

Outstate Carpenters Wage Rates **(for road building construction)**

Geographical Jurisdiction - The Geographical Jurisdiction of this Agreement shall be all of the State of Michigan, with the following exceptions: The exceptions are the counties of Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe, and the townships of Brighton, Deerfield, Geona, Hartland, Oceola, and Tyrone within Livingston County.

RE: Road Builder wage rates, effective first full pay period following June 1, 2016

Base Rate	\$26.33
Special Assessment	(0.20)
MRCC Building Fund	(0.10)
UBC Per Cap	(.05)
Healthcare Fund	4.95
Pension	12.76
Apprenticeship Fund	0.35
Annuity	1.02
UBC Training	0.10
Gross	\$45.51
Industry Promotion Fund	0.12
Total	\$45.63

Foreman shall be paid \$1.84 (7%) per hour above Journeyman base rate

***Dues Deduction** – Per Michigan Regional Council By-laws, dues shall be deducted from the employee’s Total Base Wage. The amount of the dues is included in the Base Wage as stated above (currently 4%) and deducted on all premium and overtime pay.

Carpenter Apprentices - The minimum wage for apprentices is based on the Journeyman Road Builder wage as follows: Note: Apprentice fringe benefit contributions will be the same as those of a Journeyman.

	Apprentice Rates June 1, 2016	
1 st Year	60%	\$15.80
2 nd Year	70%	18.43
3 rd Year	80%	21.06
4 th Year	85%	22.38

Special Assessment	\$ (.20)
Building Fund	(.10)
UBC Per Cap	(.05)
Health Care	4.95
Pension	12.76
Apprenticeship	.35
Annuity	1.02
UBC Training	.10
MITA Industry Promo	.12