

MDCA – ZONE 1 (Macomb, Oakland and Wayne Counties)

Wage Rates for all work effective the first full pay period on or after 4/1/2012:

*BASE RATE	\$16.47
*VACATION PAY	<u>1.81</u>
TAXABLE RATE	\$18.28
HEALTH CARE	5.30
PENSION	6.42
TRAINING	.35
LECET	<u>.04</u>
TOTAL	\$30.39
IAF	.03

*Taxable Income subject to Federal Withholding and FICA.

NOTES:

(1) On all duct work, the rate for a "Duct Layer" will be forty cents (.40) per hour over and above the base rate.

MDCA – ZONE 2 (Monroe and Washtenaw Counties)

Wage Rates for all work effective the first full pay period on or after 4/1/2012:

*BASE RATE	\$15.14
*VACATION PAY	<u>1.71</u>
TAXABLE RATE	\$16.85
HEALTH CARE	5.30
PENSION	6.42
TRAINING	.35
LECET	<u>.06</u>
TOTAL	\$28.98
IAF	.03

*Taxable Income subject to Federal Withholding and FICA.

NOTES:

(1) On all duct work, the rate for a "Duct Layer" will be forty cents (.40) per hour over and above the base rate.

**MDCA – ZONE 3 (Bay, Genesee, Lapeer, Midland, Saginaw, Sanilac, Shiawassee and St. Clair
Counties)**

Wage Rates effective the first full pay period on or after 4/1/2012:

ALL OTHER WORK

*BASE RATE	\$13.63
*VACATION PAY	<u>1.45</u>
TAXABLE RATE	\$15.08
HEALTH CARE	5.30
PENSION	6.42
TRAINING	.35
LECET	<u>.06</u>
TOTAL	\$27.21
IAF	.03

TELEPHONE WORK

*BASE RATE	\$11.43
*VACATION PAY	<u>1.45</u>
TAXABLE RATE	\$12.88
HEALTH CARE	5.30
PENSION	6.42
TRAINING	.35
LECET	<u>.06</u>
TOTAL	\$25.01
IAF	.03

*Taxable Income subject to Federal Withholding and FICA.

NOTES:

- (1) On all duct work, the rate for a "Duct Layer" will be forty cents (.40) per hour over and above the base rate.

MDCA – ZONE 4 (Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinaw, Marquette, Menominee, Ontonagon and Schoolcraft Counties).

Wage Rates effective the first full pay period on or after 4/1/2012:

ALL OTHER WORK

*BASE RATE	\$13.00
*VACATION PAY	<u>1.45</u>
TAXABLE RATE	\$14.45
HEALTH CARE	5.30
PENSION	6.42
TRAINING	.35
LECET	<u>.06</u>
TOTAL	\$26.58
IAF	.03

TELEPHONE WORK

*BASE RATE	\$11.80
*VACATION PAY	<u>1.45</u>
TAXABLE RATE	\$13.25
HEALTH CARE	5.30
PENSION	6.42
TRAINING	.35
LECET	<u>.06</u>
TOTAL	\$25.38
IAF	.03

*Taxable Income subject to Federal Withholding and FICA.

NOTES:

(1) On all duct work, the rate for a "Duct Layer" will be forty cents (.40) per hour over and above the base rate.

MDCA – ZONE 5 (Alcona, Allegan, Alpena, Antrim, Arenac, Barry, Benzie, Berrien, Branch, Calhoun, Cass, Charlevoix, Cheboygan, Clare, Clinton, Crawford, Eaton, Emmett, Gladwin, Grand Traverse, Gratiot, Hillsdale, Huron, Ingham, Ionia, Iosco, Isabella, Jackson, Kalamazoo, Kalkaska, Kent, Lake, Leelanau, Lenawee, Livingston, Manistee, Mason, Mecosta, Missaukee, Montcalm, Montmorency, Muskegon, Newaygo, Oceana, Ogemaw, Oscoda, Osceola, Otsego, Ottawa, Presque Isle, Roscommon, St. Joseph, Tuscola, Van Buren and Wexford Counties).

Wage Rates effective the first full pay period on or after 4/1/2012:

ALL OTHER WORK

*BASE RATE	\$13.00
*VACATION PAY	<u>1.45</u>
TAXABLE RATE	\$14.45
HEALTH CARE	5.30
PENSION	6.42
TRAINING	.35
LECET	<u>.06</u>
TOTAL	\$26.58
IAF	.03

TELEPHONE WORK

*BASE RATE	\$11.10
*VACATION PAY	<u>1.45</u>
TAXABLE RATE	\$12.55
HEALTH CARE	5.30
PENSION	6.42
TRAINING	.35
LECET	<u>.06</u>
TOTAL	\$24.68
IAF	.03

*Taxable Income subject to Federal Withholding and FICA.

NOTES:

(1) On all duct work, the rate for a "Duct Layer" will be forty cents (.40) per hour over and above the base rate.