

**MICHIGAN UNION CONTRACTORS GROUP
HIGHWAY, BRIDGE AND AIRPORT AGREEMENT
WAGE & FRINGE BENEFITS
EFFECTIVE June 1, 2019**

CLASS I – WAGE AND FRINGE BENEFIT RATES

	06/01/19
*Base Wage Per Hour	\$29.62
*Vacation & Holiday (15% Funded)	\$ 4.44
*Supplemental Vacation (funded)	\$ 0.05
Pension (Funded)	\$13.45
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$58.67
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS II – WAGE AND FRINGE BENEFIT RATES

	06/01/19
*Base Wage Per Hour	\$23.77
*Vacation & Holiday (15% Funded)	\$ 3.56
*Supplemental Vacation (funded)	\$ 0.05
Pension (Funded)	\$13.45
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$51.94
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS II - GREASE TRUCK WAGE AND FRINGE BENEFIT RATES

	06/01/19
*Base Wage Per Hour	\$24.90
*Vacation & Holiday (15% Funded)	\$ 3.73
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.45
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$53.24
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS III – WAGE AND FRINGE BENEFIT RATES

	06/01/19
*Base Wage Per Hour	\$23.28
*Vacation & Holiday (15% Funded)	\$ 3.49
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.45
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$51.38
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS IV – WAGE AND FRINGE BENEFIT RATES

	06/01/19
*Base Wage Per Hour	\$23.13
*Vacation & Holiday (15% Funded)	\$ 3.47
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.45
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$51.21
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03
* Taxable Income	

CLASS V – WAGE AND FRINGE BENEFIT RATES

	06/01/19
*Base Wage Per Hour	\$18.61
*Vacation & Holiday (15% Funded)	\$ 2.79
Pension (Funded)	\$ 3.50
Health Care (Funded)	\$ 6.50
Apprenticeship Fund	\$ 0.50
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$33.00
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03
* Taxable Income	