

**MUCG UNDERGROUND AGREEMENT
WAGE AND FRINGE BENEFITS
EFFECTIVE SEPTEMBER 1, 2021**

CLASS I	<u>ZONE I</u>		<u>ZONE II</u>	
	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$32.68	\$33.36	\$31.19	\$31.78
*Vacation & Holiday (15% Funded)	\$4.90	\$5.00	\$4.68	\$4.77
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.40	\$8.40	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16	\$0.16	\$0.16
IUOE National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
DC Plan	\$1.00	\$1.00	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$62.67	\$63.45	\$60.96	\$61.64
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03
 CLASS II				
	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$28.56	\$29.22	\$26.94	\$27.49
*Vacation & Holiday (15% Funded)	\$4.29	\$4.39	\$4.04	\$4.12
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.40	\$8.40	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16	\$0.16	\$0.16
IUOE National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
DC Plan	\$1.00	\$1.00	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$57.94	\$58.70	\$56.07	\$56.70
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03

CLASS III	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$27.93	\$28.51	\$26.51	\$26.99
*Vacation & Holiday (15% Funded)	\$4.19	\$4.27	\$3.97	\$4.05
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.40	\$8.40	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16	\$0.16	\$0.16
IUOE National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
DC Plan	\$1.00	\$1.00	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$57.21	\$57.87	\$55.57	\$56.13
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03

CLASS IV	<u>1st Shift</u>	<u>2nd/3rd</u>	<u>1st Shift</u>	<u>2nd/3rd</u>
*Base Wage Per Hour	\$27.43	\$27.93	\$26.26	\$26.69
*Vacation & Holiday (15% Funded)	\$4.12	\$4.19	\$3.94	\$4.01
*Supplemental Vacation (funded)	\$0.05	\$0.05	\$0.05	\$0.05
Pension (Funded)	\$13.95	\$13.95	\$13.95	\$13.95
Health Care (Funded)	\$8.40	\$8.40	\$8.40	\$8.40
Apprenticeship Fund	\$1.00	\$1.00	\$1.00	\$1.00
Retiree Benefit (Funded)	\$0.45	\$0.45	\$0.45	\$0.45
Labor Management Education Committee	\$0.16	\$0.16	\$0.16	\$0.16
IUOE National Training Fund	\$0.05	\$0.05	\$0.05	\$0.05
DC Plan	\$1.00	\$1.00	\$1.00	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>	<u>\$0.03</u>
Gross Wage	\$56.64	\$57.21	\$55.29	\$55.79
Industry Labor Management Fund	\$0.03	\$0.03	\$0.03	\$0.03
MUCG Industry Advancement fund	\$0.03	\$0.03	\$0.03	\$0.03

CLASS V	<u>1st Shift</u>
*Base Wage Per Hour	\$20.13
*Vacation & Holiday (15% Funded)	\$3.02
Pension (Funded)	\$4.00
Health Care (Funded)	\$6.50
Apprenticeship Fund	\$0.50
IUOE National Training Fund	\$0.05
DC Plan	\$1.00
Industry Labor Management Fund	<u>\$0.03</u>
Gross Wage	\$35.23
Industry Labor Management Fund	\$0.03
MUCG Industry Advancement fund	\$0.03

*Taxable Income.

Allocations

Sept 2020 - \$1.75 to be allocated

Sept 2021 - \$1.75 to be allocated

Sept 2022 - \$1.75 to be allocated

Sept 2023 - \$2.00 to be allocated