

**LABORERS' LOCAL UNION 1075 – CAM
(Genesee, Lapeer, and Sanilac, Shiawassee and St. Clair Counties)**

Wage Rates effective the first full pay period on or after January 1, 2024:

Class A: Carpenter Tenders, Mason Tenders, Cement Finisher Tenders, Plasterer Tenders, Signal Men and Top Men (sewer work), Watchman, Tunnel Muckers, Jackhammer and Air Spade Operators, Tunnel Men (concrete shovelers, car pushers), Bottom Men (sewer work), Windlass Operators (caisson work), Demolition Laborer, when full-time Fire Watch is required by the Contractor signatory to this Agreement the Laborers will be utilized to supply Fire Watch, Industrial Deep Cleaning and Foremen. Mortar Mixer (with training) (by hand or machine), Air, Electric, Gas Tool Operators, Pump Operators (all three inch (3") pumps and below), Air and Electric Bush Hammers, Concrete Gas Buggy, Concrete Saw Operator, Crock and Pipe Layers (conduit and vitrified tile, except 4" drain tile around buildings), and Caisson Work inside building.

ZONE 1 includes Genesee, Lapeer and Shiawassee Counties. **ZONE 2** includes Sanilac and St. Clair Counties.

| | <u>Zone 1</u> | <u>Zone 2</u> |
|---------------------------|----------------------|----------------------|
| *Base Rate | \$23.36 | \$24.30 |
| *Vacation Pay | <u>3.10</u> | <u>3.80</u> |
| Total Taxable Wage | 26.46 | 28.10 |
| Health Care | 6.00 | 6.00 |
| Pension | 7.00 | 7.00 |
| Annuity | 1.75 | 4.25 |
| Training & Apprenticeship | .45 | .45 |
| LECET | <u>.33</u> | <u>.33</u> |
| Gross Wage | \$41.99 | \$46.13 |
| CIAP | <u>.15</u> | <u>.15</u> |
| TOTAL | \$42.14 | \$46.28 |

*Subject to Federal Withholding & FICA.

Laborer Foreman: \$1.50 per hour additional premium.

Demolition Burner: \$1.00 per hour additional premium.

2nd Shift: \$.25 per hour additional premium. 3rd Shift: \$.50 per hour additional premium.

HEIGHT PAY: Height premium pay on all stacks, towers, church spires, power houses and silos shall be paid at the rate of pay as follows: Twenty-Five to one hundred feet (25'-100'): Thirty cents (\$.30) above the Class A Rate. For each additional fifty feet (50') height: Additional thirty cents (\$.30) per hour per each additional fifty foot (50') height.

Cleaner/Sweeper Class Laborer: This rate is only applicable upon approval of the Business Manager.

| | <u>Zones 1 & 2</u> |
|---------------------------|-------------------------------|
| *Base Rate | 19.03 |
| *Vacation | <u>1.97</u> |
| Total Taxable Wage | 21.00 |
| Health Care | 6.00 |
| Pension | 7.00 |
| Annuity | .25 |
| Training & Apprenticeship | .45 |
| LECET | <u>.27</u> |
| Gross Wage | 34.97 |
| CIAP | <u>.15</u> |
| TOTAL | 35.12 |

APPRENTICESHIP PROGRAM. An Apprentice Construction Class Laborer is defined as an individual who is enrolled in the Apprenticeship Program and who has not reached Journeyman status. All registered Apprentices will work in accordance with wage and training requirements.

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

All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.

NEW MARKET INITIATIVE LABORER. Employers complying with all terms and conditions of the Agreement may utilize a New Market Initiative (NMI) rate.

(a). The following language shall govern the application of the NMI Laborer Classification. NMI work shall be classified as: new construction and renovation of stand-alone buildings, 25,000 square feet or less.

NMI Scope of Work Description:

- Economy hotels, motels, gas stations and garages.
- Pole-type buildings and pre-engineered buildings
- Churches and funeral homes
- Restaurants
- Medical offices
- Offices and office buildings
- Bars, nightclubs and country clubs
- Public community housing
- Mobile home parks and facilities
- Apartments, condo and community buildings
- Recreational vehicle locations
- Farms and agricultural installations
- Fairs and public activities
- Retail stores
- Strip centers and stores
- Auto sales
- Theaters
- Banks and credit unions
- Telephone exchanges
- Senior centers, nursing homes and assisted living residences
- Others by Mutual Consent—negotiated work with private owners that fall in the scope of projects under the heading include evidence of non-signatory holders.

(b) This wage shall not apply to any work covered by the National Maintenance Agreement, General President’s Agreement, Project Labor Agreement and Prevailing Wage Law.

(c) The NMI Laborer shall be paid twenty percent (20%) less than the Class A, Construction Laborer Total Package. Apprenticeship rates will not apply to all NMI work. Effective the first full pay period on or after January 1, 2024:

| | <u>Zone 1-Flint</u> | <u>Zone 2-Pt. Huron</u> |
|--------------------|---------------------|-------------------------|
| *Base Rate | \$20.18 | \$21.10 |
| *Vacation Pay | <u>2.75</u> | <u>3.45</u> |
| Total Taxable Wage | 22.93 | 24.55 |
| Health Care | 5.90 | 6.00 |
| Pension | 3.42 | 3.80 |
| Annuity | 1.05 | 2.25 |
| LECET | <u>.29</u> | <u>.30</u> |
| Gross Wage | \$33.59 | \$36.90 |
| CIAP | <u>.15</u> | <u>.15</u> |
| Total | \$33.74 | 37.05 |

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

(e) Others by Mutual Consent Procedure. In the event an Employer wishes to process a request under the "Others by Mutual Consent", the Employer shall formally notify by mail at Laborers' Local 1075, P.O. Box 5188, Flint, MI 48505-0188 or by fax at 810/686-1906. The request should be processed on the standard form and must provide information relative to the project dollar volume, project title, project location and a list of current plan holders, if available. The request must be made at least seven (7) working days prior to the proposed bid date. Upon receipt, Laborers' Local 1075 will distribute the request to all signatory contractors.

(f) Fringe Benefit Payment. All Employers remitting payment to the various funds must include the specific name of the job and identify the payments as NMI.

(g) New Employees. The Employer shall provide or inform the appropriate Union(s) with a list of any new hires no later than one week after the new employee's first day of work.

(h) Monitoring of NMI Addendum. In order to properly monitor the economics and effectiveness of the NMI, the Employer(s) agree to submit for review, if available, all post bid results including the names of sub-contractors that have been chosen to perform any covered work.