

LABORERS' Local Union 1191 (Wayne & Macomb Counties) and Local Union 1076 (Oakland County, and that portion of Livingston County north of State Highway M-59 and east of Oak Grove Road) – MASON CONTRACTORS ASSN.

Wage Rates effective the first full pay period on or after July 1, 2019:

MASON TENDER

*Base Rate	\$24.85
*Vacation & Holiday	3.70
Insurance	6.35
Pension	10.05
Training	.45
LECET	<u>.20</u>
GROSS WAGE	\$45.60
Industry Steward	.20
Masonry Promotion	.11

*Subject to Federal Withholding & FICA. Laborer Foreman Base Wage: \$26.10

Second shift shall be paid eight (8) hours' wages for seven and one half (7.5) hours' work. Third shift shall be paid eight (8) hours' wages for seven (7) hours' work.

NEW MARKET INITIATIVE LABORER

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Agreement, Project Labor Agreement and Michigan Prevailing Wage Law; however, if the Michigan Prevailing Wage Law is repealed or amended or is no longer in force, the NMI schedule of wages will apply to public buildings governed by that statute.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	\$22.13
*Vacation & Holiday	3.70
Insurance	5.45
Pension	5.15
Training	<u>.05</u>
GROSS WAGE	\$36.48
IAP	.15

*Subject to Federal Withholding & FICA.

Residential Construction is defined as all work in connection with construction alteration, or repair of all residential units, such as: single dwellings, duplexes, townhouses, apartments and condos. This Residential Agreement and Residential Rate does not apply to those housing units constructed of reinforced concrete, and/or steel frame units normally referred to as "High Rise" and units normally in excess of two stories.

RESIDENTIAL MASON TENDER

*Base Rate	\$15.72
*Vacation & Holiday	2.52
Insurance	6.35
Pension	10.05
Training	.45
LECET	<u>.12</u>
GROSS WAGE	\$35.21
Industry Steward	.20
Masonry Promotion	.11

*Subject to Federal Withholding & FICA.

APPRENTICE LABORER

<u>Rate</u>	<u>Work Hours</u>	<u>Training Hours – Cumulative</u>
75%	0 – 1,000	100 Plus
80%	1,001 – 2,000	100 Plus
85%	2,001 – 3,000	100 Plus
95%	3,001 – 4,000	100 Plus

All registered Apprentice Laborers will work in accordance with wage and training requirements. All percentages are calculated on the Base Rate. All fringe benefits are paid at 100%.