

**MUCG UNDERGROUND AGREEMENT  
WAGE AND FRINGE BENEFITS  
EFFECTIVE SEPTEMBER 1, 2022**

<b>CLASS I</b>	<u>ZONE I</u>		<u>ZONE II</u>	
	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$34.20	\$34.88	\$32.71	\$33.30
*Vacation & Holiday (15% Funded)	\$5.13	\$5.23	\$4.91	\$5.00
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.40	\$8.40	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16	\$0.16	\$0.16
IUOE National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
DC Plan	\$1.00	\$1.00	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$64.42	\$65.20	\$62.71	\$63.39
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03
 <b>CLASS II</b>	 <u>1st Shift</u>	 <u>2nd/3rd</u>	 <u>1st Shift</u>	 <u>2nd/3rd</u>
*Base Wage Per Hour	\$30.09	\$30.75	\$28.46	\$29.01
*Vacation & Holiday (15% Funded)	\$4.51	\$4.61	\$4.27	\$4.35
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.40	\$8.40	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16	\$0.16	\$0.16
IUOE National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
DC Plan	\$1.00	\$1.00	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$59.69	\$60.45	\$57.82	\$58.45
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03

<b>CLASS III</b>	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$29.45	\$30.03	\$28.03	\$28.51
*Vacation & Holiday (15% Funded)	\$4.42	\$4.50	\$4.20	\$4.28
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.40	\$8.40	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16	\$0.16	\$0.16
IUOE National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
DC Plan	\$1.00	\$1.00	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$58.96	\$59.62	\$57.32	\$57.88
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03

<b>CLASS IV</b>	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$28.96	\$29.45	\$27.78	\$28.22
*Vacation & Holiday (15% Funded)	\$4.34	\$4.42	\$4.17	\$4.23
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.40	\$8.40	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16	\$0.16	\$0.16
IUOE National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
DC Plan	\$1.00	\$1.00	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$58.39	\$58.96	\$57.04	\$57.54
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03

## CLASS V

	<u>1st Shift</u>
*Base Wage Per Hour	\$21.65
*Vacation & Holiday (15% Funded)	\$3.25
Pension (Funded)	\$4.00
Health Care (Funded)	\$6.50
Apprenticeship Fund	\$0.50
IUOE National Training Fund	\$0.05
DC Plan	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>
Gross Wage	\$36.98
Industry Labor Management Fund	\$0.03
MUCG Industry Advancement fund	\$0.03

\*Taxable Income.

### Allocations

Sept 2020 - \$1.75 to be allocated

Sept 2021 - \$1.75 to be allocated

Sept 2022 - \$1.75 to be allocated

Sept 2023 - \$2.00 to be allocated