

**ACTA – Local 499 (West portion of Livingston County to Oak Grove Road, from Cohoctah to Pinckney, including all of the City of Howell)**

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

*Base Wage	\$28.24
*Vacation	(2.75)
Health Care	6.00
Pension	7.00
Training	.45
LECET	<u>.25</u>
<b>GROSS WAGE</b>	<b>\$41.94</b>
IAP	.15

\*Subject to Federal Withholding and FICA.  
IAP - Industry Advancement Program

**NEW MARKET INITIATIVE RATE**

NMI work shall be classified as: New construction or renovation of buildings 50,000 square feet or less including, but not limited to, fast food restaurants, strip stores, gas stations, medical or dental suites not owned or leased by a major hospital corporation, convenience and party stores, industrial park buildings, retail or office buildings or tenant work. Any other projects, regardless of scope, ownership, intent of use or construction method by mutual written consent where projects include evidence of non-signatory bidders shall be governed by the NMI wage package.

This wage rate shall not apply to any work covered by the National Maintenance Agreement, General President's Agreement, Project Labor Agreement and Michigan Prevailing Wage Law; however, if the Michigan Prevailing Wage Law is repealed or amended or is no longer in force, the NMI schedule of wages will apply to public buildings governed by that statute.

The total package wage of all NMI Laborers classifications, including apprentices, shall be 20% less than the Construction Laborers' total package.

Employer will make a reasonable effort to notify the Local Union when the NMI rate is used.

*Base Wage	\$23.68
*Vacation	(2.00)
Health Care	6.00
Pension	3.50
LECET	<u>.25</u>
<b>GROSS WAGE</b>	<b>\$33.73</b>
IAP	.15

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## APPRENTICE LABORER

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours-Cumulative</u>
75%	0-1,000	100 Plus
80%	1,001-2,000	100 Plus
85%	2,001-3,000	100 Plus
95%	3,001-4,000	100 Plus

All registered Apprentices will work in accordance with wage and training requirements.  
All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.