

**OPERATING ENGINEERS LOCAL 324
2016 WAGE AND FRINGE BENEFIT RATES
FOR
MICHIGAN INFRASTRUCTURE AND TRANSPORTATION ASSOCIATION (MITA),
ROAD AGREEMENT**

Effective first full pay period on or after June 1, 2016

<u>CLASS I</u>	<u>Zone 1</u>	<u>Zone 2</u>
*Base Wage Per Hour	\$27.53	\$27.53
*Vacation & Holiday (15% Funded)	\$4.13	\$4.13
*Supplemental Vacation (funded)	\$0.05	\$0.05
Pension (Funded)	\$11.95	\$11.95
Health Care (Funded)	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16
DC Plan	<u>\$1.00</u>	<u>\$1.00</u>
Gross Wage	\$54.67	\$54.67
I.A.F	<u>\$0.12</u>	<u>\$0.12</u>
Total	\$54.79	\$54.79

<u>CLASS II</u>	<u>Zone 1</u>	<u>Zone 2</u>
*Base Wage Per Hour	\$21.68	\$21.55
*Vacation & Holiday (15% Funded)	\$3.25	\$3.23
*Supplemental Vacation (funded)	\$0.05	\$0.05
Pension (Funded)	\$11.95	\$11.95
Health Care (Funded)	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16
DC Plan	<u>\$1.00</u>	<u>\$1.00</u>
Gross Wage	\$47.94	\$47.79
I.A.F	<u>\$0.12</u>	<u>\$0.12</u>
Total	\$48.06	\$47.91

** Taxable Income

**OPERATING ENGINEERS LOCAL 324
2016 WAGE AND FRINGE BENEFIT RATES
FOR
MICHIGAN INFRASTRUCTURE AND TRANSPORTATION ASSOCIATION (MITA),
ROAD AGREEMENT**

Effective first full pay period on or after June 1, 2016

<u>CLASS II (Grease Truck)</u>	<u>Zone 1</u>	<u>Zone 2</u>
*Base Wage Per Hour	\$22.81	\$22.68
*Vacation & Holiday (15% Funded)	\$3.42	\$3.40
*Supplemental Vacation (funded)	\$0.05	\$0.05
Pension (Funded)	\$11.95	\$11.95
Health Care (Funded)	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16
DC Plan	<u>\$1.00</u>	<u>\$1.00</u>
Gross Wage	\$49.24	\$49.09
I.A.F	<u>\$0.12</u>	<u>\$0.12</u>
Total	\$49.36	\$49.21

<u>CLASS III</u>	<u>Zone 1</u>	<u>Zone 2</u>
*Base Wage Per Hour	\$21.19	\$21.06
*Vacation & Holiday (15% Funded)	\$3.18	\$3.16
*Supplemental Vacation (funded)	\$0.05	\$0.05
Pension (Funded)	\$11.95	\$11.95
Health Care (Funded)	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16
DC Plan	<u>\$1.00</u>	<u>\$1.00</u>
Gross Wage	\$47.38	\$47.23
I.A.F	<u>\$0.12</u>	<u>\$0.12</u>
Total	\$47.50	\$47.35

** Taxable Income

OPERATING ENGINEERS LOCAL 324
2016 WAGE AND FRINGE BENEFIT RATES
FOR
MICHIGAN INFRASTRUCTURE AND TRANSPORTATION ASSOCIATION (MITA),
ROAD AGREEMENT
Effective first full pay period on or after June 1, 2016

<u>CLASS IV</u>	<u>Zone 1</u>	<u>Zone 2</u>
*Base Wage Per Hour	\$21.04	\$20.78
*Vacation & Holiday (15% Funded)	\$3.16	\$3.12
*Supplemental Vacation (funded)	\$0.05	\$0.05
Pension (Funded)	\$11.95	\$11.95
Health Care (Funded)	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16
DC Plan	<u>\$1.00</u>	<u>\$1.00</u>
Gross Wage	\$47.21	\$46.91
I.A.F	<u>\$0.12</u>	<u>\$0.12</u>
Total	\$47.33	\$47.03

** Taxable Income