

MICHIGAN UNION CONTRACTORS GROUP

April 1, 2019 – May 31, 2024

HIGHWAY, BRIDGE AND AIRPORT AGREEMENT

INTERNATIONAL UNION OF OPERATING ENGINEERS

Local No. 324- AFL – CIO

**500 Hulet Dr.
Bloomfield Twp., Michigan 48302**

CLASS I - WAGE AND FRINGE BENEFIT RATES
Effective first full payroll period on or after April 1, 2019

*Base Wage Per Hour	\$29.01
*Vacation & Holiday (15% Funded)	\$ 4.35
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$12.95
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	<u>\$ 1.00</u>
Total	\$57.42

Effective first full payroll period on or after June 1, 2019

MUCG Industry Advancement Fund	\$ 0.03
Road Labor Management Fund	\$ 0.05

*Taxable Income

***Any Fringe Benefit adjustment will be allocated by the Union from the negotiated increases first or come off the Base Rate. The Allocation between wages and fringe benefits may be adjusted 30 days before June 1st of each contract year.*

CLASS II- WAGE AND FRINGE BENEFIT RATES
Effective first full payroll period on or after April 1, 2019

*Base Wage Per Hour	\$23.15
*Vacation & Holiday (15% Funded)	\$ 3.48
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$12.95
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	<u>\$ 1.00</u>
	\$50.69

Effective first full payroll period on or after June 1, 2019

MUCG Industry Advancement Fund	<u>\$0.03</u>
Road Labor Management Fund	<u>\$0.05</u>

*Taxable Income

***Any Fringe Benefit adjustment will be allocated by the Union from the negotiated increases first or come off the Base Rate. The Allocation between wages and fringe benefits may be adjusted 30 days before June 1st of each contract year.*

CLASS II - GREASE TRUCK WAGE AND FRINGE BENEFIT RATES
Effective first full payroll period on or after April 1, 2019

*Base Wage Per Hour	\$24.28
*Vacation & Holiday (15% Funded)	\$ 3.65
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$12.95
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	<u>\$ 1.00</u>
	\$51.99

Effective first full payroll period on or after June 1, 2019

MUCG Industry Advancement Fund	<u>\$0.03</u>
Road Labor Management Fund	<u>\$0.05</u>

Taxable Income

***Any Fringe Benefit adjustment will be allocated by the Union from the negotiated increases first or come off the Base Rate. The Allocation between wages and fringe benefits may be adjusted 30 days before June 1st of each contract year.*

CLASS III - WAGE AND FRINGE BENEFIT RATES
Effective first full payroll period on or after April 1, 2019

*Base Wage Per Hour	\$22.67
*Vacation & Holiday (15% Funded)	\$ 3.40
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$12.95
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	<u>\$ 1.00</u>
	\$50.13

Effective first full payroll period on or after June 1, 2019

MUCG Industry Advancement Fund	<u>\$0.03</u>
Road Labor Management Fund	<u>\$0.05</u>

*Taxable Income

***Any Fringe Benefit adjustment will be allocated by the Union from the negotiated increases first or come off the Base Rate. The Allocation between wages and fringe benefits may be adjusted 30 days before June 1st of each contract year.*

CLASS IV - WAGE AND FRINGE BENEFIT RATES

Effective first full payroll period on or after April 1, 2019

*Base Wage Per Hour	\$22.52
*Vacation & Holiday (15% Funded)	\$ 3.38
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$12.95
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	<u>\$ 1.00</u>
	\$49.96

Effective first full payroll period on or after June 1, 2019

MUCG Industry Advancement Fund	<u>\$0.03</u>
Road Labor Management Fund	<u>\$0.05</u>

*Taxable Income

***Any Fringe Benefit adjustment will be allocated by the Union from the negotiated increases first or come off the Base Rate. The Allocation between wages and fringe benefits may be adjusted 30 days before June 1st of each contract year.*

CLASS V - WAGE AND FRINGE BENEFIT RATES
Effective first full payroll period on or after April 1, 2019

*Base Wage Per Hour	\$18.00
*Vacation & Holiday (15% Funded)	\$ 2.70
Pension (Funded)	\$ 3.00
Health Care (Funded)	\$ 6.50
Apprenticeship Fund	\$ 0.50
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
	\$31.75

Effective first full payroll period on or after June 1, 2019	<u>\$0.03</u>
MUCG Industry Advancement Fund	<u>\$0.05</u>
Road Labor Management Fund	

Taxable Income

***Any Fringe Benefit adjustment will be allocated by the Union from the negotiated increases first or come off the Base Rate. The Allocation between wages and fringe benefits may be adjusted 30 days before June 1st of each contract year.*

