

**MITA ROAD- ZONE 1 (Wayne, Monroe, Washtenaw, Oakland, Macomb & Genesee Counties)
Wage Rates effective the first full pay period on or after 6/1/26:**

Class 1: Asphalt Shoveler or loader, asphalt plant misc., asphalt raker tender, burlap man, carpenters' tender, yard man, guard rail builder's tender, Earth Retention barrier and wall and M.S.E. Wall installers Tender, Highway and median barrier installers tender (including sound, retaining and crash barriers), fence erector's tender, dumper (wagon, Truck, etc.), joint filling labor, misc., unskilled labor, sprinkler labor, form setting labor, form stripper, pavement reinforcing, handling and placing (e.g., wire mesh, steel mats, dowel bars, etc.), mason's or bricklayer's tender on manholes, manhole builder, headwalls, etc., waterproofing, (other than buildings) seal coating and slurry mix, shoring, underpinning, bridge painting, etc., (spray, roller and brush), sandblasting, pressure grouting, bridge pin and hanger removal, Material Recycling Laborer, Horizontal Paver Laborer (brick, concrete, clay, stone and asphalt), Ground Stabilization and Modification Laborer, grouting, waterblasting, Top Man, and railroad track and trestle laborer, sign installer and remote control operated equipment.

Class 2: Mixer operator, (less than 5 sacks), air or electric tool operator (jack hammer, etc.), spreader, boxman (asphalt, stone, gravel, etc.), concrete paddler, power chain saw operator, paving batch truck dumper, tunnel mucker (highway work only), concrete saw operator (under 40 hp), dry pack machine, and roto-mill grounds person.

Class 3: Tunnel miner (highway work only), finishers tenders, guard rail builder, highway and median barrier installer, Earth Retention Barrier and wall and M.S.E. wall installer (including sound, retaining and crash barriers), fence erector, bottom man, powder man, wagon drill, and air track operator, curb and side rail setter's tender, diamond and core drills (per agreement between the Laborers and Operating Engineers International Union dated February 3, 1954), and certified welder.

Class 4: Asphalt raker, GPS Layout and Grade Checker, Solar worker.

Class 5: Pipe Layers, oxy-gun, CDL Driver.

Class 6: Line-Form setter for curb or pavement, and asphalt screed checker/screw man on asphalt paving machines.

Class 7: Concrete Specialist - The Classification of Concrete Specialist shall include the finishing and troweling, of cast in place or precast concrete by any and all methods. Laborers who have the necessary skills to be classified as a Concrete Specialist and perform the work shall be paid the following wage and fringe benefit scale.

	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
*Base	\$31.76	\$31.89	\$32.07	\$32.15	\$32.26	\$32.66	\$33.73
*Vacation	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Total Wages	36.76	36.89	37.07	37.15	37.36	37.66	38.73
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	6.25	6.25	6.25	6.25	6.25	6.25	6.25
Training	.45	.45	.45	.45	.45	.45	.45
Annuity	1.50	1.50	1.50	1.50	1.50	1.50	1.50
LECET	.36	.36	.36	.36	.36	.36	.36
	\$52.32	\$52.45	\$52.63	\$52.71	\$52.92	\$53.22	\$54.29
Ind.Prom.	.12	.12	.12	.12	.12	.12	.12
TOTAL	\$52.44	\$52.57	\$52.75	52.83	\$53.04	\$53.34	\$54.41

*Taxable income subject to Federal Withholding & FICA.

The foreman shall be selected by and be the representative of the Employer. He/She shall not be required to violate any part of this Agreement as a condition of employment. When six (6) or more members of the Union are employed, one (1) shall act as a working foreman and receive the foreman rate of pay. He/She shall be paid at least **three dollars (\$3.00)** per hour more than the base wage of the classification at which the Foreman is working. There is no stacking of premiums.

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

Rate	Work Hours	Training Hours – Cumulative
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%.
This language must comply with all MDOT specifications.

