

ACCM – Locals 1076 and 1191 (Wayne, Macomb and Oakland Counties, and that portion of Livingston County north of State Highway M-59 and east of Oak Grove Road)

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

Commercial and Industrial Construction Laborer:

*Base Wage	\$33.00
*Vacation & Holiday	5.00
Insurance	7.00
Pension	10.80
Training	.45
LECET	<u>.25</u>
Total	\$56.50
IAP	.15

* Subject to Federal Withholding & FICA.
Laborer Foreman: \$2.00 per hour additional premium.
2nd Shift – \$.30 per hour additional premium.

Mortar Mixer (including concrete and mixer - ½ c.y. or smaller) **Scaffold Builder, Signalman, Top Man** (on sewer and caisson work) and **Air Electric** or **Gasoline Tool Operator** (including concrete vibrator and operator and acetylene torch) and **Air Hammer Operator:**

*Base Wage	\$33.30
*Vacation & Holiday	5.00
Insurance	7.00
Pension	10.80
Training	.45
LECET	<u>.25</u>
Total	\$56.80
IAP	.15

* Subject to Federal Withholding & FICA. 2nd Shift – \$.30 per hour additional premium.

Monolithic Residential Wall Laborer. Construction of monolithic walls for single family dwelling.

*Base Wage	\$27.75
*Vacation & Holiday	4.00
Insurance	7.00
Pension	10.80
Training	.45
LECET	<u>.25</u>
Total	\$50.25
IAP	.15

* Subject to Federal Withholding & FICA. 2nd Shift – \$.30 per hour additional premium.

Residential Flat Work. Flat work shall mean Concrete Work (removal or replacement) in conjunction with a single family dwelling, no more than one (1) form high or twelve (12) inches thick.

*Base Wage	\$22.75
*Vacation & Holiday	4.30
Pension	10.80
Training	<u>.10</u>
Total	\$37.95
IAP	.15

Michigan Laborers' Statewide Apprenticeship Program. All registered Apprentices will work in accordance with wage and training requirements. The ratio will become three (3) Journeymen to one (1) Apprentice.

Rate	Work Hours	Training Hours – Cumulative
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%.

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	\$28.15
*Vacation & Holiday	5.00
Insurance	6.10
Pension	5.90
Training	<u>.05</u>
GROSS WAGE	\$45.20
IAP	.15

*Subject to Federal Withholding and FICA. IAP – Industry Advancement Program.
NMI Laborer Foreman - \$2.00 hour additional premium