

OPERATING ENGINEERS LOCAL 324
and
MICHIGAN INFRASTRUCTURE & TRANSPORTATION ASSOCIATION
UNDERGROUND AGREEMENT
WAGE AND FRINGE BENEFITS
EFFECTIVE SEPTEMBER 1, 2017

| | <u>ZONE I</u> | | <u>ZONE II</u> | |
|------------------------|------------------|----------------|------------------|----------------|
| MASTER MECHANIC | <u>1st Shift</u> | <u>2nd/3rd</u> | <u>1st Shift</u> | <u>2nd/3rd</u> |
| *Base Wage | \$28.07 | \$28.77 | | |
| *Vac. & Holiday @ 15% | 4.21 | 4.32 | N/A | N/A |
| *Supp. Vac. Fund | .05 | .05 | | |
| CLASS I | | | | |
| *Base Wage | \$27.85 | \$28.53 | \$26.37 | \$26.95 |
| *Vac. & Holiday @ 15% | 4.18 | 4.28 | 3.95 | 4.04 |
| *Supp. Vac. Fund | .05 | .05 | .05 | .05 |
| CLASS II | | | | |
| *Base Wage | \$23.74 | \$24.40 | \$22.11 | \$22.66 |
| *Vac. & Holiday @ 15% | 3.56 | 3.66 | 3.32 | 3.40 |
| *Supp. Vac. Fund | .05 | .05 | .05 | .05 |
| CLASS III | | | | |
| *Base Wage | \$23.10 | \$23.68 | \$21.68 | \$22.17 |
| *Vac. & Holiday @ 15% | 3.47 | 3.55 | 3.25 | 3.32 |
| *Supp. Vac. Fund | .05 | .05 | .05 | .05 |
| CLASS IV | | | | |
| *Base Wage | \$22.61 | \$23.10 | \$21.43 | \$21.87 |
| *Vac. & Holiday @ 15% | 3.39 | 3.47 | 3.22 | 3.28 |
| *Supp. Vac. Fund | .05 | .05 | .05 | .05 |

FRINGE BENEFITS PACKAGE - Applies to all Classes and Shifts

| | |
|---------------------------|--------|
| Insurance | \$8.40 |
| Pension | 12.45 |
| Retiree Benefit Fund | .45 |
| Apprenticeship Fund | 1.00 |
| Labor Management | |
| Education Comm. | .16 |
| Defined Contribution Plan | 1.00 |
| I.A.F. | .10 |

*Taxable Income

DWS/bf:ufcw876
mitaac16.wage