

**MITA/UNDERGROUND AGREEMENT – ZONE 1
(Wayne, Oakland and Macomb Counties)**

**Wage Rates for Open Cut Construction
effective the first full pay period on or after 9/1/2026**

Class I: Construction Laborer. Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector. Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class II: Trench or excavating grade man. Pipe layer (including crock, metal pipe, multiplate or other conduits). Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class III: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>
*Base	\$31.53	\$33.53	\$29.69
*Vacation	4.50	4.50	4.50
Total Wages	36.03	38.03	34.19
Pension	11.00	11.00	11.00
Health Care	7.25	7.25	7.25
Training	.45	.45	.45
LECET	<u>.19</u>	<u>.19</u>	<u>.19</u>
TOTAL	\$54.92	\$56.92	\$53.08
IAF	.15	.15	.15

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours—Cumulative</u>
75%	0 – 1,000	75 Plus
80%	1,001 – 2,000	75 Plus
85%	2,001 – 3,000	75 Plus
95%	3,001 – 4,000	75 Plus

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.

MITA/UNDERGROUND AGREEMENT– ZONE 2
(Monroe, Washtenaw and the Eastern part of Livingston County)

Wage Rates for Open Cut Construction
Effective the first full pay period on or after 9/1/2026:

Class I: Construction Laborer. Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector. Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class II: Trench or excavating grade man. Pipe layer (including crock, metal pipe, multiplate or other conduits).: Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class III: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>
*Base	\$33.85	\$35.85	\$31.85
*Vacation	4.50	4.50	4.50
Total Wages	38.35	40.35	36.35
Pension	7.00	7.00	7.00
Health Care	6.25	6.25	6.25
Training	.45	.45	.45
LECET	<u>.52</u>	<u>.52</u>	<u>.52</u>
TOTAL	52.57	54.57	50.57
IAF	<u>.15</u>	<u>.15</u>	<u>.15</u>

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours—Cumulative</u>
75%	0 – 1,000	75 Plus
80%	1,001 – 2,000	75 Plus
85%	2,001 – 3,000	75 Plus
95%	3,001 – 4,000	75 Plus

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.

MITA/UNDERGROUND AGREEMENT – ZONE 3

(Jackson, Hillsdale, Lenawee, Clinton, Eaton, Ingham, St. Clair, Sanilac and the Western part of Livingston and City of Portland (Ionia County), Genesee, Lapeer and Shiawassee Counties)

Wage Rates for Open Cut Construction Effective the first full pay period on or after 9/1/2026:

Class I: Construction Laborer. Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector. Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class II: Trench or excavating grade man. Pipe layer (including crock, metal pipe, multiplate or other conduits). Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class III: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>
*Base	\$32.04	\$34.04	\$30.04
*Vacation	4.50	4.50	4.50
Total Wages	36.54	38.54	34.54
Pension	7.00	7.00	7.00
Health Care	6.25	6.25	6.25
Training	.45	.45	.45
LECET	<u>.52</u>	<u>.52</u>	<u>.52</u>
TOTAL	50.76	52.76	48.76
IAF	.15	.15	.15

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours—Cumulative</u>
75%	0 – 1,000	75 Plus
80%	1,001 – 2,000	75 Plus
85%	2,001 – 3,000	75 Plus
95%	3,001 – 4,000	75 Plus

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.

MITA/UNDERGROUND AGREEMENT – ZONE 4

(Saginaw, Bay, Midland, Gratiot, Tuscola, Isabella, Huron, Clare, Gladwin, Arenac, Roscommon, Ogemaw, Barry, Calhoun, Branch, Allegan, Kalamazoo, St. Joseph, Van Buren, Berrien, Cass, Muskegon, Oceana, Newaygo, Lake, Osceola, Mecosta, Kent, Montcalm, Ottawa, Ionia (except City of Portland), Manistee, Mason, Emmet, Cheboygan, Antrim, Charlevoix, Otsego, Leelanau, Benzie, Grand Traverse, Kalkaska, Crawford, Wexford, Missaukee, Presque Isle, Montmorency, Alpena, Oscoda, Alcona and Iosco Counties)

Wage Rates for Open Cut Construction Effective the first full pay period on or after 9/1/2026:

Class I: Construction Laborer. Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector. Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class II: Trench or excavating grade man. Pipe layer (including crock, metal pipe, multiplate or other conduits). Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class III: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>
*Base	\$30.47	\$32.47	\$28.47
*Vacation	5.00	5.00	5.00
Total Wages	35.47	37.47	33.47
Pension	7.00	7.00	7.00
Health Care	6.25	6.25	6.25
Training	.45	.45	.45
LECET	.50	.50	.50
TOTAL	49.67	51.67	47.67
IAF	.15	.15	.15

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours—Cumulative</u>
75%	0 – 1,000	75 Plus
80%	1,001 – 2,000	75 Plus
85%	2,001 – 3,000	75 Plus
95%	3,001 – 4,000	75 Plus

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.

