

LABORERS' LOCAL UNION 499 – CAM
(Monroe County)

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

**CONSTRUCTION LABORER, CARPENTER TENDER, FIREWATCH, CONCRETE LABORER,
CONCRETE CHUTE AND CONCRETE BUCKET HANDLER**

| | |
|-------------|------------|
| *Base Wage | \$32.13 |
| *Vacation | 4.50 |
| Health Care | 6.00 |
| Pension | 7.00 |
| Annuity | 2.00 |
| Training | .45 |
| LECET | <u>.25</u> |
| | \$52.33 |
| IAP | .15 |

Concrete Specialist rate: \$2.00 over Construction Laborer Rate

MORTAR MIXER (including concrete and mortar 1/2 cu. yd. or smaller machine, or by hand in mortar box); **MASON TENDER & CEMENT MASON TENDER, PLASTERER TENDER, PORTABLE MIXER OPERATOR, AND AIR ELECTRIC & GASOLINE TOOL OPERATOR** (including concrete vibrator & acetylene torch); **CAISSON WORKER; FURNACE BATTERY HEATER TENDERS; SIGNALMAN ON CONCRETE POURS ONLY**

| | |
|-------------|------------|
| *Base Wage | \$32.35 |
| *Vacation | 4.50 |
| Health Care | 6.00 |
| Pension | 7.00 |
| Annuity | 2.00 |
| Training | .45 |
| LECET | <u>.25</u> |
| | \$52.55 |
| IAP | .15 |

HAZARDOUS WORK: Employees required to wear acid resistant clothing, heat resistant clothing or radiation protective clothing.

| | |
|-------------|------------|
| *Base Wage | \$32.69 |
| *Vacation | 4.50 |
| Health Care | 6.00 |
| Pension | 7.00 |
| Annuity | 2.00 |
| Training | .45 |
| LECET | <u>.25</u> |
| | \$52.89 |
| IAP | .15 |

*Subject to Federal Withholding & FICA.

Laborer Foreman Rate: \$2.00 over Construction Laborer Rate.
2nd Shift: \$1.00 per hour additional premium. 3rd Shift: \$1.50 per hour additional premium.

CLEANER/SWEEPER LABORER; FURNITURE MOVER

| | |
|-------------|------------|
| *Base Wage | \$26.97 |
| *Vacation | 4.50 |
| Health Care | 6.00 |
| Pension | 7.00 |
| Annuity | 2.00 |
| Training | .45 |
| LECET | <u>.25</u> |
| | \$46.67 |
| IAP | .15 |

*Subject to Federal Withholding & FICA.
2nd Shift: \$1.00 per hour additional premium. 3rd Shift: \$1.50 per hour additional premium.

DEMOLITION LABORER

| | |
|-------------|------------|
| *Base Wage | \$32.13 |
| *Vacation | 4.50 |
| Health Care | 6.00 |
| Pension | 7.00 |
| Annuity | 2.00 |
| Training | .45 |
| LECET | <u>.25</u> |
| | \$52.33 |
| IAP | .15 |

*Subject to Federal Withholding & FICA.
Demolition Laborer Foreman Rate: \$2.00 over Construction Laborer Rate.
2nd Shift: \$1.00 per hour additional premium. 3rd Shift: \$1.50 per hour additional premium.

Ground Burner: Base Wage shall be one dollar (\$1.00) per hour more than the hourly rate for a Demolition Laborer.

High Burner: Base Wage shall be one dollar and fifty cents (\$1.50) per hour more than the hourly rate for a Demolition Laborer.

NEW MARKET INITIATIVE

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 June 1, 2024:

| | |
|-------------|------------|
| *Base Wage | \$30.11 |
| *Vacation | 2.00 |
| Health Care | 6.00 |
| Pension | 3.50 |
| LECET | <u>.25</u> |
| | \$41.86 |
| IAP | .15 |

*Subject to Federal Withholding & FICA.

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

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 499, 3080 Platt Road, Ann Arbor, MI 48108-1808 or by fax at 734/971-0094. 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 499 will distribute the request to all signatory contractors.

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.

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.

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.

APPRENTICESHIP RATES

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

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