



OPERATIVE PLASTERERS & CEMENT MASONS

International Association of U.S. and Canada

LOCAL 514

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CEMENT MASONS LOCAL 514 - OUTSTATE

EFFECTIVE DATE JUNE 1, 2023	BENTON HARBOR ST. JOSEPH	BIG RAPIDS	FLINT	GRAND RAPIDS MUSKEGON	KALAMAZOO BATTLE CREEK	LANSING JACKSON	LAPEER	SAGINAW	TRAVERSE CITY	UPPER PENINSULA
Base Rate	30.32	27.34	31.39	26.41	27.73	30.33	33.83	31.21	28.55	25.04
Health & Welfare	7.60	7.60	7.60	7.60	7.60	7.60	7.60	7.60	7.60	7.60
Pension	7.72	7.22	7.72	7.62	7.67	7.72	7.72	7.22	7.22	4.97
Apprenticeship	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Vacation	3.74	3.59	3.80	3.55	3.62	3.74	3.91	3.76	3.65	3.36
Dues (5% of total pkg)	(2.50)	(2.31)	(2.55)	(2.29)	(2.36)	(2.50)	(2.68)	(2.52)	(2.38)	(2.08)
Building Trades	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)
MBTC Defense Fund	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.01)
Intl App Train Fund	(0.06)	(0.06)	(0.07)	(0.06)	(0.06)	(0.06)	(0.07)	(0.07)	(0.06)	(0.05)
Gross Wage	49.78	46.15	50.91	45.58	47.02	49.79	53.46	50.19	47.42	41.37
UPCC	-	-	-	-	-	-	-	-	-	0.16
CIAP **	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
TOTAL	49.93	46.30	51.06	45.73	47.17	49.94	53.61	50.34	47.57	41.68

Hours Worked

** Negative amounts are a deduct from the base rate

Foreman's rate is \$2.00 over Journeyman Base Rate

**** CONSTRUCTION INDUSTRY ADVANCEMENT PROGRAM**

COUNTIES

Benton Harbor/St. Joseph: Berrien, Branch, Cass, St. Joseph, the townships of South Haven, Covert, Geneva Bangor, Hartford, Keeler, Hamilton, Lawrence, Arlington, Columbia in Van Buren County, and the townships of Lee, Clyde, Manlius, Filmore, Casco, Ganges, Saugatuck, and Laketown in Allegan County.

Big Rapids: Mason, Lake, Osceola, Mecosta counties.

Flint: All of Genesee and Shiawassee counties, and the townships of Deerfield, Tyrone, Oseola, and Hartland in Livingston County.

Grand Rapids/Muskegon: All of Kent, Muskegon, Montcalm, Newaygo, Ionia, Oceana, and Ottawa counties.

Kalamazoo/Battle Creek: Calhoun, Barry, Kalamazoo, the townships of Overisel, Heath, Valley, Cheshire, Salem, Monterey, Allegan, Trowbridge, Dorr, Hopkins, Watson, Otsego, Leighton, Wayland, Martin, and Gun Plain in Allegan County, and the townships of Bloomingdale, Waverly, Paw Paw, Decatur, Porter, Antwerp, Alma, and Pinegrove in Van Buren County.

Lansing/Jackson: Clinton, Eaton, Ingham, Jackson, and the townships of Conway, Cohoctah, Handy, and Howell in Livingston County.

Lapeer: Lapeer County only.

Saginaw: Arenac, Bay, Gladwin, Gratiot, Huron, Iosco, Isabella, Midland, Ogemaw, Saginaw & Tuscola counties.

Traverse City: Alcona, Alpena, Antrim, Benzie, Charlevoix, Cheboygan, Clare, Crawford, Emmet, Grand Traverse, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Oscoda, Otsego, Presque Isle, Roscommon, and Wexford counties.

Upper Peninsula: All counties in the Upper Peninsula including Isle Royal.

APPRENTICE WAGES

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1st year (65%)	19.71	17.77	20.40	17.17	18.02	19.71	21.99	20.29	18.56	16.28
2nd year (75%)	22.74	20.51	23.54	19.81	20.80	22.75	25.37	23.41	21.41	18.78
3rd year (85%)	25.77	23.24	26.68	22.45	23.57	25.78	28.76	26.53	24.27	21.28