

**MICHIGAN UNION CONTRACTORS GROUP
HIGHWAY, BRIDGE AND AIRPORT AGREEMENT
WAGE & FRINGE BENEFITS
EFFECTIVE June 1, 2021**

CLASS I – WAGE AND FRINGE BENEFIT RATES

	06/01/21
*Base Wage Per Hour	\$32.01
*Vacation & Holiday (15% Funded)	\$ 4.80
*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	\$61.92
Road Labor Management Fund	\$ 0.05
MUCG Industry Advancement Fund	\$ 0.03

CLASS II – WAGE AND FRINGE BENEFIT RATES

	06/01/21
*Base Wage Per Hour	\$26.16
*Vacation & Holiday (15% Funded)	\$ 3.92
*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	\$55.19
Road Labor Management Fund	\$ 0.05
MUCG Industry Advancement Fund	\$ 0.03

CLASS II - GREASE TRUCK WAGE AND FRINGE BENEFIT RATES

	06/01/21
*Base Wage Per Hour	\$27.29
*Vacation & Holiday (15% Funded)	\$ 4.09
*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	\$56.49
Road Labor Management Fund	\$ 0.05
MUCG Industry Advancement Fund	\$ 0.03

CLASS III – WAGE AND FRINGE BENEFIT RATES

	06/01/21
*Base Wage Per Hour	\$25.67
*Vacation & Holiday (15% Funded)	\$ 3.85
*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	\$54.63
Road Labor Management Fund	\$ 0.05
MUCG Industry Advancement Fund	\$ 0.03

CLASS IV – WAGE AND FRINGE BENEFIT RATES

	06/01/21
*Base Wage Per Hour	\$25.52
*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	\$54.46
Road Labor Management Fund	\$ 0.05
MUCG Industry Advancement Fund	\$ 0.03

* Taxable Income

CLASS V – WAGE AND FRINGE BENEFIT RATES

	06/01/21
*Base Wage Per Hour	\$21.00
*Vacation & Holiday (15% Funded)	\$ 3.15
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	\$36.25
Road Labor Management Fund	\$ 0.05
MUCG Industry Advancement Fund	\$ 0.03

* Taxable Income