



Michigan Infrastructure & Transportation Association

**ROAD AGREEMENT with Operating Engineers, Local 324**

**6/1/17 – 5/31/18 WAGE & BENEFIT PACKAGE**

	<u>Per Hour Rate</u>	<u>% of Total Package</u>
Base Wage	\$27.97	50.2%
Vacation & Holiday Pay	\$4.19	7.5%
Supplemental Vacation	\$0.05	0.1%
* Pension Fund	\$12.45	22.4%
Health Care Fund	\$8.40	15.1%
Apprenticeship Fund	\$1.00	1.8%
* Retiree Benefit Fund	\$0.45	0.8%
* Defined Contribution Fund	\$1.00	1.8%
Labor Management Fund	\$0.16	0.3%
<b>TOTAL HOURLY RATE &gt;&gt;&gt;&gt;</b>	<b>\$55.67</b>	<b>100.0%</b>
<b>* Total Retirement Invest.</b>	<b>\$13.90</b>	<b>25.0%</b>

**MITA's 5 YEAR ECONOMIC PROPOSAL**

	<u>Year</u>	<u>Season</u>	<u>Annual Increase</u>	<u>New Rate</u>	<u>Annual % Increase</u>
	1	2018	\$2.00	\$57.67	3.6%
	2	2019	\$2.00	\$59.67	3.5%
	3	2020	\$2.00	\$61.67	3.4%
	4	2021	\$1.00	\$62.67	1.6%
	5	2022	\$1.00	\$63.67	1.6%
	<i>Average per Year</i>		<i>\$1.60</i>		<i>2.7%</i>
<b>TOTAL over 5 Years &gt;&gt;&gt;</b>			<b>\$8.00</b>		<b>14.4%</b>

