

**MICHIGAN UNION CONTRACTORS GROUP
HIGHWAY, BRIDGE AND AIRPORT AGREEMENT
WAGE & FRINGE BENEFITS
EFFECTIVE June 1, 2023**

CLASS I – WAGE AND FRINGE BENEFIT RATES

	06/01/23
*Base Wage Per Hour	\$35.14
*Vacation & Holiday (15% Funded)	\$ 5.27
*Supplemental Vacation (funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.55
Apprenticeship Fund	\$ 1.20
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.10
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$65.92
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS II – WAGE AND FRINGE BENEFIT RATES

	06/01/23
*Base Wage Per Hour	\$29.29
*Vacation & Holiday (15% Funded)	\$ 4.39
*Supplemental Vacation (funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.55
Apprenticeship Fund	\$ 1.20
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.10
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$59.19
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS II - GREASE TRUCK WAGE AND FRINGE BENEFIT RATES

	06/01/23
*Base Wage Per Hour	\$30.42
*Vacation & Holiday (15% Funded)	\$ 4.56
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.55
Apprenticeship Fund	\$ 1.20
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.10
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$60.49
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS III – WAGE AND FRINGE BENEFIT RATES

	06/01/23
*Base Wage Per Hour	\$28.80
*Vacation & Holiday (15% Funded)	\$ 4.32
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.55
Apprenticeship Fund	\$ 1.20
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.10
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$58.63
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS IV – WAGE AND FRINGE BENEFIT RATES

06/01/23

*Base Wage Per Hour	\$28.65
*Vacation & Holiday (15% Funded)	\$ 4.30
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.55
Apprenticeship Fund	\$ 1.20
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.10
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$58.46
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

* Taxable Income

CLASS V – WAGE AND FRINGE BENEFIT RATES

06/01/23

*Base Wage Per Hour	\$24.13
*Vacation & Holiday (15% Funded)	\$ 3.62
Pension (Funded)	\$ 4.00
Health Care (Funded)	\$ 6.65
Apprenticeship Fund	\$ 0.70
IUOE National Training Fund	\$ 0.10
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$40.25
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

* Taxable Income