

**MITA/UNDERGROUND AGREEMENT – ZONE 5**  
**Entire Upper Peninsula of Michigan**

**Wage Rates for Open Cut Construction**  
**Effective the first full pay period on or after 9/1/2026:**

**Class I:** Construction Laborer. Mortar and material mixers, concrete form man, signal man, well point man, manhole, headwall and catch basin builder, guard rail builders, headwall, seawall, breakwall, dock builder and fence erector. Air, gasoline and electric tool operator, vibrator operator, drillers, pump man, tar kettle operator, bracers, rodder, reinforced steel or mesh man (e.g., wire mesh, steel mats, dowel bars, etc.), cement finisher, welder, pipe jacking and boring man, wagon drill and air track operator and concrete saw operator (under 40 hp), windlass and tugger man and directional boring man.

**Class II:** Trench or excavating grade man. Pipe layer (including crock, metal pipe, multiplate or other conduits). Grouting man, top man assistant, audiovisual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work and the installation and repair of water service pipe and appurtenances.

**Class III:** Restoration Laborer, seeding, sodding, planting, cutting, mulching and topsoil grading and the restoration of property such as replacing mail boxes, wood chips, planter boxes, flagstones, etc.

|             | <u><b>Class I</b></u> | <u><b>Class II</b></u> | <u><b>Class III</b></u> |
|-------------|-----------------------|------------------------|-------------------------|
| *Base       | \$29.84               | \$31.84                | \$27.84                 |
| *Vacation   | 5.00                  | 5.00                   | 5.00                    |
| Total Wages | 34.84                 | 36.84                  | 32.84                   |
| Pension     | 7.00                  | 7.00                   | 7.00                    |
| Annuity     | 1.00                  | 1.00                   | 1.00                    |
| Health Care | 6.25                  | 6.25                   | 6.25                    |
| Training    | .45                   | .45                    | .45                     |
| LECET       | .41                   | .41                    | .41                     |
| TOTAL       | <u>49.95</u>          | <u>51.95</u>           | <u>47.95</u>            |
| IAF         | .15                   | .15                    | .15                     |

\*Taxable Income subject to Federal Withholding and FICA.

All registered Apprentices will work in accordance with wage and training requirements.

| <u><b>Rate</b></u> | <u><b>Work Hours</b></u> | <u><b>Training Hours—Cumulative</b></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%.