

**LABORERS' LOCAL UNION 499 – WCA**  
**(Washtenaw County and the southeast portion of Livingston County...**  
**(Boundary) M-59 on the north...(Oak Grove Road) on the west...**  
**south from Howell to and including Pinckney)**

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

**CLASS A:** Construction Laborers on Building and Heavy Construction Work, Except Foreman and Others Not Falling Within Specified Classification. Includes jobsite cleanup and demolition.

**CLASS B:** Mortar Mixers, Material Mixer (whether done by hand or machine), Air, Gas, Electric Tool Operators, Power Buggy Operators, Stone Setter, Tenders, Scaffold Builders or Dismantlers, Windlass Operators, Tar and Kettle Operators.

**CLASS B2:** For All Jack Hammering and Chipping on Concrete.

**CLASS C:** Crock or Pipe Laborer, Caisson Worker (Building and Heavy Construction Only).

**CLASS D:** Watchmen, Civil Engineer Tenders or Rodmen.

**CLASS E:** Final Cleaning: Washing or Cleaning of Walls, Partitions, Ceilings, Windows, Bathrooms, Kitchens, Laboratories and All Fixtures and Facilities Therein. Clean-Up Mopping, Washing, Waxing, and Polishing or Dusting of All Floors or Areas.

	<u><b>CLASS A</b></u>	<u><b>CLASS B</b></u>	<u><b>CLASS B2</b></u>	<u><b>CLASS C</b></u>	<u><b>CLASS D</b></u>	<u><b>CLASS E</b></u>
BASE PAY*	\$33.36	\$33.58	\$33.91	\$33.72	\$32.47	\$30.02
VACATION*	4.75	4.75	4.75	4.75	4.75	4.75
INSURANCE	6.00	6.00	6.00	6.00	6.00	6.00
PENSION	7.00	7.00	7.00	7.00	7.00	7.00
ANNUITY	2.00	2.00	2.00	2.00	2.00	2.00
LECET	.30	.30	.30	.30	.30	.30
TRAINING	.45	.45	.45	.45	.45	.45
<b>TOTAL</b>	<b>\$53.86</b>	<b>\$54.08</b>	<b>\$54.41</b>	<b>\$54.22</b>	<b>\$52.97</b>	<b>\$50.52</b>
IAP	.15	.15	.15	.15	.15	.15

\*Taxable Income subject to Federal Withholding & FICA.

Foreman: \$2.00 per hour additional premium.

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. 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, renovation and 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-five percent (25%) less than the Class A, Construction Laborer Total Package, effective the first full pay period on or after August 1, 2025. Apprenticeship rates will not apply to all NMI work.

BASE PAY*	\$30.94
VACATION*	2.35
INSURANCE	6.00
PENSION	3.50
LECET	.30
<b>TOTAL</b>	<b>\$42.09</b>
IAP	.15

\*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.