

MUCG UNDERGROUND AGREEMENT
WAGE AND FRINGE BENEFITS EFFECTIVE
SEPTEMBER 1, 2023

CLASS I	<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	\$35.59	\$36.27	\$34.10	\$34.70
*Vacation & Holiday (15% Funded)	\$5.34	\$5.44	\$5.12	\$5.20
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.55	\$8.55	\$8.55	\$8.55
Apprenticeship Fund	\$1.20	\$1.20	\$1.20	\$1.20
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	\$0.10	\$0.10	\$0.10	\$0.10
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	\$66.42	\$67.20	\$64.71	\$65.39
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03
CLASS II	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$31.48	\$32.14	\$29.85	\$30.40
*Vacation & Holiday (15% Funded)	\$4.72	\$4.83	\$4.48	\$4.56
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.55	\$8.55	\$8.55	\$8.55
Apprenticeship Fund	\$1.20	\$1.20	\$1.20	\$1.20
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	\$0.10	\$0.10	\$0.10	\$0.10
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	\$61.69	\$62.45	\$59.82	\$60.45
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03

CLASS III	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$30.84	\$31.42	\$29.42	\$29.90
*Vacation & Holiday (15% Funded)	\$4.63	\$4.71	\$4.41	\$4.49
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.55	\$8.55	\$8.55	\$8.55
Apprenticeship Fund	\$1.20	\$1.20	\$1.20	\$1.20
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	\$0.10	\$0.10	\$0.10	\$0.10
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	\$60.96	\$61.62	\$59.32	\$59.88
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03

CLASS IV	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$30.35	\$30.84	\$29.17	\$29.61
*Vacation & Holiday (15% Funded)	\$4.55	\$4.63	\$4.38	\$4.44
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.55	\$8.55	\$8.55	\$8.55
Apprenticeship Fund	\$1.20	\$1.20	\$1.20	\$1.20
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	\$0.10	\$0.10	\$0.10	\$0.10
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	\$60.39	\$60.96	\$59.04	\$59.54
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	\$22.04
*Vacation & Holiday (15% Funded)	\$3.31
Pension (Funded)	\$4.00
Health Care (Funded)	\$6.50
Apprenticeship Fund	\$0.50
IUOE National Training Fund	\$0.10
DC Plan	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>
Gross Wage	\$37.48
Industry Labor Management Fund	\$0.03
MUCG Industry Advancement fund	\$0.03

*Taxable Income.

DWS/reh:UFCW876