

DETROIT SOUTHEAST MICHIGAN ROADBUILDERS
AGREEMENT –

between the

LABOR RELATIONS DIVISION OF THE
MICHIGAN INFRASTRUCTURE AND TRANSPORTATION
ASSOCIATION

and the

NORTHERN MIDWEST REGIONAL COUNCIL OF
CARPENTERS OF THE
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS
OF AMERICA AFL-CIO

June 1, 2026 through May 31, 2030



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AGREEMENT

The Agreement is made and entered into effective as of June 1, 2026, by and between the Detroit and Southeast Michigan Bridge Contractors Division of the Michigan Infrastructure and Transportation Association ("BCD") located in Okemos, Michigan, for and on behalf of the membership hereinafter called the "Contractor" or "Contractors" as party of the first part and the Michigan Regional Council of Carpenters hereinafter called the "Union" of the "Regional Council", as party of the second part. The Contractor hereby recognizes the Union as the sole and exclusive employee representative for the purpose of collective bargaining for all of its employees performing work covered under the terms and conditions of this Agreement within the jurisdiction of the Union, who are members of any Local Union affiliated with the United Brotherhood of Carpenters and Joiners of America, AFLCIO, and also of such other employees recognized by law as part of the appropriate bargaining unit.

ARTICLE I

1. **Intent and Purpose.** The purpose of the Agreement is to determine the hours, wages and other conditions of employment and to adopt measures for the settlement of differences and maintaining a cooperative relationship so that the workers may have as much continuous employment as possible without interruption by strikes, lockouts, or other related differences.
2. **Scope of Agreement.** This Agreement shall govern all airfield construction work (including all buildings), bridge construction work (including pile driving work except the operation of engines or machinery in connection therewith), retaining wall and highway pumping station construction work which the Contractors perform in the State of Michigan, in the geographical areas as hereinafter set forth. Contractors will pay for test plates and testing. Welding on pilings and the erection of precast concrete beams for bridge projects shall be the work of Carpenters and shall be performed under the terms of this Agreement.
3. **Pre-Job Conference.** It is agreed that prior to starting a project the Contractor will notify the Local Union by email where the work is to be performed and discuss the project and manpower requirements. If either the Union or the Contractor feels the necessity for a pre-job conference, one will be scheduled and held.
4. **Entire Understanding.** This Agreement covers the entire understanding between the parties hereto. No oral or written rule, regulation or understanding which is not reduced to writing and signed by the parties hereto shall be of any force or effect.

ARTICLE II

1. **Contractors Rights.** The Contractors shall not be hindered or prevented in using any type or quantity of tools or appliances.
2. **Stewards.**
The authorized representative of the Union may visit jobs during working hours and be permitted to confer with his steward but shall not hinder or interfere with progress of the work. The Regional Council shall appoint a steward on each job

who shall be a member of the Local Union having jurisdiction over the geographical area where the jobsite is situated. The steward shall act as the Union representative on the job but shall perform the duties for which he/she is employed. The steward must be a journeyman carpenter who has been a member within the Regional Council for at least the most recent two (2) years and must meet the uniform qualifications established by the Union for being appointed as a steward.

- (a) Stewards shall be employed at all times that Carpenters (excluding foreman) covered by this Agreement are employed. The steward shall be the last Carpenter laid off (excluding foreman) as long as the steward can perform the work capably.
- (b) The steward shall not be removed from any job without first consulting the Union.
- (c) Authorized representatives of the Union shall have access to all jobs under construction; provided, however, that they shall report their presence to the Contractor or his immediate representatives on the jobsite and shall not hinder or interfere with the progress of the work. Stewards shall be considered as authorized representatives and shall not be restricted from performing their duties.

ARTICLE III

1. Union Security.

- (a) It is understood and agreed that all present and future employees covered by this Agreement shall, as a condition of their continued employment by the Contractor, become and remain members in good standing in the Union to the extent of paying or tendering the initiation fee and periodic dues uniformly required as a condition of membership in the Union after the seventh day following the beginning of their employment with the Contractor or the effective date of the Agreement, whichever is later.
- (b) The failure of any person to make application to and become a member of the Union within said period of time shall obligate the Contractor who employs such person, upon written notice from the Union to such effect, and to the further effect that Union membership was and is available to such person on the same terms and conditions as it is available to other members of the Union or applicants for such membership, to forthwith discharge such person. The failure of any person to maintain his Union membership in good standing by his failure to pay the periodic dues to the Union, shall, upon written notice to the Contractor by the Union to such effect, obligate the Contractor to discharge such person.
- (c) In the event the National Labor Relations Act is amended, while this Agreement is in force so that an employee may lawfully be required to become a member of the Union as a condition of employment in seven (7) days or less, then such shorter period of time shall immediately become operative under this Agreement notwithstanding the provisions hereinabove.
- (d) To the extent that any part or all of this Article is currently unenforceable, same shall automatically be given immediate effect, when permitted under any federal, state or local law, decision or regulation.

- 2. Equal Opportunity.** The Contractor and the Union acknowledge that they are subject to applicable laws regarding equal employment opportunity and fair

employment practices and agree that they shall cooperate in taking necessary steps to comply with such laws and lawful regulations there under. Referral and selection of all employees shall be on the basis of qualifications without regard to race, creed, color, sex, age, religion, national origin or ancestry.

ARTICLE IV

GENERAL PROVISIONS

1. **Safety.**

- (a) The Contractor agrees to register with the Michigan Construction Safety Commission and cooperate with its provisions on safety. The union shall cooperate with the individual contractor in carrying out all pertinent rules and regulations dealing with health, safety and welfare of employees promulgated by the aforesaid Commission. All employees shall perform their duties in each operation in such manner as to promote safe operations of each particular duty and of any job as a whole. Any employee failing to abide by State safety laws and MIOSHA shall be subject to discharge.
- (b) No employee shall be discharged for refusing to work under conditions injurious to his health or safety as determined under any rule or regulation of the State of Michigan or any political subdivision thereof. Such determination shall be made by a responsible agent of the State of Michigan or any of its political subdivisions or by a Safety Inspector from the applicable Insurance Carrier.
- (c) Contractor shall furnish a safety hat for each employee and a new winter liner when required. Hats and liners are to be returned to Contractor upon lay-off or discharge.

