

**LABORERS' LOCAL UNION 499 – WCA
(Hillsdale, Jackson and Lenawee Counties)**

Wage Rates effective the first full pay period on or after June 1, 2025:

Wages for building and heavy construction craft Laborer, portable concrete mixer operators (14 horsepower and under), air, electric or gasoline tool operators, hot dope carriers, tar kettle tenders, gasoline vibrators, concrete gas buggies, concrete saw, signal person and top person on sewer, caisson construction (open cut work), concrete shovelers, car pushers and bottom person (on sewer work). Demolition Laborer, three inch (3") pumps and below, jobsite clean-up, deep cleaning, and when full-time fire watch is required by the Contractor signatory to this Agreement, the Laborers' will be utilized to supply the fire watch, jackhammer operators, burner, crack layers (or pipe layers), caisson workers, tunnel muckers and tunnel miners, welder, mortar mixer, scaffold builders, forklift operator (masonry only), helpers and tenders on work customarily performed by Laborers and all Laborers working for masonry Contractors and plasterer tenders shall be as follows:

Journey person: Any Laborer who was previously employed prior to June 1, 2013, would automatically be grandfathered in as a Journey person.

*Base Rate	\$32.35
*Vacation (Deducted & Funded)	(3.50)
Health Care	6.00
Pension	7.00
Training	.45
LECET	<u>.30</u>
Gross Wage	\$46.10
CIAP	<u>.15</u>
TOTAL	\$46.25

*Taxable Income subject to Federal Withholding & FICA.
Laborer Foreman Rate: \$2.00 above Journeyman scale.
Shift Premium: \$1.50 per hour additional premium.

Ground Burner base wage shall be one dollar (\$1.00) per hour more than the Class A rate.

High Burner (35 feet and over) base wage shall be one dollar and fifty cents (\$1.50) per hour more than the Class A rate.

Concrete Specialist base wage shall be two dollars (\$2.00) per hour more than the Class A rate.

APPRENTICESHIP RATES

<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. All fringe benefits are paid at 100%.

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, 2025:

*Base Wage	\$27.26
*Vacation (Deduct)	(2.74)
Health Care	6.00
Pension	3.50
LECET	<u>.12</u>
GROSS WAGE	\$36.88
CIAP	<u>.15</u>
TOTAL	\$37.03

*Taxable Income 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.

The NMI Addendum will expire on May 31, 2028.

RESIDENTIAL ADDENDUM RATES

The parties signatory below agree to amend the Agreement to include the following wage rates and classifications on Residential Construction, which is defined as follows. The term "residential construction" as used herein shall be understood to include all single, semi, duplex or multiple type of houses of a residential or domestic nature, not to include high rise apartments in excess of four (4) stories in height or public housing (PHA) which has a predetermined rate established by the Department of Labor.

The base rate of wages for a **Residential Laborer** shall be Seventy-Five Percent (75%) of the base rate of the appropriate classification.

Fringe Benefits, including Vacation Pay, shall be paid on Residential Laborers as listed on the Agreement for the appropriate classification. This Addendum shall terminate at such time the Agreement terminates and may be terminated by either party under the same terms and conditions of the Agreement.