

**MITA-LANDSCAPE
ZONES 1 AND 2 (All Counties)**

Wage Rates effective the first full pay period on or after June 1, 2023:

CLASS A: Irrigation Foremen and Construction Foremen. Skilled Landscape Operator includes air, gas and diesel equipment operators, lawn sprinkler installers, skid steer/track loaders, mini excavators, off-road dump vehicle, articulated haulers, hydroseeder, backhoe loaders, wheel loaders, excavators, ride and walk-behind trenchers and telescope handlers.

	<u>Class A</u>
*Base Rate	\$23.27
*Vacation	2.70
Health Care	6.00
Annuity	2.50
Training	.10
LECET	<u>.05</u>
TOTAL	\$34.62
IAP	.10

CLASS B: Skilled Landscape Laborer includes small power tool operator, lawn sprinkler installers' tender, irrigation installers' tender and material mover.

	<u>Class B</u>
*Base Rate	\$21.05
*Vacation	2.70
Health Care	6.00
Annuity	2.50
Training	.10
LECET	<u>.05</u>
TOTAL	\$32.40
IAP	.10

CLASS C: Apprentice

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

Rate Work Hours Training Hours – Cumulative

75%	0 – 1000	75 Plus
80%	1001 – 2000	75 Plus
85%	2001 – 3000	75 Plus
95%	3001 – 4000	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.

CLASS D: Inexperienced Landscape Laborer is defined as an individual who has not worked ninety (90) calendar days under the terms and conditions of this or a similar collective bargaining agreement. An Inexperienced Laborer may be employed by the Contractor Foreman. The ratio may be utilized by the Contractor on a company-wide basis or a project basis. The ratio may be modified by mutual agreement of the Local Union having jurisdiction and the Contractor. The Local Union having jurisdiction on the project shall have first opportunity to refer new employees. See Article 3, Section 3.6.

	Class D
*Base Rate	\$16.44
*Vacation	2.70
TOTAL	\$19.14
IAP	.10