2. **Change House.** Whenever practicable the Contractor shall furnish suitable heat for the purpose of drying clothes; reasonable, comfortable and large enough quarters on the job, including suitable storage for tools under lock, and shall provide proper sanitation and suitable sanitary containers for drinking water with paper cups or a bubbler.

3. **Tool/Clothing Loss.** The Contractor shall be responsible for the workers' tools and clothing for loss by fire and/or burglary on the jobsite when the project is not operating; provided that the employee shall have given the Contractor an itemized list of his tools by noon of the second day on the job. Such liability shall be limited to not more than One Thousand Dollars (\$1,000) for loss of tools and Four Hundred Fifty Dollars (\$450) for loss of clothing for each employee; provided, however, that if the Contractor issues written instruction to the employees not to leave his tools on the jobsite when the project is not operating, then the Contractor shall have no liability for loss of tools. The Contractor shall be responsible for tools lost due to damage or accident during working hours provided that such loss is not the result of the employee's negligence.

4. **Drugs and Alcohol.** In the interest of safety, intoxication, possession, consumption or use of alcoholic beverages or illegal drugs is not permitted on job sites or while driving a company vehicle.

5. **Jobsite Injury.** An employee, who as a result of a disabling on-the-job injury, is unable to complete a full day's work shall nevertheless be paid for the day on which the injury occurred, up to the (10) hours if the employee was working on a four (4) day, ten (10) hour schedule on the day on which the injury occurred. The Contractor shall, upon request of the employee, mail a copy of Claim Form F-100 to the employee within ten (10) calendar days of the date of such request. The Steward or a Contractor

representative shall accompany an employee to the hospital. The Contractor shall make arrangements for an injured employee's transportation from the hospital to his automobile, to the jobsite or to his home as may be appropriate under the circumstances.

6. **Rubber Boots and Rain Gear.** Rubber boots and rain gear shall be supplied by the Contractor, when necessary, to those workers required to work under conditions which require the use of such articles. Upon furnishing any such articles to the employee, the employee may be required to sign a receipt acknowledging receipt of any such articles and the employee shall be responsible for the care, safe-keeping and return thereof. Any article or articles furnished to an employee by the Contractor shall be returned by the employee to the Contractor in the same condition as when received by the employee, subject to normal wear and use. The Contractor will replace any article or articles furnished by the Contractor to the employee, which become unserviceable through normal wear and use, provided the employee returns the unserviceable article(s) to the Contractor.

ARTICLE V

1. **Wages and Benefits Schedule.**

- (a) The following minimum rates of wages and benefit contributions for workers covered by this Agreement shall be applicable on the effective dates below indicated.

MITA CARPENTER JOURNEYMAN RATES -
SOUTHEASTERN MICHIGAN
JUNE 1, 2026

	DAY SHIFT PER HOUR	2 ND SHIFT PER HOUR	3 RD SHIFT PER HOUR
*BASE WAGE	\$43.67	\$44.67	\$44.67
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$44.19	\$45.19	\$45.19
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$15.91	\$16.27	\$16.27
MRCC ANNUITY (8.31% OF BASE WAGE)	\$3.63	\$3.71	\$3.71
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$73.22	\$74.66	\$74.66

*Taxable

Geographic jurisdiction includes Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the townships of Deerfield, Osceola, Hartland, Genoa and Brighton).

Dues Deduction – Per Northern Midwest Regional Council Bylaws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (4%) and deducted on all premium and overtime pay. Special assessment, Facilities Fund and UBC per cap are to be deducted as indicated above.

MITA & PILEDRIVER CARPENTER FOREMAN RATES -
SOUTHEASTERN MICHIGAN
JUNE 1, 2026

	DAY SHIFT	2ND SHIFT	3RD SHIFT
	PER HOUR	PER HOUR	PER HOUR
*BASE WAGE	\$47.60	\$48.60	\$48.60
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$48.12	\$49.12	\$49.12
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$17.34	\$17.70	\$17.70
MRCC ANNUITY (8.31% OF BASE WAGE)	\$3.96	\$4.04	\$4.04
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$78.91	\$80.35	\$80.35

MITA LOFTSMAN & STICKER RATES -
SOUTHEASTERN MICHIGAN

JUNE 1, 2026

	DAY SHIFT PER HOUR	2ND SHIFT PER HOUR	3RD SHIFT PER HOUR
*BASE WAGE	\$44.42	\$45.42	\$45.42
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$44.94	\$45.94	\$45.94
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$16.18	\$16.55	\$16.55
MRCC ANNUITY (8.31% OF BASE WAGE)	\$3.69	\$3.77	\$3.77
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$74.30	\$75.75	\$75.75

*Taxable

Geographic jurisdiction includes Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the townships of Deerfield, Osceola, Hartland, Genoa and Brighton).

Dues Deduction – Per Northern Midwest Regional Council Bylaws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (4%) and deducted on all premium and overtime pay. Special assessment, Facilities Fund and UBC per cap are to be deducted as indicated above.

MITA LOFTSMAN HEIGHTS OVER 150 FT. RATES -
SOUTHEASTERN MICHIGAN

JUNE 1, 2026

	DAY SHIFT PER HOUR	2ND SHIFT PER HOUR	3RD SHIFT PER HOUR
*BASE WAGE	\$44.67	\$45.67	\$45.67
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$45.19	\$46.19	\$46.19
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$16.27	\$16.64	\$16.64
MRCC ANNUITY (8.31% OF BASE WAGE)	\$3.71	\$3.80	\$3.80
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$74.66	\$76.12	\$76.12

MITA CERTIFIED WELDERS -
SOUTHEASTERN MICHIGAN
JUNE 1, 2026

	DAY SHIFT PER HOUR	2ND SHIFT PER HOUR	3RD SHIFT PER HOUR
*BASE WAGE	\$44.67	\$45.67	\$45.67
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$45.19	\$46.19	\$46.19
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$16.27	\$16.64	\$16.64
MRCC ANNUITY (8.31% OF BASE WAGE)	\$3.71	\$3.80	\$3.80
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$74.66	\$76.12	\$76.12

*Taxable

Geographic jurisdiction includes Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the townships of Deerfield, Osceola, Hartland, Genoa and Brighton).

