

**MITA-DISTRIBUTION – ZONE 4 (Alger, Baraga, Chippewa, Delta, Dickinson,  
Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinaw, Marquette,  
Menominee, Ontonagon and Schoolcraft Counties)**

**Wage Rates effective the first full pay period on or after 4/1/24:**

**ALL OTHER WORK**

*BASE RATE	\$19.72
*VACATION PAY	<u>3.20</u>
TAXABLE RATE	\$22.92
HEALTH CARE	6.00
PENSION	7.00
TRAINING	.45
LECET	<u>.53</u>
<b>TOTAL</b>	<b>\$36.90</b>
IAF	.06

**TELEPHONE WORK**

*BASE RATE	\$18.48
*VACATION PAY	<u>3.20</u>
TAXABLE RATE	\$21.68
HEALTH CARE	6.00
PENSION	7.00
TRAINING	.45
LECET	<u>.53</u>
<b>TOTAL</b>	<b>\$35.66</b>
IAF	.06

\*Taxable Income subject to Federal Withholding and FICA.

NOTES:

(1) On all duct work, the rate for a "Duct Layer" will be forty cents (.40) per hour over and above the base rate.