

**MITA-LANDSCAPE
ZONES 1 AND 2 (All Counties)**

Wage Rates effective the first full pay period on or after June 1, 2016:

CLASS A: Irrigation Foremen and Construction Foremen.

	Class A
*Base Rate	\$19.81
*Vacation	2.30
Health Care	5.40
Annuity	1.20
Training	.10
LECET	.02
TOTAL	\$28.83
IAP	.10

CLASS B1: Skilled Landscape Operator includes air, gas and diesel equipment operators, lawn sprinkler installers, skid steer/track loaders, mini excavators, off-road dump vehicle, articulated haulers, hydroseeder, backhoe loaders, wheel loaders, excavators, ride and walk-behind trenchers and telescope handlers.

	Class B1
*Base Rate	\$17.59
*Vacation	2.30
Health Care	5.40
Annuity	1.20
Training	.10
LECET	.02
TOTAL	\$26.61
IAP	.10

Class B2: Skilled Landscape Laborer includes small power tool operator, lawn sprinkler installers' tender, irrigation installers' tender and material mover.

	Class B2
*Base Rate	\$15.59
*Vacation	2.30
Health Care	5.40
Annuity	1.20
Training	.10
LECET	.02
TOTAL	\$24.61
IAP	.10

Class C: Landscape Laborer with ninety (90) plus calendar days worked.

	Class C
*Base Rate	\$13.45
*Vacation	2.30
Health Care	5.40
Annuity	1.20
Training	.10
LECET	.02
TOTAL	\$22.47
IAP	.10

Class D: Inexperienced Landscape Laborer is defined as an individual who has not worked ninety (90) calendar days under the terms and conditions of this or a similar collective bargaining agreement. An Inexperienced Laborer may be employed by the Contractor Foreman. The ratio may be utilized by the Contractor on a company-wide basis or a project basis. The ratio may be modified by mutual agreement of the Local Union having jurisdiction and the Contractor. The Local Union having jurisdiction on the project shall have first opportunity to refer new employees. See Article 3, Section 3.6.

	Class D
*Base Rate	\$11.05
*Vacation	2.30
TOTAL	\$13.35
IAP	.10

*Subject to Federal Withholding & FICA.