

**MITA/UNDERGROUND AGREEMENT – ZONE 1
(Wayne, Oakland and Macomb Counties)**

**Wage Rates for Open Cut Construction
effective the first full pay period on or after 9/1/2016:**

Class I: Construction Laborer.

Class II: Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector.

Class III: Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class IV: Trench or excavating grade man.

Class V: Pipe layer (including crock, metal pipe, multiplate or other conduits).

Class VI: Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class VII: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood ships, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI</u>	<u>Class VII</u>
*Base	\$19.27	\$19.38	\$19.43	\$19.51	\$19.57	\$17.02	\$13.64
*Vacation	2.45	2.45	2.45	2.45	2.45	2.45	2.45
Pension	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Health Care	6.25	6.25	6.25	6.25	6.25	6.25	6.25
Training	.45	.45	.45	.45	.45	.45	.45
LECET	.10	.10	.10	.10	.10	.10	.10
IAF	.10	.10	.10	.10	.10	.10	.10
TOTAL	\$38.62	\$38.73	\$38.78	\$38.86	\$38.92	\$36.37	\$32.99

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<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%.

**MITA/UNDERGROUND AGREEMENT– ZONE 2
(Monroe, Washtenaw and the Eastern part of Livingston County)**

**Wage Rates for Open Cut Construction
Effective the first full pay period on or after 9/1/2016:**

Class I: Construction Laborer.

Class II: Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector.

Class III: Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class IV: Trench or excavating grade man.

Class V: Pipe layer (including crock, metal pipe, multiplate or other conduits).

Class VI: Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class VII: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood ships, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI</u>	<u>Class VII</u>
Base	\$20.24	\$20.35	\$20.47	\$20.54	\$20.69	\$17.99	\$14.63
Vacation	2.76	2.76	2.76	2.76	2.76	2.76	2.76
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	5.40	5.40	5.40	5.40	5.40	5.40	5.40
Training	.45	.45	.45	.45	.45	.45	.45
LECET	.37	.37	.37	.37	.37	.37	.37
IAF	.10	.10	.10	.10	.10	.10	.10
TOTAL	\$36.32	\$36.43	\$36.55	\$36.62	\$36.77	\$34.07	\$30.71

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<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%.

MITA/UNDERGROUND AGREEMENT – ZONE 3

(Jackson, Hillsdale, Lenawee, Clinton, Eaton, Ingham, St. Clair, Sanilac and the Western part of Livingston and City of Portland (Ionia County), Genesee, Lapeer and Shiawassee Counties)

**Wage Rates for Open Cut Construction
Effective the first full pay period on or after 9/1/2016:**

Class I: Construction Laborer.

Class II: Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector.

Class III: Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class IV: Trench or excavating grade man.

Class V: Pipe layer (including crock, metal pipe, multiplate or other conduits).

Class VI: Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class VII: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood ships, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI</u>	<u>Class VII</u>
Base	\$18.43	\$18.57	\$18.69	\$18.74	\$18.88	\$16.18	\$13.33
Vacation	2.76	2.76	2.76	2.76	2.76	2.76	2.76
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	5.40	5.40	5.40	5.40	5.40	5.40	5.40
Training	.45	.45	.45	.45	.45	.45	.45
LECET	.37	.37	.37	.37	.37	.37	.37
IAF	.10	.10	.10	.10	.10	.10	.10
TOTAL	\$34.51	\$34.65	\$34.77	\$34.82	\$34.96	\$32.26	\$29.41

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<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%.

MITA/UNDERGROUND AGREEMENT – ZONE 4

(Saginaw, Bay, Midland, Gratiot, Tuscola, Isabella, Huron, Clare, Gladwin, Arenac, Roscommon, Ogemaw, Barry, Calhoun, Branch, Allegan, Kalamazoo, St. Joseph, Van Buren, Berrien, Cass, Muskegon, Oceana, Newaygo, Lake, Osceola, Mecosta, Kent, Montcalm, Ottawa, Ionia (except City of Portland), Manistee, Mason, Emmet, Cheboygan, Antrim, Charlevoix, Otsego, Leelanau, Benzie, Grand Traverse, Kalkaska, Crawford, Wexford, Missaukee, Presque Isle, Montmorency, Alpena, Oscoda, Alcona and Iosco Counties)

**Wage Rates for Open Cut Construction
Effective the first full pay period on or after 9/1/2016:**

Class I: Construction Laborer.

Class II: Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector.

Class III: Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class IV: Trench or excavating grade man.

Class V: Pipe layer (including crock, metal pipe, multiplate or other conduits).

Class VI: Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class VII: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood ships, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI</u>	<u>Class VII</u>
Base	\$17.70	\$17.83	\$17.94	\$18.01	\$18.13	\$15.35	\$13.69
Vacation	2.50	2.50	2.50	2.50	2.50	2.50	2.50
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	5.40	5.40	5.40	5.40	5.40	5.40	5.40
Training	.45	.45	.45	.45	.45	.45	.45
LECET	.27	.27	.27	.27	.27	.27	.27
IAF	.10	.10	.10	.10	.10	.10	.10
TOTAL	\$33.42	\$33.55	\$33.66	\$33.73	\$33.85	\$31.07	\$29.41

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<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%.

