

**MICHIGAN UNION CONTRACTORS GROUP
HIGHWAY, BRIDGE AND AIRPORT AGREEMENT
WAGE & FRINGE BENEFITS
EFFECTIVE June 1, 2026**

CLASS I – WAGE AND FRINGE BENEFIT RATES

	06/01/26
*Base Wage Per Hour	\$41.23
*Vacation & Holiday (15% Funded)	\$ 6.18
*Supplemental Vacation (funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 9.05
Apprenticeship Fund	\$ 1.70
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	\$73.92
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS II – WAGE AND FRINGE BENEFIT RATES

	06/01/26
*Base Wage Per Hour	\$40.23
*Vacation & Holiday (15% Funded)	\$ 6.03
*Supplemental Vacation (funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 9.05
Apprenticeship Fund	\$ 1.70
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	\$72.77
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS III – WAGE AND FRINGE BENEFIT RATES

	06/01/26
*Base Wage Per Hour	\$34.38
*Vacation & Holiday (15% Funded)	\$ 5.15
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 9.05
Apprenticeship Fund	\$ 1.70
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	\$66.04
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS IV – WAGE AND FRINGE BENEFIT RATES

	06/01/26
*Base Wage Per Hour	\$33.89
*Vacation & Holiday (15% Funded)	\$ 5.08
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 9.05
Apprenticeship Fund	\$ 1.70
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	\$65.48
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

* Taxable Income

CLASS V – WAGE AND FRINGE BENEFIT RATES

	06/01/26
*Base Wage Per Hour	\$29.22
*Vacation & Holiday (15% Funded)	\$ 4.38
Pension (Funded)	\$ 4.00
Health Care (Funded)	\$ 7.15
Apprenticeship Fund	\$ 1.20
IUOE National Training Fund	\$ 0.10
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$47.10
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03
* Taxable Income	

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