Dues Deduction – Per Northern Midwest Regional Council Bylaws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (4%) and deducted on all premium and overtime pay. Special assessment, Facilities Fund and UBC per cap are to be deducted as indicated above.

Any Fringe Benefit adjustment will be allocated from the negotiated increases first or come off the Base Rate.

- (b) Effective the first full payroll period on or after June 1, 2027, an increase of two dollars and fifty cents (\$2.50) per hour to be allocated among the wage rate and benefit contributions for the Journeyman Carpenter. Wage rate and benefit contributions for Carpenter Foremen and Apprentices to be increased accordingly.
- (c) Effective the first full payroll period on or after June 1, 2028, an increase of two dollars and sixty cents (\$2.60) per hour to be allocated among the wage rate and benefit contributions for the Journeyman Carpenter. Wage rate and benefit contributions for Carpenter Foremen and Apprentices to be increased accordingly.
- (d) Effective the first full payroll period on or after June 1, 2029, an increase of two dollars and seventy-five cents (\$2.75) per hour to be allocated among the Wage rate and benefit contributions for the Journeyman Carpenter. Wage rate and benefit contributions for Carpenter Foremen and Apprentices to be increased accordingly.
- (e) Effective the first full payroll period on or after June 1, 2030, an increase of three dollars and fifteen cents (\$3.15) per hour to be allocated among

the Wage rate and benefit contributions for the Journeyman Carpenter. Wage rate and benefit contributions for Carpenter Foremen and Apprentices to be increased accordingly.

- (f) **Carpenter Foremen:** Effective June 1, 2026, the Carpenter Foreman Premium Pay shall be 9% over the Journeyman Carpenter base wage rate.
- (g) **Survivability.** The foregoing increases, when they take effect, shall not constitute, nor be deemed, a new agreement, contract, understanding or practice, nor an extension or renewal of same, at the time same take effect. To the full extent necessary in order to preserve the grandfathered status of the underlying agreement, as hereby extended, the parties agree that any and all future terms shall be treated as a freestanding settlement, separate and distinct from the underlying agreement, as hereby extended, solely to the extent necessary to preserve the grandfathered status of the underlying agreement. Except as herein amended, the terms and conditions of the underlying agreement shall remain in full force and effect for its entire term, as hereby extended. In the event any portion of the underlying agreement, as hereby extended, is declared to be or becomes inoperative under State or Federal laws, such part shall be suspended in operation, solely within the limits to which said applicable laws are in effect and such suspension shall not affect the operation of any such provisions covered by the underlying agreement to which said law is not applicable, nor shall it affect the remainder of the provisions of the underlying agreement within the limits to which such law is applicable. Future wage schedules will be issued as a supplement to this Agreement.

2. Divers.

- (a) Wages of any diver employed under the jurisdiction of this Agreement shall be one and one-half (1 ½) times the regular journeyman base wage rate.
- (b) If the diver furnishes all his own equipment, he shall receive fifty dollars (\$50.00) for each and every day the equipment is used.
- (c) Divers shall be guaranteed eight (8) hours pay during any day they get wet making a dive. At all other times, divers shall receive the same rate of pay as journeyman carpenters. Overtime hours while diving shall be paid at one and one-half (1 ½) times the diver's rate.

MITA DIVER RATES -
SOUTHEASTERN MICHIGAN
JUNE 1, 2026

	DAY SHIFT PER HOUR	2ND SHIFT PER HOUR	3RD SHIFT PER HOUR
*BASE WAGE	\$65.51	\$66.51	\$66.51
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$66.03	\$67.03	\$67.03
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$23.86	\$24.23	\$24.23
MRCC ANNUITY (8.31% OF BASE WAGE)	\$5.44	\$5.53	\$5.53
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$104.82	\$106.28	\$106.28

*Taxable

Geographic jurisdiction includes Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the townships of Deerfield, Osceola, Hartland, Genoa and Brighton).

Dues Deduction – Per Northern Midwest Regional Council Bylaws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (4%) and deducted on all premium and overtime pay. Special assessment, Facilities Fund and UBC per cap are to be deducted as indicated above.

MITA INDUSTRIAL TENDER RATES -
SOUTHEASTERN MICHIGAN
JUNE 1, 2026

	DAY SHIFT PER HOUR	2ND SHIFT PER HOUR	3RD SHIFT PER HOUR
*BASE WAGE	\$43.67	\$44.67	\$44.67
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$44.19	\$45.19	\$45.19
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$15.91	\$16.27	\$16.27
MRCC ANNUITY (8.31% OF BASE WAGE)	\$3.63	\$3.71	\$3.71
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$73.22	\$74.66	\$74.66

*Taxable

Geographic jurisdiction includes Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the townships of Deerfield, Osceola, Hartland, Genoa and Brighton).

Dues Deduction – Per Northern Midwest Regional Council Bylaws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (4%) and deducted on all premium and overtime pay. Special assessment, Facilities Fund and UBC per cap are to be deducted as indicated above.

3. **Geographical Jurisdiction.**

- (a) The Geographical Jurisdiction covered by this Agreement shall be the counties of Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the townships of Deerfield, Tyrone, Osceola, Hartland, Genoa and Brighton).
- (b) Any contractor signatory to this Agreement, who performs work outside of the geographical area covered by this Agreement, but within the State of Michigan, shall abide by the wages, fringe benefits and working conditions established in the local collective bargaining agreement between the Union and the Association, for the area in which the work is to be performed.

