

**MITA-DISTRIBUTION – ZONE 3 (Bay, Genesee, Lapeer, Midland, Saginaw,
Sanilac, Shiawassee and St. Clair Counties)**

Wage Rates effective the first full pay period on or after 4/1/23:

ALL OTHER WORK

*BASE RATE	\$19.40
*VACATION PAY	<u>2.95</u>
TAXABLE RATE	\$22.35
HEALTH CARE	6.00
PENSION	7.00
TRAINING	.45
LECET	<u>.50</u>
TOTAL	\$36.30
IAF	.06

TELEPHONE WORK

*BASE RATE	\$17.13
*VACATION PAY	<u>2.95</u>
TAXABLE RATE	\$20.08
HEALTH CARE	6.00
PENSION	7.00
TRAINING	.45
LECET	<u>.50</u>
TOTAL	\$34.03
IAF	.06

*Taxable Income subject to Federal Withholding and FICA.

NOTES:

(1) On all duct work, the rate for a "Duct Layer" will be forty cents (.40) per hour over and above the base rate.