**MITA/UNDERGROUND AGREEMENT – ZONE 5
Entire Upper Peninsula of Michigan**

**Wage Rates for Open Cut Construction
Effective the first full pay period on or after 9/1/2016:**

Class I: Construction Laborer.

Class II: Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector.

Class III: Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class IV: Trench or excavating grade man.

Class V: Pipe layer (including crock, metal pipe, multiplate or other conduits).

Class VI: Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class VII: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood ships, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI</u>	<u>Class VII</u>
Base	\$17.99	\$18.13	\$18.26	\$18.31	\$18.36	\$15.74	\$13.85
Vacation	2.52	2.52	2.52	2.52	2.52	2.52	2.52
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	5.40	5.40	5.40	5.40	5.40	5.40	5.40
Training	.45	.45	.45	.45	.45	.45	.45
LECET	.19	.19	.19	.19	.19	.19	.19
IAF	.10	.10	.10	.10	.10	.10	.10
TOTAL	\$33.65	\$33.79	\$33.92	\$33.97	\$34.02	\$31.40	\$29.51

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<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%.

**MITA/UNDERGROUND AGREEMENT – ZONE 1
(Wayne, Oakland and Macomb Counties)**

**Wage Rates for Tunnel, Shaft & Caisson Work
effective the first full pay period on or after 9/1/2016:**

Class I: Tunnel, shaft and caisson laborer, dump man, shanty man, hog house tender, testing man (on gas), and watchman (\$2.00 per hour less than Tunnel, Shaft & Caisson Laborers where no labor work is performed).

Class II: Manhole, headwall, catch basin builder, bricklayer tender, mortar man, material mixer, fence erector and guard rail builder.

Class III: Air tool operator (jack hammer man, bush hammer man and grinding man), first bottom man, second bottom man, cage tender, car pusher, carrier man, concrete man, concrete form man, concrete repair man, cement invert laborer, cement finisher, concrete shoveler, conveyor man, floor man, gasoline and electric tool operator, gunnite man, grout operator, welder, heading dinky man, inside lock tender, pea gravel operator, pump man, outside lock tender, scaffold man, top signal man, switch man, track man, tigger man, utility man, vibrator man, winch operator, pipe jacking man, wagon drill and air track operator and concrete saw operator (under 40 hp).

Class IV: Tunnel, shaft and caisson mucker, bracer man, liner plate man, long haul dinky driver and well point man.

Class V: Tunnel, shaft and caisson miner, drill runner, keyboard operator, power knife operator, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.)

Class VI: Dynamite man and powder man.

Class VII: Restoration Laborers, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI</u>	<u>Class VII</u>
Base	\$19.42	\$19.53	\$19.59	\$19.77	\$20.02	\$20.35	\$13.63
Vacation	2.45	2.45	2.45	2.45	2.45	2.45	2.45
Pension	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Health Care	6.25	6.25	6.25	6.25	6.25	6.25	6.25
Training	.45	.45	.45	.45	.45	.45	.45
LECET	.10	.10	.10	.10	.10	.10	.10
IAF	.10	.10	.10	.10	.10	.10	.10
TOTAL	\$38.77	\$38.88	\$38.94	\$39.12	\$39.37	\$39.70	\$32.98

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<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%.

**MITA/UNDERGROUND AGREEMENT – ZONE 2
(All Counties, except Wayne, Oakland & Macomb)**

**Wage Rates for Tunnel, Shaft & Caisson Work
effective the first full pay period on or after 9/1/2016:**

Class I: Tunnel, shaft and caisson laborer, dump man, shanty man, hog house tender, testing man (on gas), and watchman (\$2.00 per hour less than Tunnel, Shaft & Caisson Laborers where no labor work is performed).

Class II: Manhole, headwall, catch basin builder, bricklayer tender, mortar man, material mixer, fence erector and guard rail builder.

Class III: Air tool operator (jack hammer man, bush hammer man and grinding man), first bottom man, second bottom man, cage tender, car pusher, carrier man, concrete man, concrete form man, concrete repair man, cement invert laborer, cement finisher, concrete shoveler, conveyor man, floor man, gasoline and electric tool operator, gunnite man, grout operator, welder, heading dinky man, inside lock tender, pea gravel operator, pump man, outside lock tender, scaffold man, top signal man, switch man, track man, tigger man, utility man, vibrator man, winch operator, pipe jacking man, wagon drill and air track operator and concrete saw operator (under 40 hp).

Class IV: Tunnel, shaft and caisson mucker, bracer man, liner plate man, long haul dinky driver and well point man.

Class V: Tunnel, shaft and caisson miner, drill runner, keyboard operator, power knife operator, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.)

Class VI: Dynamite man and powder man.

Class VII: Restoration Laborers, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>	<u>Class VI</u>	<u>Class VII</u>
Base	\$20.91	\$21.00	\$21.10	\$21.26	\$21.52	\$21.83	\$14.10
Vacation	2.44	2.44	2.44	2.44	2.44	2.44	2.44
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	5.40	5.40	5.40	5.40	5.40	5.40	5.40
Training	.45	.45	.45	.45	.45	.45	.45
LECET	.27	.27	.27	.27	.27	.27	.27
IAF	.10	.10	.10	.10	.10	.10	.10
TOTAL	\$36.57	\$36.66	\$36.76	\$36.92	\$37.18	\$37.49	\$29.76

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<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%.