

June 1, 2016

To: All Michigan Infrastructure and Transportation Contractors

The 2013 – 2021 labor contract with the Michigan Regional Council of Carpenters provides for a June 1, 2016 Gross Wage increase for Southeast Michigan of \$1.00/hr effective June 1, 2016. The increase has been allocated as follows: Base Wage \$0.47, Special Assessment Fund \$0.05, Annuity Fund \$0.35, Apprenticeship \$0.10 and Labor/Management Productivity & Training \$0.03.

Note: The increase is effective with your company’s first full payroll period that begins on or after June 1, 2016.

Effective the first full payroll period commencing on or after June 1, 2016 through May 31, 2017.

The 2016 wage and fringe benefit contributions for the Collective Bargaining Agreement with the Michigan Regional Council of Carpenters that covers Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the Townships of Deerfield, Tyrone, Oceola, Hartland, Genoa and Brighton) are listed below and are effective the first full payroll period on or after June 1, 2016.

MITA Carpenter Journeyman Rates - Southeastern, MI

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|---|-------------------------------|-------------------------------|-------------------------------|
| *Base Wage | \$29.47 | \$29.97 | \$29.97 |
| *Special Assessment Fund (Taxed) | 0.20 | 0.20 | 0.20 |
| *Special Assessment Building Fund (Taxed) | 0.10 | 0.10 | 0.10 |
| *U.B.C. Per Cap (Taxed) | 0.05 | 0.05 | 0.05 |
| U.B.C. Training (Funded) | 0.10 | 0.10 | 0.10 |
| Health & Welfare Insurance (Funded) | 7.05 | 7.05 | 7.05 |
| Health & Welfare Supplemental (Funded) | 0.35 | 0.35 | 0.35 |
| Pension - 53.99% of base wage (Funded) | 15.91 | 16.18 | 16.18 |
| Annuity Fund -8.59% of base wage (Funded) | 2.53 | 2.57 | 2.57 |
| GROSS WAGE | <u>\$55.76</u> | <u>56.57</u> | <u>56.57</u> |
| Apprenticeship (Funded) | 0.47 | 0.47 | 0.47 |
| Labor/Management Productivity & Training (Funded) | 0.07 | 0.07 | 0.07 |
| Industry Advancement Fund (Funded) | 0.12 | 0.12 | 0.12 |
| TOTAL | <u>\$56.42</u> | <u>57.23</u> | <u>57.23</u> |

Dues Deduction - Per the Michigan Regional Council By-Laws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (currently 4.00%) and deducted on all premium and overtime pay.

*Taxable

MITA Piledriver Carpenter Foreman Rates - Southeastern MI

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|---|-------------------------------|-------------------------------|-------------------------------|
| *Base Wage | \$31.53 | \$32.03 | \$32.03 |
| *Special Assessment Fund (Taxed) | 0.20 | 0.20 | 0.20 |
| *Special Assessment Building Fund (Taxed) | 0.10 | 0.10 | 0.10 |
| *U.B.C. Per Cap (Taxed) | 0.05 | 0.05 | 0.05 |
| U.B.C. Training (Funded) | 0.10 | 0.10 | 0.10 |
| Health & Welfare Insurance (Funded) | 7.05 | 7.05 | 7.05 |
| Health & Welfare Supplemental (Funded) | 0.35 | 0.35 | 0.35 |
| Pension – 53.99% of base wage (Funded) | 17.02 | 17.29 | 17.29 |
| Annuity Fund – 8.59% of base wage (Funded) | 2.71 | 2.75 | 2.75 |
| GROSS WAGE | <u>\$59.11</u> | <u>\$59.92</u> | <u>\$59.92</u> |
| Apprenticeship (Funded) | 0.47 | 0.47 | 0.47 |
| Labor/Management Productivity & Training (Funded) | 0.07 | 0.07 | 0.07 |
| Industry Advancement Fund (Funded) | 0.12 | 0.12 | 0.12 |
| TOTAL | <u>\$59.77</u> | <u>\$60.58</u> | <u>\$60.58</u> |