4. **Pile driving.**

- (a) All pile driving and load testing when done by the Contractor shall be the work of the carpenters.
- (b) **Loftsman or Sticker.** Premium pay shall be paid 75 cents per hour over Journeyman Carpenter base wage rate. Loftsman working on heights over 150 feet shall be paid \$1.00 per hour over Journeyman Carpenter base wage rate.

- (c) **Certified Welders.** Certified Welders shall be paid \$1.00 per hour over Journeyman Carpenter base wage rate
- (d) The **Pile Driver Foreman** shall be paid 9% over the Journeyman Carpenter base wage rate.

5. **Health & Welfare.** The Contractor shall pay the amount specified in Article V, Paragraph 1, for all hours worked by each employee covered by this Agreement to Michigan Regional Council of Carpenters Employee Benefits Fund, hereinafter called Health and Welfare Fund. The Health and Welfare Fund Contribution is calculated on the hours worked.

6. **Pension.** The Contractor shall pay the amount specified in Article V, Paragraph 1, of the actual hourly rate (but not less than the minimum Base Wage) of each employee covered by this Agreement to Carpenters Pension Trust Fund, Detroit and Vicinity, hereinafter called Pension Fund. The Pension Fund contribution is calculated on hours paid. The employer shall pay the percentage specified in Article V Section 1. The parties agree that sufficient funding will be made available to the Pension Fund to support any rehabilitation/funding improvement plan proposed by the Fund's actuary, pursuant to the Pension Protection Act (PPA).

7. **Apprenticeship and Training.**

a) The Contractor shall pay one dollar (\$1.00) per hour for all hours worked by each employee covered by this Agreement to the Michigan Statewide Carpenters and Millwrights Joint Apprenticeship and Training Fund, hereinafter called Apprenticeship Fund. The apprenticeship and Training contribution is calculated on hours worked.

b) **United Brotherhood of Carpenters' Training Fund.**

The Contractor(s) and the Union recognize the need for quality apprentice, safety and health training and related services to enable Union workers to remain productive, and to aid the Contractor in meeting its own safety and health goals as well as those established by government agencies and construction owners. The Contractor agrees to contribute to the UBC Training Fund at the hourly rate set forth in Article IV, for every hour worked by all Employees covered by this Agreement.

8. **Annuity.** The Employer shall pay the amount specified in Article V, Paragraph 1, of the actual hourly rate (but not less than the minimum base wage) of each employee covered by this Agreement to the Carpenters Annuity Fund, Detroit and Vicinity, hereinafter called the Annuity Fund. The contributions to the Annuity Fund shall be calculated on hours paid. The employer shall pay the percentage specified in Article V Section 1.

9. **Industry Promotion Fund.**

(a) The Contractor agrees to pay the Michigan Infrastructure and Transportation Association Industry Promotion Fund the sum of twelve cents (.12¢) per hour for all hours paid each employee working under this Agreement, without regard to whether the employee was working on straight time or overtime.

(b) The contributions to the Industry Promotion Fund shall be deposited each

month, or at such other regular intervals as may be determined by the Association, to the depository designated by the Association and such contributions shall be reported on such form as may be designated by the Association.

- (c) The activities of the Industry Promotion Fund shall be determined by the Association and shall be financed from the payments herein provided for.
- (d) The Contractor hereby agrees that the designated representative of the Association shall be permitted, upon request, to audit the payroll records of the Contractor to determine compliance with this Article.
- (e) It is agreed by the Employer that the Industry Promotion Fund shall not be used for lobbying in support of anti-labor legislation of any kind at municipal, state or national levels or to subsidize any Contractor or Contractor Association in connection with any work stoppage or strike, nor shall it be used to support any antiunion activity.

10. The Trust Agreement establishing the Health and Welfare Fund, Vacation Fund, Pension Fund, Annuity Fund and Apprenticeship Fund (sometimes jointly referred to herein as fringe benefit funds), amendments thereto, by-laws and rules and regulations of the Trustees of the aforesaid Funds now in effect or subsequently placed into effect shall be incorporated in this Agreement by reference.

Contributions shall be paid by the fifteenth (15th) day of the month following the month the employee worked. Contributions shall be deposited each month to such depository as may be designated by the Trustees of said Funds.

Each Contractor shall pay as liquidated damages cost of collection charges, as established by the respective Boards of Trustees, resulting from his delinquency in payment or late payment of contributions to the aforesaid Funds. The present schedule of collection charges for late contributions requires a payment of 5% on all contributions received between on and thirty days after the due date and a payment of 10% on all contributions received more than thirty days after the due date. An additional 1% per month assessment will be imposed on contributions received more than sixty days late.

11. **Dues Deduction.** The Contractor appoints the Contract Administrator of the Carpenters Fringe Benefits Programs as its agent for the receipt of dues deduction authorizations. Receipt of a written authorization by the Administrator shall constitute receipt by each Contractor.

The contractor shall deduct from the wages of each employee who has individually and voluntarily authorized such deductions in writing the amount certified by the Union to be Working Dues Assessment uniformly required and a special assessment, facilities fund and UBC per capita at a rate set in the schedules set forth in Article V for every hour worked by a member. The Northern Midwest Regional Council of Carpenters shall hold harmless and indemnify the Contractor against any claims made against the Contractor on account of the deduction of Working Dues Assessments or special assessments under this section.

