

**Cement Masons Journeyman Wage Rates  
(for road building construction)**

Effective first full payroll period on or after June 1, 2014

|                                | <b>ZONE 1</b>  | <b>ZONE 2</b>  |
|--------------------------------|----------------|----------------|
| Base Rate Per Hour             | \$29.79        | \$28.29        |
| Vacation Fund (Deduct)         | (1.51)         | (1.51)         |
| Working Dues (Deduct)          | (1.70)         | (1.64)         |
| Pension (Funded)               | 5.12           | 5.12           |
| Health & Welfare (Funded)      | 6.68           | 6.68           |
| Apprenticeship (Funded)        | 0.25           | 0.25           |
| International Pension (Funded) | 0.45           | 0.45           |
| PPA Contribution (Funded)      | 0.09           | 0.09           |
|                                | <b>\$42.38</b> | <b>\$40.88</b> |
| Industry Promotion Fund        | 0.12           | 0.12           |
| <b>Total</b>                   | <b>\$42.50</b> | <b>\$41.00</b> |

**Apprenticeship Rates:**

| <b>1st Year Apprentice</b>     | <b>ZONE 1</b>  | <b>ZONE 2</b>  |
|--------------------------------|----------------|----------------|
| Base Rate Per Hour             | \$17.31        | \$16.48        |
| Vacation (Deduct)              | (1.51)         | (1.51)         |
| Working Dues (Deduct)          | (1.17)         | (1.14)         |
| Pension (Funded)               | 5.12           | 5.12           |
| Health & Welfare (Funded)      | 6.68           | 6.68           |
| Apprenticeship (Funded)        | 0.25           | 0.25           |
| International Pension (Funded) | 0.45           | 0.45           |
| PPA Contribution (Funded)      | 0.09           | 0.09           |
|                                | <b>\$29.90</b> | <b>\$29.07</b> |
| Industry Promotion Fund        | 0.12           | 0.12           |
| <b>Total</b>                   | <b>\$30.02</b> | <b>\$29.19</b> |

| <b>2nd Year Apprentice</b>     | <b>ZONE 1</b>  | <b>ZONE 2</b>  |
|--------------------------------|----------------|----------------|
| Base Rate Per Hour             | \$21.44        | \$20.43        |
| Vacation                       | (1.51)         | (1.51)         |
| Working Dues (Deduct)          | (1.36)         | (1.32)         |
| Pension (funded)               | 5.12           | 5.12           |
| Health & Welfare (funded)      | 6.68           | 6.68           |
| Apprenticeship (funded)        | 0.25           | 0.25           |
| International Pension (funded) | 0.45           | 0.45           |
| PPA Contribution (Funded)      | 0.09           | 0.09           |
|                                | <b>\$34.03</b> | <b>\$33.02</b> |
| Industry Promotion Fund        | 0.12           | 0.12           |
| <b>Total</b>                   | <b>\$34.15</b> | <b>\$33.14</b> |

| <b>3rd Year Apprentice</b>     | <b>ZONE 1</b>  | <b>ZONE 2</b>  |
|--------------------------------|----------------|----------------|
| Base Rate Per Hour             | \$25.58        | \$24.60        |
| Vacation                       | (1.51)         | (1.51)         |
| Working Dues (Deduct)          | (1.53)         | (1.48)         |
| Pension (Funded)               | 5.12           | 5.12           |
| Health & Welfare (Funded)      | 6.68           | 6.68           |
| Apprenticeship (Funded)        | 0.25           | 0.25           |
| International Pension (Funded) | 0.45           | 0.45           |
| PPA Contribution (Funded)      | 0.09           | 0.09           |
|                                | <b>\$38.17</b> | <b>\$37.19</b> |
| Industry Promotion Fund        | 0.12           | 0.12           |
| <b>Total</b>                   | <b>\$38.29</b> | <b>\$37.31</b> |

**Zone 1** is defined as including Wayne, Monroe, Washtenaw, Oakland, Macomb, Genesee, Saginaw and Livingston Counties. **Zone 2** is defined as including all remaining counties in the State of Michigan.