.84
Training	.35
LECET	<u>.12</u>
Gross Wage	\$32.17
CIAP	<u>.13</u>
TOTAL	\$32.30

*Taxable Income subject to Federal Withholding & FICA.
Laborer Foreman Rate: \$1.25 above Journeyman scale.
Shift Premium: \$1.30 per hour additional premium.

Ground Burner base wage shall be fifty cents (\$.50) per hour more than the Class A rate.

High Burner (35 feet and over) base wage shall be one dollar (\$1.00) per hour more than the Class A rate.

APPRENTICESHIP RATES

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

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

LIGHT COMMERCIAL ADDENDUM RATES

*Base Rate	\$14.52
*Vacation (Deduct)	(1.55)
Health Care	5.30
Pension	5.84
Training	.35
LECET	<u>.12</u>
GROSS WAGE	\$26.13
CIAP	<u>.13</u>
TOTAL	\$26.26

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RESIDENTIAL ADDENDUM RATES

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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 on the Agreement for the appropriate classification. This Addendum shall terminate at such time the Agreement terminates and may be terminated by either party under the same terms and conditions of the Agreement.