MITA Loftzman & Sticker- Southeastern MI

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|---|-------------------------------|-------------------------------|-------------------------------|
| *Base Wage | \$30.22 | \$30.72 | \$30.72 |
| *Special Assessment Fund (Taxed) | 0.20 | 0.20 | 0.20 |
| *Special Assessment Building Fund (Taxed) | 0.10 | 0.10 | 0.10 |
| *U.B.C. Per Cap (Taxed) | 0.05 | 0.05 | 0.05 |
| U.B.C. Training (Funded) | 0.10 | 0.10 | 0.10 |
| Health & Welfare Insurance (Funded) | 7.05 | 7.05 | 7.05 |
| Health & Welfare Supplemental (Funded) | 0.35 | 0.35 | 0.35 |
| Pension - 53.99% of base wage (Funded) | 16.32 | 16.59 | 16.59 |
| Annuity Fund – 8.59% of base wage (Funded) | 2.60 | 2.64 | 2.64 |
| GROSS WAGE | <u>\$56.99</u> | <u>\$57.80</u> | <u>\$57.80</u> |
| Apprenticeship (Funded) | 0.47 | 0.47 | 0.47 |
| Labor/Management Productivity & Training (Funded) | 0.07 | 0.07 | 0.07 |
| Industry Advancement Fund (Funded) | 0.12 | 0.12 | 0.12 |
| TOTAL | <u>\$57.65</u> | <u>\$58.46</u> | <u>\$58.46</u> |

Dues Deduction - Per the Michigan Regional Council By-Laws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (currently 4.00%) and deducted on all premium and overtime pay.

*Taxable

MITA Loftzman Heights Over 150 FT - Southeastern MI

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|---|-----------------------|-----------------------|-----------------------|
| *Base Wage | \$30.47 | \$30.97 | \$30.97 |
| *Special Assessment Fund (Taxed) | 0.20 | 0.20 | 0.20 |
| *Special Assessment Building Fund (Taxed) | 0.10 | 0.10 | 0.10 |
| *U.B.C. Per Cap (Taxed) | 0.05 | 0.05 | 0.05 |
| U.B.C. Training (Funded) | 0.10 | 0.10 | 0.10 |
| Health & Welfare Insurance (Funded) | 7.05 | 7.05 | 7.05 |
| Health & Welfare Supplemental (Funded) | 0.35 | 0.35 | 0.35 |
| Pension – 53.99% of base wage (Funded) | 16.45 | 16.72 | 16.72 |
| Annuity Fund – 8.59% of base wage (Funded) | 2.62 | 2.66 | 2.66 |
| GROSS WAGE | <u>\$57.39</u> | <u>\$58.20</u> | <u>\$58.20</u> |
| Apprenticeship (Funded) | 0.47 | 0.47 | 0.47 |
| Labor/Management Productivity & Training (Funded) | 0.07 | 0.07 | 0.07 |
| Industry Advancement Fund (Funded) | 0.12 | 0.12 | 0.12 |
| TOTAL | <u>\$58.05</u> | <u>\$58.86</u> | <u>\$58.86</u> |

MITA Certified Welders - Southeastern MI

| | Day Shift Per Hour | 2nd Shift Per Hour | 3rd Shift Per Hour |
|---|-----------------------|-----------------------|-----------------------|
| *Base Wage | \$30.47 | \$30.97 | \$30.97 |
| *Special Assessment Fund (Taxed) | 0.20 | 0.20 | 0.20 |
| *Special Assessment Building Fund (Taxed) | 0.10 | 0.10 | 0.10 |
| *U.B.C. Per Cap (Taxed) | 0.05 | 0.05 | 0.05 |
| U.B.C. Training (Funded) | 0.10 | 0.10 | 0.10 |
| Health & Welfare Insurance (Funded) | 7.05 | 7.05 | 7.05 |
| Health & Welfare Supplemental (Funded) | 0.35 | 0.35 | 0.35 |
| Pension - 53.99% of base wage (Funded) | 16.45 | 16.72 | 16.72 |
| Annuity Fund - 8.59% of base wage (Funded) | 2.62 | 2.66 | 2.66 |
| GROSS WAGE | <u>\$57.39</u> | <u>\$58.20</u> | <u>\$58.20</u> |
| Apprenticeship (Funded) | 0.47 | 0.47 | 0.47 |
| Labor/Management Productivity & Training (Funded) | 0.07 | 0.07 | 0.07 |
| Industry Advancement Fund (Funded) | 0.12 | 0.12 | 0.12 |
| TOTAL | <u>\$58.05</u> | <u>\$58.86</u> | <u>\$58.86</u> |

