

**MICHIGAN UNION CONTRACTORS GROUP
HIGHWAY, BRIDGE AND AIRPORT AGREEMENT
WAGE & FRINGE BENEFITS
EFFECTIVE June 1, 2025**

CLASS I – WAGE AND FRINGE BENEFIT RATES

06/01/25

*Base Wage Per Hour	\$40.14
*Vacation & Holiday (15% Funded)	\$ 6.02
*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	\$71.67

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

CLASS II – WAGE AND FRINGE BENEFIT RATES

06/01/25

*Base Wage Per Hour	\$39.14
*Vacation & Holiday (15% Funded)	\$ 5.87
*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	\$70.52

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

CLASS III – WAGE AND FRINGE BENEFIT RATES

	06/01/25
*Base Wage Per Hour	\$33.29
*Vacation & Holiday (15% Funded)	\$ 4.99
*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	\$63.79
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS IV – WAGE AND FRINGE BENEFIT RATES

	06/01/25
*Base Wage Per Hour	\$32.80
*Vacation & Holiday (15% Funded)	\$ 4.92
*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	\$63.23
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

* Taxable Income

CLASS V – WAGE AND FRINGE BENEFIT RATES

	06/01/25
*Base Wage Per Hour	\$28.13
*Vacation & Holiday (15% Funded)	\$ 4.22
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	\$44.85
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03
* Taxable Income	

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