

**LABORERS' LOCAL UNION 355 – AGC OF MICHIGAN**  
**(Allegan, Barry, Berrien, Branch, Calhoun, Cass, Ionia (excluding the City of**  
**Portland), Kalamazoo, Kent, Lake, Manistee, Mason, Mecosta, Montcalm,**  
**Muskegon, Newaygo, Oceana, Osceola, Ottawa, St. Joseph and Van Buren**  
**Counties)**

**Wage Rates effective the first full pay period on or after 6/1/2025:**

**CLASS A:** All Construction Laborers on buildings, pumps, well wheels, air, electric or gasoline tools, motor driven buggies, Laborers on fire watch duty, working on swing scaffolds, heavy construction work, confined space and FME, carpenter tender, cement finisher tender, heater tender, flagperson, Jackhammer operators, crocklayers and caisson workers in buildings. Top men on chimneys or towers over thirty feet (30') in height, material mixers, operators of portable mixers, plasterer tenders, mason tenders that have received certification from the MLTAI for mason tending, and MLTAI-certified demolition burner, except foremen and others falling within specified classifications.

*Base Rate	\$27.21
*Vacation Pay (Deduct)	(2.90)
Health Care	6.00
Pension	7.00
Training	.45
LECET	<u>.37</u>
Gross Wage	\$41.03
CIAP	<u>.15</u>
<b>Total</b>	<b>\$41.18</b>

**CLASS B: Concrete Specialist:** When there are no Cement Finishers available, the classification of Concrete Specialist may be utilized and shall include troweling, finishing, screeding, patching, cutting and curing of cast in place or precast concrete by any and all methods. Those working under this classification will receive a minimum of four (4) hours pay. Those working more than four (4) hours under this classification will receive this rate for the remainder of the day.

*Base Rate	\$31.87
*Vacation Pay (Deduct)	(4.06)
Health Care	6.00
Pension	7.00
Training	.45
LECET	<u>.47</u>
Gross Wage	\$45.79
CIAP	<u>.15</u>
<b>Total</b>	<b>\$45.94</b>

\*Taxable Income subject to Federal Withholding & FICA.

## APPRENTICESHIP RATES

<u>Apprenticeship 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.

**(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 355, 1500 E. Columbia Avenue, Battle Creek, MI 49014-5137 or by fax at 269/962-1431. 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 ten (10) working days prior to the proposed bid date. Upon receipt, Laborers’ Local 355 will distribute the request to all signatory contractors.

**Wages. NMI Laborer, effective the first full pay period on or after June 1, 2025:**

*Base Rate	\$23.16
*Vacation Pay (Deduct)	(2.90)
Health Care	6.00
Pension	3.29
LECET	<u>.37</u>
Gross Wage	\$32.82
CIAP	<u>.15</u>
<b>Total</b>	<b>\$32.97</b>

**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.