

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, 2025:

*Base Wage	\$34.59
*Vacation	(4.75)
Health Care	6.00
Pension	7.00
Training	.45
LECET	<u>.30</u>
GROSS WAGE	\$48.34
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Agreement, Project Labor Agreement and Michigan Prevailing Wage Law; however, if the Michigan Prevailing Wage Law is repealed or amended or is no longer in force, the NMI schedule of wages will apply to public buildings governed by that statute.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	\$28.75
*Vacation	(4.00)
Health Care	6.00
Pension	3.50
LECET	<u>.30</u>
GROSS WAGE	\$38.55
IAP	.15

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

APPRENTICE LABORER

All registered apprentices will be compensated in accordance with the following schedule, which adheres to applicable Apprenticeship standards:

First Stage—First Stage Apprentices will receive 75% of Journeyman Base Wage. All First Stage Apprentices also receive 100% of fringe benefit contributions.

Second Stage— Second Stage Apprentices will receive 80% of Journeyman Base Wage. All Second Stage Apprentices also receive 100% of fringe benefit contributions.

Third Stage— Third Stage Apprentices will receive 85% of Journeyman Base Wage. All Third Stage Apprentices also receive 100% of fringe benefit contributions.

Fourth stage— Fourth Stage Apprentices will receive 95% of Journeyman Base Wage. All Fourth Stage Apprentices also receive 100% of fringe benefit contributions.

Notification. Employer agrees to compensate Apprentice according to designated stage, upon notification.

<u>Stage</u>	<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours-Cumulative</u>
First	75%	0-999	0-74
Second	80%	1,000-1,999	75-149
Third	85%	2,000-2,999	150-224
Fourth	95%	3,000-3,999	225-299
Graduate	100%	4,000+	300+

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%.