MUCG UNDERGROUND AGREEMENT WAGE AND FRINGE BENEFITS EFFECTIVE SEPTEMBER 1, 2024

CLASS I	1st Shift	<u>2nd/3rd</u>
*Base Wage Per Hour	\$37.77	\$38.44
*Vacation & Holiday (15% Funded)	\$5.66	\$5.77
*Supplemental Vacation (funded)	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95
Health Care (Funded)	\$8.55	\$8.55
Apprenticeship Fund	\$1.20	\$1.20
Retiree Benefit (Funded)	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16
IUOE National Training Fund	\$0.10	\$0.10
DC Plan	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$68.92	\$69.70
Industry Labor Management Fund	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03
CLASS II	1st Shift	<u>2nd/3rd</u>
CLASS II *Base Wage Per Hour	1st Shift \$33.65	2nd/3rd \$34.31
*Base Wage Per Hour	\$33.65	\$34.31
*Base Wage Per Hour *Vacation & Holiday (15% Funded)	\$33.65 \$5.05	\$34.31 \$5.15
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded)	\$33.65 \$5.05 \$0.05	\$34.31 \$5.15 \$0.05
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded)	\$33.65 \$5.05 \$0.05 \$13.95	\$34.31 \$5.15 \$0.05 \$13.95
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded)	\$33.65 \$5.05 \$0.05 \$13.95 \$8.55	\$34.31 \$5.15 \$0.05 \$13.95 \$8.55
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund	\$33.65 \$5.05 \$0.05 \$13.95 \$8.55 \$1.20	\$34.31 \$5.15 \$0.05 \$13.95 \$8.55 \$1.20
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded)	\$33.65 \$5.05 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45	\$34.31 \$5.15 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded) Labor Management Education Committee	\$33.65 \$5.05 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16	\$34.31 \$5.15 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded) Labor Management Education Committee IUOE National Training Fund	\$33.65 \$5.05 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10	\$34.31 \$5.15 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded) Labor Management Education Committee IUOE National Training Fund DC Plan	\$33.65 \$5.05 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10 \$1.00	\$34.31 \$5.15 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10 \$1.00
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded) Labor Management Education Committee IUOE National Training Fund DC Plan Industry Labor Management Fund	\$33.65 \$5.05 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10 \$1.00 \$0.03	\$34.31 \$5.15 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10 \$1.00 \$0.03

CLASS III	1st Shift	<u>2nd/3rd</u>
*Base Wage Per Hour	\$33.02	\$33.59
*Vacation & Holiday (15% Funded)	\$4.95	\$5.04
*Supplemental Vacation (funded)	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95
Health Care (Funded)	\$8.55	\$8.55
Apprenticeship Fund	\$1.20	\$1.20
Retiree Benefit (Funded)	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16
IUOE National Training Fund	\$0.10	\$0.10
DC Plan	\$1.00	\$1.00
Industry Labor Management Fund	\$0.03	\$0.03
Gross Wage	\$63.46	\$64.12
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Industry Labor Management Fund	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03
CLASS IV	1st Shift	<u>2nd/3rd</u>
CLASS IV *Base Wage Per Hour	1st Shift \$32.52	2nd/3rd \$33.02
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*Base Wage Per Hour	\$32.52	\$33.02
*Base Wage Per Hour *Vacation & Holiday (15% Funded)	\$32.52 \$4.88	\$33.02 \$4.95
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded)	\$32.52 \$4.88 \$0.05	\$33.02 \$4.95 \$0.05
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded)	\$32.52 \$4.88 \$0.05 \$13.95	\$33.02 \$4.95 \$0.05 \$13.95
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded)	\$32.52 \$4.88 \$0.05 \$13.95 \$8.55	\$33.02 \$4.95 \$0.05 \$13.95 \$8.55
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund	\$32.52 \$4.88 \$0.05 \$13.95 \$8.55 \$1.20	\$33.02 \$4.95 \$0.05 \$13.95 \$8.55 \$1.20
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded)	\$32.52 \$4.88 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45	\$33.02 \$4.95 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded) Labor Management Education Committee	\$32.52 \$4.88 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16	\$33.02 \$4.95 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded) Labor Management Education Committee IUOE National Training Fund	\$32.52 \$4.88 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10	\$33.02 \$4.95 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded) Labor Management Education Committee IUOE National Training Fund DC Plan	\$32.52 \$4.88 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10 \$1.00	\$33.02 \$4.95 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10 \$1.00
*Base Wage Per Hour *Vacation & Holiday (15% Funded) *Supplemental Vacation (funded) Pension (Funded) Health Care (Funded) Apprenticeship Fund Retiree Benefit (Funded) Labor Management Education Committee IUOE National Training Fund DC Plan Industry Labor Management Fund	\$32.52 \$4.88 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10 \$1.00 \$0.03	\$33.02 \$4.95 \$0.05 \$13.95 \$8.55 \$1.20 \$0.45 \$0.16 \$0.10 \$1.00 \$0.03

CLASS V

CLASS V	1st Shift
*Base Wage Per Hour	\$24.22
*Vacation & Holiday (15% Funded)	\$3.63
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	\$0.03
Gross Wage	\$39.98
Industry Labor Management Fund	\$0.03
MUCG Industry Advancement fund *Taxable Income	\$0.03

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