

**M.I.T.A and O.P.C,M.I.A**  
**Michigan Heavy Highway/Municipal & Utility State Agreement**

**Journey-person rate and fringes**  
**June 1, 2026 through May 31, 2027**

	JUNE 1, 2025 - MAY 31, 2026		June 1, 2026	JUNE 1, 2026 - MAY 31, 2027	
	Zone 1	Zone 2	\$1.75 Increase	Zone 1	Zone 2
Journey-person	\$34.49	\$32.99	\$0.51	\$35.00	\$33.50
Health & Welfare (funded)	\$7.70	\$7.70	\$0.30	\$8.00	\$8.00
Pension (funded)	\$6.55	\$6.55	-	\$6.55	\$6.55
Annuity (funded)	-	-	\$0.50	\$0.50	\$0.50
International Pension (funded)	\$0.66	\$0.66	-	\$0.66	\$0.66
**Vacation (funded)	\$3.00	\$3.00	\$0.44	\$3.44	\$3.44
Apprentice (funded)	\$0.40	\$0.40	-	\$0.40	\$0.40
Int'l Training Fund (funded)	\$0.07	\$0.07	-	\$0.07	\$0.07
P.P.A (funded)	\$0.12	\$0.12	-	\$0.12	\$0.12
<b>TOTAL PACAKGE</b>	<b>\$52.99</b>	<b>\$51.49</b>	<b>\$1.75</b>	<b>\$54.74</b>	<b>\$53.24</b>
Working Dues Deduction - 4% of the Total Package - report of monthly fringe form	-\$2.12	-\$2.06	-	-\$2.19	-\$2.13
	\$50.87	\$49.43	-	\$52.55	\$51.11
Industry Promotional Fund	\$0.12	\$0.12	-	\$0.12	\$0.12
<b>TOTAL</b>	<b>\$50.99</b>	<b>\$49.55</b>	<b>-</b>	<b>\$52.67</b>	<b>\$51.23</b>

- Base on actual hours worked
- Zones recognized per Article VIII
- \*\*Taxable income subject to Federal withholding & FICA
- Lead Cement Mason/Foreman rate is \$1.50 per hour mire added to base rate

**M.I.T.A and O.P.C,M.I.A**  
**Michigan Heavy Highway/Municipal & Utility Agreement**

**Apprentice rate and fringes**  
**June 1, 2026 through May 31, 2027**

	75%		85%		95%	
	Zone 1	Zone 2	Zone 1	Zone 2	Zone 1	Zone 2
Journey-person	\$26.25	\$25.13	\$29.75	\$28.47	\$33.25	\$31.83
Health & Welfare (funded)	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00
Pension (funded)	\$6.55	\$6.55	\$6.55	\$6.55	\$6.55	\$6.55
Annuity (funded)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
International Pension (funded)	\$0.66	\$0.66	\$0.66	\$0.66	\$0.66	\$0.66
**Vacation (funded)	\$3.44	\$3.44	\$3.44	\$3.44	\$3.44	\$3.44
Apprentice (funded)	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
Int'l Training Fund (funded)	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07
P.P.A (funded)	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
<b>TOTAL PACAKGE</b>	<b>\$45.99</b>	<b>\$44.87</b>	<b>\$49.49</b>	<b>\$48.21</b>	<b>\$52.99</b>	<b>\$51.57</b>
Working Dues Deduction - 4% of the Total Package - report of monthly fringe form	-\$1.84	-\$1.79	-\$1.98	-\$1.93	-\$2.12	-\$2.06
	\$44.15	\$43.08	\$47.51	\$46.28	\$50.87	\$49.51
Industry Promotional Fund	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
<b>TOTAL</b>	<b>\$44.27</b>	<b>\$43.20</b>	<b>\$47.63</b>	<b>\$46.40</b>	<b>\$50.99</b>	<b>\$49.63</b>

- Base on actual hours worked
- Zones recognized per Article VIII
- \*\*Taxable income subject to Federal withholding & FICA
- All apprentice fringes are at the same as Journey-person