MITA ROAD - ZONE 2 (Hillsdale, Branch, St. Joseph, Lenawee, St. Clair, Cass, Berrien, Van Buren, Kalamazoo, Calhoun, Jackson, Livingston, Ingham, Eaton, Barry, Allegan, Lapeer, Shiawassee, Clinton, Muskegon, Gratiot, Saginaw, Tuscola, Sanilac, Huron, Bay and Midland Counties)

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Class 1: Asphalt Shoveler or loader, asphalt plant misc., asphalt raker tender, burlap man, carpenters' tender, yard man, guard rail builder's tender, Earth Retention barrier and wall and M.S.E. Wall installers Tender, Highway and median barrier installers tender (including sound, retaining and crash barriers), fence erector's tender, dumper (wagon, Truck, etc.), joint filling labor, misc., unskilled labor, sprinkler labor, form setting labor, form stripper, pavement reinforcing, handling and placing (e.g., wire mesh, steel mats, dowel bars, etc.), mason's or bricklayer's tender on manholes, manhole builder, headwalls, etc., waterproofing, (other than buildings) seal coating and slurry mix, shoring, underpinning, bridge painting, etc., (spray, roller and brush), sandblasting, pressure grouting, bridge pin and hanger removal, Material Recycling Laborer, Horizontal Paver Laborer (brick, concrete, clay, stone and asphalt), Ground Stabilization and Modification Laborer, grouting, waterblasting, Top Man, and railroad track and trestle laborer, sign installer and remote control operated equipment.

Class 2: Mixer operator, (less than 5 sacks), air or electric tool operator (jack hammer, etc.), spreader, boxman (asphalt, stone, gravel, etc.), concrete paddler, power chain saw operator, paving batch truck dumper, tunnel mucker (highway work only), concrete saw operator (under 40 hp), dry pack machine, and roto-mill grounds person.

Class 3: Tunnel miner (highway work only), finishers tenders, guard rail builder, highway and median barrier installer, Earth Retention Barrier and wall and M.S.E. wall installer (including sound, retaining and crash barriers), fence erector, bottom man, powder man, wagon drill, and air track operator, curb and side rail setter's tender, diamond and core drills (per agreement between the Laborers and Operating Engineers International Union dated February 3, 1954), and certified welder.

Class 4: Asphalt raker, GPS Layout and Grade Checker, Solar worker.

Class 5: Pipe Layers, oxy-gun, CDL Driver.

Class 6: Line-Form setter for curb or pavement, and asphalt screed checker/screw man on asphalt paving machines.

Class 7: Concrete Specialist - The Classification of Concrete Specialist shall include the finishing and troweling, of cast in place or precast concrete by any and all methods. Laborers who have the necessary skills to be classified as a Concrete Specialist and perform the work shall be paid the following wage and fringe benefit scale.

	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
*Base	\$29.57	\$29.77	\$30.01	\$30.36	\$30.23	\$30.57	\$33.14
*Vacation	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Total Wages	34.57	34.77	35.01	35.36	35.23	35.57	38.14
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	6.25	6.25	6.25	6.25	6.25	6.25	6.25
Training	.45	.45	.45	.45	.45	.45	.45
Annuity	1.50	1.50	1.50	1.50	1.50	1.50	1.50
LECET	.50	.50	.50	.50	.50	.50	.50
	\$50.27	\$50.47	\$50.71	\$51.06	\$50.93	51.27	\$53.84
Ind.Prom.	.12	.12	.12	.12	.12	.12	.12
TOTAL	\$50.39	\$50.59	\$50.83	\$51.18	\$51.05	\$51.39	\$53.96

*Taxable income subject to Federal Withholding & FICA.

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

Rate	Work Hours	Training Hours – Cumulative
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%.
This language must comply with all MDOT specifications.

MITA - ZONE 3 (Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Clare, Crawford, Emmet, Gladwin, Grand Traverse, Ionia, Iosco, Isabella, Kalkaska, Kent, Lake, Leelanau, Manistee, Mason, Mecosta, Missaukee, Montcalm, Montmorency, Newaygo, Oceana, Ogemaw, Osceola, Oscoda, Otsego, Ottawa, Presque Isle, Roscommon, Wexford Counties)

Wage Rates effective the first full pay period on or after 6/1/26:

Class 1: Asphalt Shoveler or loader, asphalt plant misc., asphalt raker tender, burlap man, carpenters' tender, yard man, guard rail builder's tender, Earth Retention barrier and wall and M.S.E. Wall installers Tender, Highway and median barrier installers tender (including sound, retaining and crash barriers), fence erector's tender, dumper (wagon, Truck, etc.), joint filling labor, misc., unskilled labor, sprinkler labor, form setting labor, form stripper, pavement reinforcing, handling and placing (e.g., wire mesh, steel mats, dowel bars, etc.), mason's or bricklayer's tender on manholes, manhole builder, headwalls, etc., waterproofing, (other than buildings) seal coating and slurry mix, shoring, underpinning, bridge painting, etc., (spray, roller and brush), sandblasting, pressure grouting, bridge pin and hanger removal, Material Recycling Laborer, Horizontal Paver Laborer (brick, concrete, clay, stone and asphalt), Ground Stabilization and Modification Laborer, grouting, waterblasting, Top Man, and railroad track and trestle laborer, sign installer and remote control operated equipment.

