

**MICHIGAN UNION CONTRACTORS GROUP
HIGHWAY, BRIDGE AND AIRPORT AGREEMENT
WAGE & FRINGE BENEFITS
EFFECTIVE June 1, 2020**

CLASS I – WAGE AND FRINGE BENEFIT RATES

	06/01/20
*Base Wage Per Hour	\$30.27
*Vacation & Holiday (15% Funded)	\$ 4.54
*Supplemental Vacation (funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$59.92
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS II – WAGE AND FRINGE BENEFIT RATES

	06/01/20
*Base Wage Per Hour	\$24.42
*Vacation & Holiday (15% Funded)	\$ 3.66
*Supplemental Vacation (funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$53.19
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS II - GREASE TRUCK WAGE AND FRINGE BENEFIT RATES

	06/01/20
*Base Wage Per Hour	\$25.55
*Vacation & Holiday (15% Funded)	\$ 3.83
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$54.49
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS III – WAGE AND FRINGE BENEFIT RATES

	06/01/20
*Base Wage Per Hour	\$23.93
*Vacation & Holiday (15% Funded)	\$ 3.59
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$52.63
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

CLASS IV – WAGE AND FRINGE BENEFIT RATES

06/01/20

*Base Wage Per Hour	\$23.78
*Vacation & Holiday (15% Funded)	\$ 3.57
*Supplemental Vacation (Funded)	\$ 0.05
Pension (Funded)	\$13.95
Health Care (Funded)	\$ 8.40
Apprenticeship Fund	\$ 1.00
Retiree Benefit (Funded)	\$ 0.45
Labor Management Education Committee	\$ 0.16
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$52.46
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

* Taxable Income

CLASS V – WAGE AND FRINGE BENEFIT RATES

06/01/20

*Base Wage Per Hour	\$19.26
*Vacation & Holiday (15% Funded)	\$ 2.89
Pension (Funded)	\$ 4.00
Health Care (Funded)	\$ 6.50
Apprenticeship Fund	\$ 0.50
IUOE National Training Fund	\$ 0.05
DC Plan	\$ 1.00
Road Labor Management Fund	<u>\$ 0.05</u>
Gross Wage	\$34.25
Road Labor Management Fund	\$0.05
MUCG Industry Advancement Fund	\$0.03

* Taxable Income