12. **Excess Benefit Fund.** The Contractor agrees to pay a portion of the Pension Fund contribution due under this Collective Bargaining Agreement to the Michigan Regional Council of Carpenters Excess Benefit Fund (hereinafter referred to as the Excess Benefit Fund). The amount of the contribution to the Excess Benefit Fund shall be determined by the administrator of the Excess Benefit Fund based on its funding requirements. Said contributions shall not be cumulative with the pension contributions. The amount of the Contractor's contribution to the Pension Fund shall be reduced by the amount of the contribution to the Excess Benefit Fund. It is the intent of the parties that the full amount of the pension contribution, prior to any reduction for the contribution to the Excess Benefit Fund, shall be used in determining the benefit amount of covered employees. To that end, the Trustees shall also investigate the implementation of a second Defined Benefit Pension Plan and Trust in order to eliminate the need for the Excess Benefit Plan in the future. If the limitation on benefits imposed by Section 415, this Amendment shall automatically terminate for the first Plan year after the effective date of the elimination of Section 415 of the Code. The foregoing notwithstanding, the obligations described herein shall terminate automatically on the second anniversary of the adoption of the Excess Benefit Plan, unless the term of it is extended thereafter by its Trustees.
13. **Other Funds.** Healthcare and Pension Fund. The Contractor agrees to pay into the Michigan Regional Council of Carpenters Employee Benefits Fund and Carpenters Pension Trust Fund, Detroit and Vicinity (or such other Fund(s) as either the bargaining parties or the Trustees of same may direct), for each hour worked by all employees performing work covered by this Agreement, in accordance with the schedule in Article V and in accordance with the Trust Fund Agreements.

ARTICLE VI

1. **Hours of Work/Overtime.**

- (a) Where a single shift is worked, eight (8) hours of continuous employment, except for a one-half (½) hour unpaid lunch period, shall constitute a day's work, beginning on Monday through Friday of each week except where the Contractor schedules work on a four ten-hour day basis, shift start time is flexible based on job notification to the Local Union. Where work is performed in excess of eight (8) hours on any of those days, time and one-half (1 ½) the regular rate of wages shall be paid.
- (b) The Contractor may work split crews; provided, the Contractor shall not bring in workers not scheduled to avoid the payment of overtime when the Contractor elects to work that job five (5) days in the week.

2. **4-10 Work Schedule.** The contractor shall have the option of scheduling work on the basis of four (4) ten (10) hour days, Monday through Friday at straight time for any work week on a company wide basis, a work crew basis or a project basis. The four (4) ten (10) hour days shall be scheduled on a weekly basis, Monday through Friday, on a Monday through Thursday. In the event a job is down due to weather conditions, Holiday or other conditions beyond the control of the Employer, then Friday may, at the option of the Employer, be worked as a makeup day at the straight time rate. If Friday is scheduled as a makeup day a minimum of eight (8) hours will be scheduled and worked, weather permitting. Any work over ten (10) hours a day or 40 hours in a week shall be at time and

one-half (1 ½) and Saturdays and Sundays shall be at time and one-half (1 ½).

3. **Shift Work.** When two (2) or more shifts are worked, five (5) eight (8) hour shifts from Sunday midnight to Saturday midnight shall constitute a regular week's work and such time shall be paid for at the regular rate of wages; provided, however, that employees working on the second (2nd) and third (3rd) shifts shall receive one-dollar (\$1.00) premium added to the base wage rate and be allowed a one-half (1/2) hour lunch period to be paid as working time. The paid lunch period on multiple shifts shall apply whether the shifts are eight (8) hours duration or longer. Where work is performed in excess of ten (10) hours on any shift, time and one-half (1 ½) the base rate of wages shall be paid.
4. **Sundays - Holidays.**
 - (a) For all hours worked on Sunday, the workers shall be reimbursed at the rate of one and one-half (1 ½) times the base rate of wages. For all hours worked on the Holidays listed in this Agreement, the workers shall be reimbursed at two (2) times the base rate of wages.
 - (b) For all hours worked on Saturday and Sunday, the workers shall be reimbursed at the rate of one and one-half (1 ½) times the base rate of wages. For all hours worked on the Holidays listed in this agreement, the workers shall be reimbursed at two (2) times the base rate of wages.
 - (c) The following days are recognized as holidays: Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and New Years Day. No work shall be done on Labor Day except in extreme emergencies. If any of the above holidays falls on Sunday, the following Monday shall be considered the holiday and if work is performed, the rate shall be double time.
5. **Reporting Time.**
 - (a) In the event an employee is ordered to report for work on any day, he shall be paid at least two (2) hours straight-time pay if he is not put to work, unless he is prevented from working on account of bad weather. In the case of bad weather employees shall receive two (2) hours of pay for two (2) hours reporting during which time the employee must be available for assignment unless excused by the Contractor. If any employee covered by this Agreement is ordered to report for work on any day and actually commences work, he shall receive four (4) hours pay, unless he is prevented from working on account of bad weather, in which event he shall be paid for the hours actually worked.
 - (b) If an employee covered by this Agreement is ordered to report for work on any day and actually commences work, he shall receive four (4) hours pay, unless he is prevented from working on account of bad weather, in which event he shall be paid for the hours actually worked or one and one-half (1- 1/2) hours whichever is greater.
6. **Lunch Period.** Where two (2) or more shifts are worked, five (5) eight (8) hours shifts from Sunday midnight to Saturday midnight shall constitute a regular weeks' work and such time shall be paid for at the base rate of wages; provided, however, the workers shall be allowed a one-half (1/2) hour lunch period in each shift to be paid for as working time. Where work is performed in excess of ten (10) hours on any

shift, time and one-half (1 ½) the base rate of wages shall be paid.

7. **Coffee Break.** Each employee shall be allowed to take a coffee break near his workstation once during the first four (4) hour work period and once during the second four (4) hour work period. The coffee breaks will be (10) minutes allowed during the middle sixty (60) minutes of the work periods at specific times determined by the Contractor and need not be the same for all employees. The Union agrees that this will not be abused.

