

LABORERS' LOCAL UNION 1329 – AGC/LRD
(All 15 Counties in the Upper Peninsula of the State of Michigan and the County of Florence, Wisconsin and the Cities of Niagara and Marinette, Wisconsin)

WAGE RATE A: INDUSTRIAL CONSTRUCTION
Effective the first full pay period on or after May 1, 2025

The scope of work covered by the terms of this Agreement shall include all Industrial Manufacturing and Processing Plants such as Ore Plants, Paper Mills, Power Houses, Foundries, Saw Mills, Wood Processing Plants, Hydro Electric Dams or other Industrial Complexes or sites where uniform construction agreements (Project Agreements) are utilized or where Maintenance Agreements are used to perform Industrial Maintenance work.

CLASS A: Includes all Construction Laborers on building and heavy construction work, storm and sanitary sewers on all construction sites and streets which are not included in the Highway Agreement, Tool Crib Attendant, Civil Engineer Tender, Rodman, Oxi-gun Operator, and men using propane or acetylene cutting torch, Motor Driven Buggies, Chipping Hammers, Tamping Machines, Green Cutting (whether run by air, electric or gas), Sand Blasters, Mason Tenders, Mortar Mixers, Material Mixers (whether done by hand or done by machine), Vibrator Operator, Concrete Mixer, Laborers with Concrete Crew, Mixer to Pour, including pour time from trucks. This classification does not include Foremen and others falling within specified classifications. Cement Gun Nozzleman, Blasters, Miners, Drillers, Buster Operators, Layers of all Non-Metallic Pipe (when two Laborers are required to operate one drill or buster at the same, time, both Laborers will be paid the rate of that classification). Caisson Worker and Airtrack. Watchmen, Fire Watch and Hole Watch.

*Base Rate	\$32.74
*Vacation	(3.75)
Health Care	6.00
Pension	7.00
Training	.45
UPCC	.18
LECET	<u>.62</u>
Gross Rate	\$46.99
CIAP	<u>.15</u>
TOTAL	\$47.14

CLASS B. Digester, Tanks & Kilns.

*Base Rate	\$34.99
*Vacation	(3.75)
Health Care	6.00
Pension	7.00
Training	.45
UPCC	.18
LECET	<u>.62</u>
Gross Rate	\$49.24
CIAP	<u>.15</u>
TOTAL	\$49.39

*Taxable Income subject to Federal Withholding & FICA.

Waterfront work: \$.75 per hour additional premium.

Foreman: Foremen shall be paid a rate of wages to be determined by the Employer, but said rate of wages shall not be less than \$1.75 per hour more than the regular rate paid to the highest paid crew member supervised by said Foreman or Foremen.

General Laborer Foreman: The General Laborer Foreman shall be paid not less than \$1.75 more per hour than the Laborer Foreman under their jurisdiction. (When 5 or more Foremen are employed, the General Foremen will be paid \$2.50 per hour more.)

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate*</u>	<u>Work Hours</u>	<u>Training Hours – Cumulative</u>
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, Wage Rate B, Class A. All fringe benefits are paid at 100%.

WAGE RATE B: GENERAL & COMMERCIAL CONSTRUCTION PROJECTS

Wage Rate B of this Agreement shall apply to all projects not covered under Wage Rate A.

Effective the first full pay period on or after May 1, 2025

CLASS A: Includes all Construction Laborers on building and heavy construction work, storm and sanitary sewers on all construction sites and streets which are not included in the Highway Agreement, Tool Crib Attendant, Civil Engineer Tender, Rodman, Oxi-gun Operator, and men using propane or acetylene cutting torch, Motor Driven Buggies, Chipping Hammers, Tamping Machines, Green Cutting (whether run by air, electric or gas), Sand Blasters, Mason Tenders, Mortar Mixers, Material Mixers (whether done by hand or done by machine), Vibrator Operator, Concrete Mixer, Laborers with Concrete Crew, Mixer to Pour, including pour time from trucks. This classification does not include Foremen and others falling within specified classifications. Cement Gun Nozzleman, Blasters, Miners, Drillers, Buster Operators, Layers of all Non-Metallic Pipe (when two Laborers are required to operate one drill or buster at the same, time, both Laborers will be paid the rate of that classification). Caisson Worker and Airtrack. Watchmen, Fire Watch and Hole Watch.

*Base Rate	\$28.18
*Vacation	(3.75)
Health Care	6.00
Pension	7.00
Training	.45
UPCC	.18
LECET	<u>.62</u>
Gross Rate	\$42.43
CIAP	<u>.15</u>
TOTAL	\$42.58

CLASS B. Digester, Tanks & Kilns.

*Base Rate	\$30.41
*Vacation	(3.75)
Health Care	6.00
Pension	7.00
Training	.45
UPCC	.18
LECET	<u>.62</u>
Gross Rate	\$44.66
CIAP	<u>.15</u>
TOTAL	\$44.81

*Taxable Income subject to Federal Withholding & FICA.

Waterfront work: \$.75 per hour additional premium.

Foreman: Rate of wages to be determined by the Employer, but said rate of wages shall not be less than \$1.75 per hour more than the regular rate paid to the highest paid man supervised by said Foreman or Foremen.

General Laborer Foreman: The General Laborer Foreman shall be paid not less than \$1.75 more per hour than the Laborer Foreman under his jurisdiction. (When 5 or more Foremen are employed, the General Foreman will be paid \$2.50 per hour more.)

All registered Apprentices will work in accordance with wage and training requirements.

<u>Rate*</u>	<u>Work Hours</u>	<u>Training Hours – Cumulative</u>
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, Wage Rate B, Class A. All fringe benefits are paid at 100%.

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Residential Wages:

*Base Rate	\$24.05
*Vacation	(1.50)
Health Care	6.00
Training	.45
UPCC	.18
LECET	<u>.27</u>
Gross Rate	30.95
CIAP	<u>.15</u>
TOTAL	\$31.10

*Taxable Income subject to Federal Withholding & FICA.