

**LABORERS' LOCAL UNION 1098 – CAM**  
**(Arenac, Bay, Clare, Gladwin, Gratiot, Huron, Isabella, Midland, Ogemaw, Roscommon, Saginaw & Tuscola Counties)**

**Wage Rates effective the first full pay period on or after January 1, 2024:**

**CLASS A:** Includes all Construction Laborers on building and heavy construction work, except Foremen and others failing within specified classifications. Also includes pumps with a three inch (3") or less discharge and not hooked up in battery. Mechanized Buggy Operators and Mortar Mixer when done by hand. Carpenter Tender, Cement Finisher Tender, Mason Tender, Fire Watch, Mechanized Mortar Mixing, Air, Electric and Gas-Driven Tools, Concrete Vibrators, Plasterer Tenders and Plaster Mixers, Crock and/or Pipelayers. Signal Men and Top Men on caisson work. Demolition Laborer.

*Base Rate	\$24.00
*Vacation (Deduct)	(3.30)
Health Care	6.00
Pension	7.00
Training	.45
LECET	<u>.26</u>
	\$37.71
IAP	<u>.15</u>
<b>TOTAL</b>	<b>\$37.86</b>

**CLASS B:** Air or Electric-Driven Pavement Breakers and Jackhammers over 50 lbs., Tunnel Miners and Tunnel Muckers, Tunnel and Shaft Underpinning contributing to the structural support of buildings.

*Base Rate	\$24.53
*Vacation (Deduct)	(3.30)
Health Care	6.00
Pension	7.00
Training	.45
LECET	<u>.29</u>
	\$38.27
IAP	<u>.15</u>
<b>TOTAL</b>	<b>\$38.42</b>

\*Taxable Income subject to Federal Withholding & FICA.  
 2<sup>nd</sup> Shift: \$1.00 additional premium. 3<sup>rd</sup> Shift: \$1.50 additional premium.

**CLASS C:** Drillers and Blasters, Burners and Welders. **(Refractory Industry Work ONLY)** Work inside or outside of digesters, tanks, lime kilns, chests, boilers, and boiler tubes, heat treat ovens, and smoke stacks, including the handling of acid, chlorine, chemicals, epoxies, liquids and cleaning of existing precipitators, hydro blasting, hydro washing and sandblasting.

*Base Rate	\$25.13
*Vacation (Deduct)	(3.30)
Health Care	6.00
Pension	7.00
Training	.45
LECET	<u>.26</u>
	\$38.84
IAP	<u>.15</u>
<b>TOTAL</b>	<b>\$38.99</b>

\*Taxable Income subject to Federal Withholding & FICA.  
 2<sup>nd</sup> Shift: \$1.00 additional premium. 3<sup>rd</sup> Shift: \$1.50 additional premium.

**Foreman:** The Employers shall have the right to hire their Laborer Foreman direct, or through the representative of the Union, and said Laborer Foreman shall be paid at a rate of wages to be determined by the Employer, but the said rate shall not be less than one dollar (\$1.00) more per hour than a Class A Laborer on this crew.

**General Foreman:** rate shall not be less than three dollars (\$3.00) more per hour than a Class A Laborer on this crew.

**Apprenticeship:** 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%.