

**OPERATING ENGINEERS LOCAL 324
2013 WAGE AND FRINGE BENEFIT RATES
FOR
MICHIGAN INFRASTRUCTURE AND TRANSPORTATION ASSOCIATION (MITA),
DISTRIBUTION AGREEMENT**

AREA I

<u>CLASS I</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$23.55
*Vacation & Holiday (15% Funded)	\$3.53
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$48.37
I.A.F	<u>\$0.06</u>
Total	\$48.43

<u>CLASS II</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$23.44
*Vacation & Holiday (15% Funded)	\$3.51
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$48.24
I.A.F	<u>\$0.06</u>
Total	\$48.30

* Taxable Income

AREA I (CONTINUED)

<u>CLASS III</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$22.46
*Vacation & Holiday (15% Funded)	\$3.37
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$47.11
I.A.F	<u>\$0.06</u>
Total	\$47.17

<u>CLASS IV</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$21.96
*Vacation & Holiday (15% Funded)	\$3.29
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$46.54
I.A.F	<u>\$0.06</u>
Total	\$46.60

* Taxable Income

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AREA II

<u>CLASS I</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$22.76
*Vacation & Holiday (15% Funded)	\$3.41
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$47.46
I.A.F	<u>\$0.06</u>
Total	\$47.52
<u>CLASS II-A</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$22.67
*Vacation & Holiday (15% Funded)	\$3.40
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$47.36
I.A.F	<u>\$0.06</u>
Total	\$47.42

* Taxable Income

AREA II (continued)

<u>CLASS II-B</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$22.48
*Vacation & Holiday (15% Funded)	\$3.37
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$47.14
I.A.F	<u>\$0.06</u>
Total	\$47.20

<u>CLASS III</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$21.80
*Vacation & Holiday (15% Funded)	\$3.27
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$46.36
I.A.F	<u>\$0.06</u>
Total	\$46.42

* Taxable Income

AREA II (continued)

<u>CLASS IV</u>	<u>5/1/2013</u>
*Base Wage Per Hour	\$21.37
*Vacation & Holiday (15% Funded)	\$3.20
Insurance Fund	\$8.40
Pension Fund	\$10.45
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$0.85
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$45.86
I.A.F	<u>\$0.06</u>
Total	\$45.92

* Taxable Income