Class 2: Mixer operator, (less than 5 sacks), air or electric tool operator (jack hammer, etc.), spreader, boxman (asphalt, stone, gravel, etc.), concrete paddler, power chain saw operator, paving batch truck dumper, tunnel mucker (highway work only), concrete saw operator (under 40 hp), dry pack machine, and roto-mill grounds person.

Class 3: Tunnel miner (highway work only), finishers tenders, guard rail builder, highway and median barrier installer, Earth Retention Barrier and wall and M.S.E. wall installer (including sound, retaining and crash barriers), fence erector, bottom man, powder man, wagon drill, and air track operator, curb and side rail setter's tender, diamond and core drills (per agreement between the Laborers and Operating Engineers International Union dated February 3, 1954), and certified welder.

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	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
*Base	\$29.32	29.53	\$29.82	\$30.26	\$30.88	\$30.31	\$33.64
*Vacation	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Total Wages	34.3	34.53	34.82	35.26	34.88	35.31	38.64
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	6.25	6.25	6.25	6.25	6.25	6.25	6.25
Training	.45	.45	.45	.45	.45	.45	.45
Annuity	1.00	1.00	1.00	1.00	1.00	1.00	1.00
LECET	<u>.50</u>	<u>.50</u>	<u>.50</u>	<u>.50</u>	<u>.50</u>	<u>.50</u>	<u>.50</u>
	\$49.52	\$49.73	\$50.02	\$50.46	\$50.08	\$50.51	\$53.84
Ind.Prom.	<u>.12</u>	<u>.12</u>	<u>.12</u>	<u>.12</u>	<u>.12</u>	<u>.12</u>	<u>.12</u>
TOTAL	\$49.64	\$49.85	\$50.14	\$50.58	\$50.20	\$50.63	\$53.96

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

Rate	Work Hours	Training Hours – Cumulative
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%.
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MITA - ZONE 4 (All Counties in the Upper Peninsula of the State of Michigan)

Wage Rates effective the first full pay period on or after 6/1/26:

Class 1: Asphalt Shoveler or loader, asphalt plant misc., asphalt raker tender, burlap man, carpenters' tender, yard man, guard rail builder's tender, Earth Retention barrier and wall and M.S.E. Wall installers Tender, Highway and median barrier installers tender (including sound, retaining and crash barriers), fence erector's tender, dumper (wagon, Truck, etc.), joint filling labor, misc., unskilled labor, sprinkler labor, form setting labor, form stripper, pavement reinforcing, handling and placing (e.g., wire mesh, steel mats, dowel bars, etc.), mason's or bricklayer's tender on manholes, manhole builder, headwalls, etc., waterproofing, (other than buildings) seal coating and slurry mix, shoring, underpinning, bridge painting, etc., (spray, roller and brush), sandblasting, pressure grouting, bridge pin and hanger removal, Material Recycling Laborer, Horizontal Paver Laborer (brick, concrete, clay, stone and asphalt), Ground Stabilization and Modification Laborer, grouting, waterblasting, Top Man, and railroad track and trestle laborer, sign installer and remote control operated equipment.

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	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
*Base	\$30.72	\$30.93	\$31.22	\$31.66	\$31.28	\$31.71	\$35.04
*Vacation	4.50	4.50	4.50	4.50	4.50	4.50	4.50
Total Wages	35.22	35.43	35.72	36.16	35.78	36.21	39.54
Pension	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Health Care	6.25	6.25	6.25	6.25	6.25	6.25	6.25
Training	.45	.45	.45	.45	.45	.45	.45
LECET	<u>.60</u>	<u>.60</u>	<u>.60</u>	<u>.60</u>	<u>.60</u>	<u>.60</u>	<u>.60</u>
	\$49.52	\$49.73	\$50.02	\$50.46	\$50.08	\$50.51	\$53.84
Ind.Prom.	<u>.12</u>	<u>.12</u>	<u>.12</u>	<u>.12</u>	<u>.12</u>	<u>.12</u>	<u>.12</u>
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