

The following job classifications and rate of wages shall apply to all work and every worker covered by this Agreement. The wage rates upon the effective dates shall apply on all such work, both old and new, in the geographical Zones as follows:

ZONE 1: Washtenaw, Genesee, Lapeer, Shiawassee, Oakland, Wayne, Monroe, Livingston, St. Clair and Macomb Counties.

ZONE 2: The remaining Counties in Michigan.

Class A: Landscape Specialist includes air, gas and diesel equipment operators, lawn sprinkler installers, skidsteer (or equivalent) and foremen.

Zone 1	6/1/2013	Zone 2	6/1/2013
Base	\$19.26	Base	\$18.72
Vacation	2.20	Vacation	2.20
Health Care	5.30	Health Care	5.30
Annuity	1.20	Annuity	1.00
Training	.20	Training	.20
LECET	.02	LECET	.03
TOTAL	\$28.18	TOTAL	\$27.45
IAP	.10	IAP	.10

Class B: Landscape Laborer: small power tool operator, lawn sprinkler installers' tender, material mover, truck driver.

Zone1	6/1/2013	Zone2	6/1/2013
Base	\$15.04	Base	\$14.52
Vacation	2.20	Vacation	2.20
Health Care	5.30	Health Care	5.30
Annuity	1.20	Annuity	1.00
Training	.20	Training	.20
LECET	.02	LECET	.03
TOTAL	\$23.96	TOTAL	\$23.25
IAP	.10	IAP	.10

Effective the first full pay period on or after June 1, 2013, there will be an increase of Seventy Cents (\$0.70) for each wage classification. Any fringe benefit adjustment will be allocated from the negotiated increase first or come off the Base Rate—breakdown to be determined by the Union.