Dues Deduction - Per the Michigan Regional Council By-Laws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (currently 4.00%) and deducted on all premium and overtime pay.

*Taxable

MITA Contractors

MITA Carpenter Apprenticeship Wage Scale

Commencing on or after June 1, 2016 through May 31, 2017

The 2016 wage and fringe benefit contributions for the Collective Bargaining Agreement with the Michigan Regional Council of Carpenters that covers Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the township of Deerfield, Tyrone, Oceola, Hartland, Genoa and Brighton) are listed below and are effective the first full pay period on or after June 1, 2016.

MITA Carpenter Apprentice Rates – Southeastern MI

| First Shift | *UBC | | | | | | | | | | | |
|----------------------|---------|-------------|--------------|-----------|--------|----------------|---------------|----------------|--------|--------|--------|----------------|
| | *Base | *Spec Assmt | Per Cap | UBC Train | Ins. | 53.99% Pension | 8.59% Annuity | Gross | Appr | LMPT | IAF | Total |
| 1st 6 mo (44%) | \$12.97 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$7.00 | \$1.11 | \$28.93 | \$0.47 | \$0.07 | \$0.12 | \$29.59 |
| 2nd 6 mo (55%) | \$16.21 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$8.75 | \$1.39 | \$34.20 | \$0.47 | \$0.07 | \$0.12 | \$34.86 |
| 2nd Yr (65%) | \$19.16 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$10.34 | \$1.65 | \$39.00 | \$0.47 | \$0.07 | \$0.12 | \$39.66 |
| 3rd Yr (75%) | \$22.10 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$11.93 | \$1.90 | \$43.78 | \$0.47 | \$0.07 | \$0.12 | \$44.44 |
| 4th Yr (85%) | \$25.05 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$13.52 | \$2.15 | \$48.57 | \$0.47 | \$0.07 | \$0.12 | \$49.23 |
| | | | | | | | | | | | | |
| Second & Third Shift | *Base | *Spec Assmt | *UBC Per Cap | UBC Train | Ins. | 53.99% Pension | 8.59% Annuity | Gross | Appr | LMPT | IAF | Total |
| 1st 6 mo (44%) | \$13.19 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$7.12 | \$1.13 | \$29.29 | \$0.47 | \$0.07 | \$0.12 | \$29.95 |
| 2nd 6 mo (55%) | \$16.48 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$8.90 | \$1.42 | \$34.65 | \$0.47 | \$0.07 | \$0.12 | \$35.31 |
| 2nd Yr (65%) | \$19.48 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$10.52 | \$1.67 | \$39.52 | \$0.47 | \$0.07 | \$0.12 | \$40.18 |
| 3rd Yr (75%) | \$22.48 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$12.14 | \$1.93 | \$44.40 | \$0.47 | \$0.07 | \$0.12 | \$45.06 |
| 4th Yr (85%) | \$25.47 | \$0.30 | \$0.05 | \$0.10 | \$7.40 | \$13.75 | \$2.19 | \$49.26 | \$0.47 | \$0.07 | \$0.12 | \$49.92 |
| *Taxable | | | | | | | | | | | | |

Insurance amount of \$7.40 is \$7.05 for Health & Welfare Insurance and \$.35 for the Health & Welfare Supplemental fund. Special Assessment of \$0.25 includes \$0.15 for the Special Assessment fund and \$0.10 for Building Fund.

Dues Deduction - Per the Michigan Regional Council By-Laws, dues shall be deducted from the employees Base Wage. The amount of the dues deduction is included in the Base Wage as stated above (4.00%) and deducted on all premium and overtime pay.