ARTICLE VII

1. **Payday.** Friday shall be the weekly payday on all work, except where a State, Federal or local law or regulation makes it impracticable. Each employee shall be paid weekly, during working hours, by means of a payroll check, which shall be accompanied by a stub or memorandum indicating the dates of the pay period, the gross amount of the check, F.I.C.A. and income taxes withheld, company name, address, hours worked and the employee's name. No more than one (1) week's pay shall be held back. The contractor may utilize electronic direct deposit of employees' checks.
2. The Contractor shall give any employee who is laid off or discharged, not less than one (1) hours' notice of the lay off or the discharge. On an extremely large job, or jobs, requiring check out of tools, one and one-half (1 ½) hours' notice shall be given. An Employee who is laid off or discharged shall be paid off in full on the job and given a separation slip stating the reason for such action. A temporary work stoppage for reasons other than weather and not exceeding one workday will not be considered a lay off. In the event a laid off or discharged employee is not paid at the time set forth above, his pay off check shall include an additional two hours' pay and be mailed to the employee by certified mail (no return receipt requested) before the end of the next business day. The employee shall be paid an additional two (2) hours' pay for each twenty-four (24) hours of delay in mailing said check. The contractor may utilize electronic direct deposit of employees' checks.
3. When weather does not permit work to start on payday, paychecks shall be issued between the hours of 8:00 a.m. and 9:00 a.m. In case issuance of paychecks is not started until after 9:00 a.m., each employee who has waited from 8:00 a.m. for his check shall be paid for a minimum of waiting time of one and one-half (1-1/2) hours at straight time, from 8:00 a.m. to 9:30 a.m. If the checks are not distributed at 9:30 a.m. waiting time shall be paid for by the Contractor in one-half (1/2) hour intervals, but not to exceed the end of a normal working day. The Contractor shall not be obligated to pay for waiting time if he or his representative appears on the job with pay checks for issuance any time between the hours of 8:00 a.m. and 9:00 a.m., nor shall he or his representative be required to remain on the job longer than to issue checks or arrange for the issuance of checks.
4. If paychecks are not issued by the end of the regular day's work or regular shift work on payday, the employee shall be paid an additional hours pay, at straight time, for each hour he is required to wait for his check, up to a maximum additional payment of eight (8) hours' pay. Additional pay shall not be required if the Contractor was prevented from issuing checks by strikes, civil disorder, severe weather or other casualty beyond control of the Contractor.

ARTICLE VIII

APPRENTICES

1. The use of apprentices shall be encouraged under mutually agreeable indenture ship rules and Detroit Carpentry Apprenticeship and Training Standards. The Contractor agrees to abide by the rules, regulations and actions of the Michigan Statewide Joint Apprenticeship and Training Fund in the employment of apprentices. The Contractor and Union agree that it is their practical responsibility, in an effort to better the industry, to promote the apprenticeship and training program.
2. Based on total employment, suitably distributed, the Contractor shall employ apprentices in a ratio of one (1) apprentice to each six (6) journeymen. If a Contractor is found to be employing apprentices in a ratio of less than one (1) to six (6), he shall be given notice to procure apprentices in the proper ratio within two working days.
3. **Payment for School Day.** The Contractor shall pay the apprentice for attending classes on a regular attendance day, a sum equal to a full day's pay. Should the apprentice absent himself from the job, however, 10% per day missed will be deducted from payment for school day; provided that no such deduction shall be made for days missed due to weather or other acts by the Contractor out of the apprentices control. Payment for school day may in no instance be less than the established scale, but shall be the actual wage the apprentice is currently receiving. Hours spent in related classroom instruction shall not be considered as hours of work for the purpose of computing overtime.
4. The apprentice attends school one day every two weeks.
5. An accepted applicant may be permitted employment on the job site seven (7) days prior to enrollment into the school or assignment of a school day, providing all other qualifications have been met. Such seven (7) days or part thereof shall constitute credit towards the 90 days probationary period.
6. It is mutually agreed that there will be periodic meetings of interested parties who will study the apprenticeship program with the purpose in mind of updating and streamlining the program.

APPRENTICE RATES

MITA CARPENTER APPRENTICE RATES – FIRST SHIFT

JUNE 1, 2026

	1 ST YEAR	2 ND YEAR	3 RD YEAR	4 TH YEAR
	70%	75%	85%	95%
*BASE WAGE	\$30.57	\$32.75	\$37.12	\$41.49
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$31.03	\$33.27	\$37.64	\$42.01
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$11.14	\$11.93	\$13.52	\$15.11
MRCC ANNUITY (8.31% OF BASE WAGE)	\$2.54	\$2.72	\$3.08	\$3.45
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$54.26	\$57.41	\$67.73	\$70.06

*Taxable

Geographic jurisdiction includes Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the townships of Deerfield, Osceola, Hartland, Genoa and Brighton).

Dues Deduction – Per Northern Midwest Regional Council Bylaws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (4%) and deducted on all premium and overtime pay. Special assessment, Facilities Fund and UBC per cap are to be deducted as indicated above.

CARPENTER APPRENTICE RATES – SECOND SHIFT

JUNE 1, 2026

	1 ST YEAR	2 ND YEAR	3 RD YEAR	4 TH YEAR
	70%	75%	85%	95%
*BASE WAGE	\$31.27	\$33.50	\$37.97	\$42.44
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$31.79	\$34.02	\$38.49	\$42.96
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$11.39	\$12.20	\$13.83	\$15.46
MRCC ANNUITY (8.31% OF BASE WAGE)	\$2.60	\$2.78	\$3.16	\$3.53
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07	\$0.07
INDUSTRY ADVANCEMENT FUND	\$0.12	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$55.27	\$58.49	\$64.97	\$71.44

CARPENTER APPRENTICE RATES – THIRD SHIFT**JUNE 1, 2026**

	1ST YEAR	2ND YEAR	3RD YEAR	4TH YEAR
	70%	75%	85%	95%
*BASE WAGE	\$31.27	\$33.50	\$37.97	\$42.44
*SPECIAL ASSESSMENT FUND (TAXED)	\$0.20	\$0.20	\$0.20	\$0.20
*FACILITIES FUND (TAXED)	\$0.20	\$0.20	\$0.20	\$0.20
*U.B.C. PER CAP (TAXED)	\$0.12	\$0.12	\$0.12	\$0.12
TAXABLE GROSS WAGE	\$31.79	\$34.02	\$38.49	\$42.96
DETROIT CARPENTERS PENSION (36.43% OF BASE WAGE)	\$13.24	\$13.24	\$13.24	\$13.24
MRCC ANNUITY (8.31% OF BASE WAGE)	\$1.24	\$1.24	\$1.24	\$1.24
HEALTH & WELFARE INSURANCE	\$7.15	\$7.15	\$7.15	\$7.15
HEALTH & WELFARE MRA	\$0.95	\$0.95	\$0.95	\$0.95
STATEWIDE APPRENTICESHIP	\$1.00	\$1.00	\$1.00	\$1.00
U.B.C. TRAINING	\$0.15	\$0.15	\$0.15	\$0.15
U.B.C. PILEDRIVER LABOR MANAGEMENT	\$0.05	\$0.05	\$0.05	\$0.05
LABOR MANAGEMENT PARTNERSHIP TEAM	\$0.07	\$0.07	\$0.07	\$0.07
C.I.A.P.	\$0.12	\$0.12	\$0.12	\$0.12
TOTAL PACKAGE	\$55.27	\$58.49	\$64.97	\$71.44

*Taxable

Geographic jurisdiction includes Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe and part of Livingston County (the townships of Deerfield, Osceola, Hartland, Genoa and Brighton).

