

**OPERATING ENGINEERS LOCAL 324
2014 WAGE AND FRINGE BENEFIT RATES
FOR
MICHIGAN INFRASTRUCTURE AND TRANSPORTATION ASSOCIATION (MITA),
DISTRIBUTION AGREEMENT**

AREA I

<u>CLASS I</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$24.20
*Vacation & Holiday (15% Funded)	\$3.63
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$49.77
I.A.F	<u>\$0.06</u>
Total	\$49.83

<u>CLASS II</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$24.09
*Vacation & Holiday (15% Funded)	\$3.61
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$49.64
I.A.F	<u>\$0.06</u>
Total	\$49.70

* Taxable Income

AREA I (continued)

<u>CLASS III</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$23.11
*Vacation & Holiday (15% Funded)	\$3.47
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$48.51
I.A.F	<u>\$0.06</u>
Total	\$48.58

<u>CLASS IV</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$22.61
*Vacation & Holiday (15% Funded)	\$3.39
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$47.94
I.A.F	<u>\$0.06</u>
Total	\$48.00

* Taxable Income

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AREA II

<u>CLASS I</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$23.41
*Vacation & Holiday (15% Funded)	\$3.51
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$48.86
I.A.F	<u>\$0.06</u>
Total	\$48.92

<u>CLASS II-A</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$23.32
*Vacation & Holiday (15% Funded)	\$3.50
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$48.76
I.A.F	<u>\$0.06</u>
Total	\$48.82

* Taxable Income

AREA II (continued)

<u>CLASS II-B</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$23.13
*Vacation & Holiday (15% Funded)	\$3.47
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$48.54
I.A.F	<u>\$0.06</u>
Total	\$48.60

<u>CLASS III</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$22.45
*Vacation & Holiday (15% Funded)	\$3.37
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$47.76
I.A.F	<u>\$0.06</u>
Total	\$47.82

* Taxable Income

AREA II (continued)

<u>CLASS IV</u>	<u>5/1/2014</u>
*Base Wage Per Hour	\$22.02
*Vacation & Holiday (15% Funded)	\$3.30
Insurance Fund	\$8.40
Pension Fund	\$10.95
Retiree Benefit Fund	\$0.45
Apprenticeship Fund	\$1.00
Labor Management Education Committee	\$0.14
Defined Contribution Plan	<u>\$1.00</u>
Gross Wage	\$47.26
I.A.F	<u>\$0.06</u>
Total	\$47.32

* Taxable Income