MITA/UNDERGROUND AGREEMENT – ZONE 5
Entire Upper Peninsula of Michigan

Wage Rates for Open Cut Construction
Effective the first full pay period on or after 9/1/2026:

Class I: Construction Laborer. Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector. Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

Class II: Trench or excavating grade man. Pipe layer (including crock, metal pipe, multiplate or other conduits). Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

Class III: Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>
*Base	\$29.84	\$31.84	\$27.84
*Vacation	5.00	5.00	5.00
Total Wages	34.84	36.84	32.84
Pension	7.00	7.00	7.00
Annuity	1.00	1.00	1.00
Health Care	6.25	6.25	6.25
Training	.45	.45	.45
LECET	.41	.41	.41
TOTAL	<u>49.95</u>	<u>51.95</u>	<u>47.95</u>
IAF	.15	.15	.15

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours—Cumulative</u>
75%	0 – 1,000	75 Plus
80%	1,001 – 2,000	75 Plus
85%	2,001 – 3,000	75 Plus
95%	3,001 – 4,000	75 Plus

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.

MITA/UNDERGROUND AGREEMENT – ZONE 1
(Wayne, Oakland and Macomb Counties)

Wage Rates for Tunnel, Shaft & Caisson Work
effective the first full pay period on or after 9/1/2026:

Class I: Tunnel, shaft and caisson laborer, dump man, shanty man, hog house tender, testing man (on gas), and watchman (\$2.00 per hour less than Tunnel, Shaft & Caisson Laborers where no labor work is performed). Manhole, headwall, catch basin builder, bricklayer tender, mortar man, material mixer, fence erector and guard rail builder. Air tool operator (jack hammer man, bush hammer man and grinding man), first bottom man, second bottom man, cage tender, car pusher, carrier man, concrete man, concrete form man, concrete repair man, cement invert laborer, cement finisher, concrete shoveler, conveyor man, floor man, gasoline and electric tool operator, gunnite man, grout operator, welder, heading dinky man, inside lock tender, pea gravel operator, pump man, outside lock tender, scaffold man, top signal man, switch man, track man, tugger man, utility man, vibrator man, winch operator, pipe jacking man, wagon drill and air track operator and concrete saw operator (under 40 hp).

Class II: Tunnel, shaft and caisson mucker, bracer man, liner plate man, long haul dinky driver and well point man. Tunnel, shaft and caisson miner, drill runner, keyboard operator, power knife operator, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.) Dynamite man and powder man.

Class III: Restoration Laborers, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>
Base	\$31.68	33.68	29.68
Vacation	4.50	4.50	4.50
Total Wages	36.18	38.18	34.18
Pension	11.00	11.00	11.00
Health Care	7.25	7.25	7.25
Training	.45	.45	.45
LECET	.19	.19	.19
TOTAL	<u>55.07</u>	<u>57.07</u>	<u>53.07</u>
IAF	.15	.15	.15

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours—Cumulative</u>
75%	0 – 1,000	75 Plus
80%	1,001 – 2,000	75 Plus
85%	2,001 – 3,000	75 Plus
95%	3,001 – 4,000	75 Plus

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.

MITA/UNDERGROUND AGREEMENT – ZONE 2
(All Counties, except Wayne, Oakland & Macomb)

Wage Rates for Tunnel, Shaft & Caisson Work
effective the first full pay period on or after 9/1/2026:

Class I: Tunnel, shaft and caisson laborer, dump man, shanty man, hog house tender, testing man (on gas), and watchman (\$2.00 per hour less than Tunnel, Shaft & Caisson Laborers where no labor work is performed). Manhole, headwall, catch basin builder, bricklayer tender, mortar man, material mixer, fence erector and guard rail builder. Air tool operator (jack hammer man, bush hammer man and grinding man), first bottom man, second bottom man, cage tender, car pusher, carrier man, concrete man, concrete form man, concrete repair man, cement invert laborer, cement finisher, concrete shoveler, conveyor man, floor man, gasoline and electric tool operator, gunnite man, grout operator, welder, heading dinky man, inside lock tender, pea gravel operator, pump man, outside lock tender, scaffold man, top signal man, switch man, track man, tugger man, utility man, vibrator man, winch operator, pipe jacking man, wagon drill and air track operator and concrete saw operator (under 40 hp).

Class II: Tunnel, shaft and caisson mucker, bracer man, liner plate man, long haul dinky driver and well point man. Tunnel, shaft and caisson miner, drill runner, keyboard operator, power knife operator, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.). Dynamite man and powder man.

Class III: Restoration Laborers, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>
Base	\$34.15	\$36.15	\$32.15
Vacation	4.50	4.50	4.50
Total Wages	38.65	40.65	36.65
Pension	7.00	7.00	7.00
Health Care	6.25	6.25	6.25
Training	.45	.45	.45
LECET	.47	.47	.47
TOTAL	<u>52.82</u>	<u>54.82</u>	<u>50.82</u>
IAF	.15	.15	.15

*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours—Cumulative</u>
75%	0 – 1,000	75 Plus
80%	1,001 – 2,000	75 Plus
85%	2,001 – 3,000	75 Plus
95%	3,001 – 4,000	75 Plus

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.