Dues Deduction – Per Northern Midwest Regional Council Bylaws, dues shall be deducted from the employee's Base Wage. The amount of the dues is included in the Base Wage as stated above (4%) and deducted on all premium and overtime pay. Special assessment, Facilities Fund and UBC per cap are to be deducted as indicated above.

ARTICLE IX**FOREMEN**

All journeymen and apprentices shall be under the supervision of a working foreman. This shall not preclude the authority of management to issue instructions directly to any employee so long as the working foreman is not replaced by another management representative.

ARTICLE X**GRIEVANCE PROCEDURE**

1. Should differences of any kind arise between any Contractor and the Union or members thereof, it is specifically agreed that there will be no lockouts, strikes or stoppages of any work of any sort and all grievances and complaints which the parties involved are unable to adjust shall be submitted to the Arbitration Board for settlement. Except as herein otherwise provided, the Violation of payment of rates of pay, overtime, Health and Welfare Fund, Apprenticeship Fund, Annuity or Pension Fund payments, as set forth in this Agreement, shall not be considered as subject to

arbitration and the Union may, after forty-eight (48) hours telegraphic or written notice to the Contractor and the Association, take economic action against the Contractor until such delinquent payments are made.

2.

- a) In the event of any arbitral differences arising under this Agreement, an earnest effort shall be made to settle such differences between the individual Contractor and his workers provided that the Union and/or worker shall initiate the grievance procedure by calling such grievable matter to the attention of the Contractor or his jobsite representative within five (5) working days of alleged event giving rise to such grievance.
- b) In the event the Contractor and his workers are unable to settle such differences, the matter shall, within five (5) additional working days, be referred to the Secretary of the BCD of the Michigan Infrastructure and Transportation Association and the Secretary/Treasurer of the Regional Council for disposition. Similarly, should the Contractor have occasion to initiate a grievance against the Union, it shall be initiated by the Contractor with the Union's designated business agent within five (5) working days of the event giving rise to such grievance.
- c) In the event of failure to reach a satisfactory settlement in the foregoing steps, within five (5) additional working days, the matter shall be referred to the Joint Arbitration Board in written form by either the Union or the BCD as the case may be, and the Board shall meet within five (5) working days, or such date as may be mutually agreed to, from the date such matter was referred to such Board and consider the matter and make its decision, which shall be final.
- d) All matters of decision shall be delivered to the Secretary of the Board who in turn shall deliver to the Contractor the Union a written statement of the decision of the Board.

3.

- a) For the purpose of arbitration a Joint Arbitration Board shall be created by the parties hereto, both the BCD of the Michigan Infrastructure and Transportation Association and the Regional Council selecting three (3) members each who will constitute such Board. Two alternate members who will serve when needed to secure full representation of either party on such Joint Arbitration Board shall be selected by the parties hereto.
- b) In the event of unequal representation of the parties hereto, at any meeting of the Board for consideration of differences, the majority party shall forego such unequal representation in voice and vote at such meeting.
 - c) The Secretary Treasurer of the Regional Council and the Secretary of the BCD of the Michigan Infrastructure and Transportation Association will appoint the respective committee at the time a grievance is filed with the Board. It is understood that no appointed committee member will be directly involved in the grievance.

4.

- a) Should the board be unable to reach a decision, an arbitrator, mutually agreeable, shall be selected by the Board, who shall meet with the Board and consider the matter in question. Should the Board be unable to

mutually agree on an acceptable arbitrator within five (5) working days of reaching impasse on a grievance, then an arbitrator shall be selected using the rules and procedures of the American Arbitration Association. The fees of such arbitration shall be borne equally by both parties.

- b) A majority opinion of the Board and the arbitrator shall constitute the decision of the Board, which must be rendered within fifteen (15) days from the selection of the arbitrator, and such decision shall be submitted in writing as herein provided and shall be final.

ARTICLE XI

SUBCONTRACTING

- a) The Contractor expressly agrees that in the event he subcontracts any work covered by this Agreement to be performed on the jobsite, he will not so sub-contract with any subcontractor unless the subcontractor agrees in writing that in the performance of the work he will comply with all the rates, terms and conditions of this Agreement, except Article III.
- b) In interpreting and applying Article XI (Subcontracting) of this Agreement, it is understood and agreed that the Contractor shall not be liable for any subcontractor's failure to comply with the rates, terms and conditions of this Agreement, except where the subcontractor is a corporation or other business entity in which the Contractor has a controlling ownership interest (i.e., at least 50% ownership interest) and except to the extent of any liability the Contractor may have by law with respect to work covered by the federal Davis Bacon Act, the Michigan Prevailing Wage Rate Act or a prevailing wage rate law of a Local Unit of Government.

ARTICLE XII

EQUAL TREATMENT

If the Union shall furnish workers to any Contractor or Employer within the jurisdiction of the Agreement upon any more favorable terms or conditions (including wage rates) than those contained herein, and shall continue to do so for ten (10) days after the same shall have been called to the attention of the Union by the Employer party to this Agreement, the Union agrees that such more favorable terms and conditions shall thereafter be automatically extended to the Contractors covered by this Agreement.

ARTICLE XIII

INVALIDITY

In the event any portion of this Agreement is declared or becomes inoperative under State or Federal law, the balance of the Agreement shall remain in full force and effect, and the parties hereto agree to meet and renegotiate the inoperative portion of the Agreement.

ARTICLE XIV

OVERPAYMENTS/ DEDUCTIONS FROM WAGES

In the event that a Contractor inadvertently, or for whatever reason, overpays an employee performing work under this Agreement, it is agreed that the Contractor may recapture said overpayments through payroll deductions; provided, however, that no individual deduction may be larger than any of the individual overpayments; and, further provided that the deductions be in conformance with 408.477 MCL, Section 7, Deductions from Wages.

ARTICLE XV

LIABILITY

It is understood that the Association is acting only as agent in the negotiation of this contract and that it is agent only for those Contractors, individuals, partnerships, and corporations who have authorized it so to act. In no event shall the Association be bound as principal or be held liable in any manner for any breach of this contract by any of the Contractors for whom it is acting or any employee of such Contractors. It is further agreed and understood that the liabilities of the Contractor who have authorized the negotiation and execution of this Agreement shall be several and not joint.

The Contractor agrees that he will not hold the Union liable for any acts of its members not authorized by said Union. The Union agrees that it will, on written request of the Contractor, notify the Contractor within twenty-four (24) hours after receipt of said request, whether the act of the member or members of the Union so complained of was or was not authorized, and if not authorized, the Union agrees that it will take immediate steps to rectify the situation complained of.

The Union agrees that it will not hold any Contractor liable for any acts of the agents of said Contractor not authorized by said Contractor. The Contractor agrees that he will, on written request by the Union, notify the Union within twenty-four (24) hours after receipt of said request at the office of said Contractor, whether or not the act of the Contractor's agent so complained of by the Union was authorized, and if not authorized, the Contractor agrees that he will take immediate steps to rectify the situation complained of.

It is further agreed and understood that the Regional Council, which has authorized the negotiation and execution of this Agreement, shall not be liable for any act or acts of any member of any Local Union or any acts of the Local Union itself which may be contrary and in violation of this Agreement, so long as such act or acts are not authorized or sanctioned by the Regional Council.

ARTICLE XVI

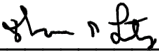
TERMINATION

This Agreement shall remain in full force and effect through May 31, 2026, and thereafter shall continue in force from year to year, unless either party hereto

shall notify the other party in writing at least sixty (60) days prior to the end of the current term, or as the case may be, sixty (60) days prior to the end of any additional contract year, of its intention to make changes in or terminate this Agreement. Such written notice shall specify any changes or amendments desired by the party giving such notice and shall be sent by registered or certified mail to the other party.

IN WITNESS WHEREOF, the parties have executed this Agreement as of June 1, 2026.

Northern Midwest Regional Council of Carpenters

Signed by:

C58AA2978FE54CF...

Thomas D. Lutz
Executive Secretary/ Treasurer

LABOR RELATIONS DIVISION OF THE MICHIGAN INFRASTRUCTURE AND
TRANSPORTATION ASSOCIATION

DocuSigned by:

52F5A76978F346E
Robert Coppersmith
Executive Vice President

EXHIBIT 1

CARPENTER CRAFT JURISDICTION

1. Restoration and New Construction of Bridge Structures and approaches.

- (a) Temporary and permanent structures, including approaches to convey traffic of any nature.
- (b) All fabrication, erection and removal of structures shall be performed by Carpenters.
- (c) All layout, including batter boards, straight edges, templates, foundations, or other devices as may be necessary to lay out the entire project.
- (d) All fabrication, installation, removal, rigging and stripping of concrete forms and related materials, in conjunction with bridge construction, including retaining walls, curbs and gutters, box culverts and latexing of bridge decks and all footing work. Installation and handling of all decking materials whether made of wood or metal pans.
- (e) All fabrication, installation and removal of anchor bolts, keyway, waterstop, sleeves, expansion joints (in any form), position dowels, brackets in any form, all scaffolding, including false work; guardrails, handrails, including ramps and steps, sonatube, bridge bearings, metal bridge railings and fences and like materials.
- (f) Concrete barriers, sound and glare screens of any nature. Installation and handling of any and all precast material used to form a wall or barrier.
- (g) Precast and prestressed concrete beams, decking, rigging and installation, including strand elongations, prestressing, post tensioning and detensioning.
- (h) All work in conjunction with the installation or removal of rails, tracks and trestles.

2. Temporary Structures.

The erection and dismantling of all temporary building structures to accommodate the needs of the Contractor or his employees shall be performed by carpenters.

3. Pile Driving and Diving.

The fabrication and removal of all wood piling and sheeting, concrete piling, caissons, steel, H-beams, piping and I-beams used for piling and sheeting, composite or moulded in place. All cofferdam work, trestle work, dock work, retaining walls, caissons, driven from land or water, derricks, dismantling derricks, cranes, ginpoles, and other equipment necessary for the piledriving operations, cribbing, shoring and underpinning, all burning and welding operations in conjunction

with pile driving, all false work for open cut sewers, cofferdams, the dismantling, erecting, loading and unloading of all piledriving equipment, cranes and derricks as used for the pile driving operations, the unloading and distribution of all piling of wood, pipe or sheeting, the testing of sub-soil by the use of boring machines or rods, well-points, etc., to determine the nature of sub-soil, the sharpening of wood piling and the operations and

work in conjunction therewith, the placing of all wales, bolts, studs, rods and washers including the cutting, drilling, boring or breaking of all wales, bolts studs, rods and washers, including the cutting, drilling, boring or breaking of all holes or openings therefore, the operation of sheeting extractor, jet pumps, welders and like machinery: the placing of rip-rap, fill stone, bedding stone, coverstone, and concrete blocks; all diving and tending of divers in connection with bridge construction and repair shall be performed by Carpenters , and other work as approved by the Executive Board of the United Brotherhood of Carpenters and Joiners of America. This also includes all material substituted for those enumerated in this Article.