

**INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4**

**Wage Settlement June 1, 2014 - May 31, 2018**

**Wage Schedule Effective June 1, 2105**

**MASSACHUSETTS**

	<u>6/1/2014</u>	<u>12/1/2014*</u>	<u>6/1/2015*</u>	<u>12/1/2015*</u>	<u>6/1/2016*</u>	<u>12/1/2016*</u>	<u>6/1/2017*</u>	<u>12/1/2017*</u>
GROUP I	41.49	42.39	42.83	44.08	44.83	46.08	47.08	48.08
Daily Rate (Per Hour)	48.41	49.44	49.98	51.40	52.25	53.67	54.81	55.94
GROUP 1a (Boom Length)								
Over 150 Feet	2.12	2.12	2.12	2.12	2.12	2.12	2.12	2.12
" 185 "	3.72	3.72	3.72	3.72	3.72	3.72	3.72	3.72
" 210 "	5.23	5.23	5.23	5.23	5.23	5.23	5.23	5.23
" 250 "	7.92	7.92	7.92	7.92	7.92	7.92	7.92	7.92
" 295 "	10.97	10.97	10.97	10.97	10.97	10.97	10.97	10.97
" 350 "	12.76	12.76	12.76	12.76	12.76	12.76	12.76	12.76
GROUP 1b	48.41	49.44	49.98	51.40	52.25	53.67	54.81	55.94
GROUP 1c	42.49	43.39	43.83	45.08	45.83	47.08	48.08	49.08
GROUP 1d	54.86	56.03	56.64	58.23	59.19	60.79	62.06	63.34
GROUP 1e	61.32	62.61	63.29	65.06	66.13	67.90	69.32	70.74
GROUP 1f	47.08	48.10	48.59	50.00	50.84	52.25	53.37	54.50
GROUP II	41.10	41.99	42.42	43.66	44.41	45.64	46.63	47.62
GROUP III	28.80	29.40	29.61	30.48	31.00	31.87	32.56	33.25
GROUP IV								
a. Fireman	34.59	35.33	35.64	36.69	37.31	38.35	39.19	40.02
b. Other than TC/Gradall	21.48	21.90	21.97	22.62	23.01	23.66	24.17	24.69
c. TC or Gradall	25.03	25.54	25.68	26.43	26.89	27.64	28.24	28.85
d. Daily Rate (TC)	28.53	29.12	29.32	30.18	30.70	31.56	32.24	32.93
e. Scow Rate	28.33	28.92	29.12	29.97	30.48	31.34	32.02	32.70
<u>Daily Rate Differential</u>								
GROUP II	4.44	4.50	4.55	4.64	4.69	4.78	4.85	4.93
GROUP III	2.80	2.84	2.88	2.93	2.96	3.02	3.07	3.11
<u>Tunnel Differential</u>	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40
Health & Welfare	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Pension	10.95	11.05	11.30	11.30	11.30	11.30	11.30	11.30
Apprenticeship	0.84	0.84	0.90	0.90	0.90	0.90	0.90	0.90
Annuity	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
Labor Management Cooperative Trust	0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56

**OTHER:**

- \* Dues Assessment: 1 3/4% deducted from total Wage and Benefit Package.
- \* Social and Political Action Committees: \$0.05\* per hour.
- \* The Local may, at its option, utilize parts of these increments for increases to Health & Welfare, Pension, Annuity, Social and Political Action Committees and Dues Deduction.
- \* Of the 56 cents payable to LMCT, 10 cents will be remitted to the Industry Advancement Fund.
- \* HAZARDOUS WASTE: Engineers required to work in the HOT ZONE will receive a \$2.00 an hour wage differential.

**INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4**

**Wage Settlement June 1, 2014 - May 31, 2018**

**Wage Schedule Effective June 1, 2015**

**ME / NH BUILDING**

	<u>6/1/2014</u>	<u>12/1/2014*</u>	<u>6/1/2015*</u>	<u>12/1/2015*</u>	<u>6/1/2016*</u>	<u>12/1/2016*</u>	<u>6/1/2017*</u>	<u>12/1/2017*</u>
<b>GROUP I</b>	31.23	31.94	32.24	33.25	33.86	34.87	35.68	36.49
Daily Rate (Per Hour)	38.07	38.95	39.39	40.62	41.36	42.59	43.58	44.57
<b>GROUP 1a (Boom Length)</b> Refer to Part 1, Article VII, Section 11, page 14 of the Master Document 2011-2014								
Over 150 Feet	2.04	2.04	2.04	2.04	2.04	2.04	2.04	2.04
" 185 "	3.34	3.34	3.34	3.34	3.34	3.34	3.34	3.34
" 210 "	4.68	4.68	4.68	4.68	4.68	4.68	4.68	4.68
" 250 "	7.11	7.11	7.11	7.11	7.11	7.11	7.11	7.11
" 295 "	9.94	9.94	9.94	9.94	9.94	9.94	9.94	9.94
" 350 "	11.63	11.63	11.63	11.63	11.63	11.63	11.63	11.63
<b>GROUP 1b</b>	38.07	38.95	39.39	40.62	41.36	42.59	43.58	44.57
<b>GROUP 1c</b>	32.04	32.75	33.05	34.06	34.67	35.68	36.49	37.30
<b>Group 1d</b>	43.23	44.23	44.72	46.10	46.94	48.32	49.44	50.55
<b>Group 1e</b>	48.40	49.51	50.05	51.59	52.52	54.06	55.29	56.52
<b>Group 1f</b>	35.54	36.34	36.68	37.81	38.50	39.64	40.55	41.46
<b>GROUP II</b>	31.09	31.79	32.09	33.10	33.70	34.71	35.51	36.32
<b>GROUP III</b>	22.19	22.66	22.78	23.50	23.93	24.65	25.23	25.80
<b>GROUP IV</b>								
a. Fireman	26.87	27.46	27.68	28.55	29.07	29.94	30.64	31.33
b. Other than TC/Gradall	16.08	16.39	16.40	16.92	17.23	17.75	18.17	18.59
c. TC or Gradall	18.79	19.17	19.23	19.84	20.21	20.81	21.30	21.79
d. Daily Rate (TC)	21.41	21.86	21.97	22.66	23.08	23.77	24.33	24.88
<u>Daily Rate Differential</u>								
<b>GROUP II</b>	4.01	4.07	4.11	4.19	4.23	4.31	4.37	4.44
<b>GROUP III</b>	2.48	2.51	2.54	2.59	2.61	2.66	2.70	2.74
<u>Tunnel Differential</u>	3.13	3.13	3.13	3.13	3.13	3.13	3.13	3.13
<b>Health &amp; Welfare</b>	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
<b>Pension</b>	10.93	11.03	11.28	11.28	11.28	11.28	11.28	11.28
<b>Apprenticeship</b>	0.62	0.62	0.68	0.68	0.68	0.68	0.68	0.68
<b>Annuity</b>	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25

**OTHER:**

- \* Dues Assessment: 1 3/4% deducted from total Wage and Benefit Package.
- \* Social and Political Action Committees: \$0.05\* per hour.
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- \* HAZARDOUS WASTE: Engineers required to work in the HOT ZONE will receive a \$2.00 an hour wage differential.

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**Wage Settlement June 1, 2014 - May 31, 2018**

**Wage Schedule Effective June 1, 2015**

**MAINE / N H - HIGHWAY**

	<u>6/1/2014</u>	<u>12/1/2014*</u>	<u>6/1/2015*</u>	<u>12/1/2015*</u>	<u>6/1/2016*</u>	<u>12/1/2016*</u>	<u>6/1/2017*</u>	<u>12/1/2017*</u>
Group I	26.81	27.44	27.68	28.59	29.14	30.05	30.78	31.51
Daily Rate (Per Hour)	30.91	31.67	32.01	33.09	33.73	34.81	35.67	36.53
<b>GROUP 1a (Boom Length)</b> Refer to Part 1, Article VII, Section 11, page 14 of the Master Document 2011-2014								
Over 150 Feet	0.99	0.99	0.99	0.99	0.99	0.99	0.99	0.99
" 185 "	1.90	1.90	1.90	1.90	1.90	1.90	1.90	1.90
" 210 "	2.89	2.89	2.89	2.89	2.89	2.89	2.89	2.89
" 250 "	3.76	3.76	3.76	3.76	3.76	3.76	3.76	3.76
" 350 "	5.02	5.02	5.02	5.02	5.02	5.02	5.02	5.02
GROUP 1b	32.33	33.09	33.43	34.51	35.15	36.23	37.09	37.95
GROUP 1c	27.54	28.17	28.41	29.32	29.87	30.78	31.51	32.24
Group 1d	36.78	37.64	38.02	39.23	39.96	41.16	42.13	43.10
Group 1e	41.23	42.18	42.60	43.94	44.76	46.10	47.17	48.25
Group 1f	30.57	31.28	31.55	32.57	33.19	34.21	35.03	35.86
GROUP II	26.59	27.22	27.45	28.36	28.90	29.80	30.53	31.25
GROUP III	19.63	20.07	20.16	20.83	21.23	21.90	22.43	22.97
GROUP IV								
a. Fireman	23.92	24.47	24.65	25.47	25.96	26.77	27.42	28.07
b. Other than TC/Gradall	14.53	14.82	14.81	15.30	15.60	16.09	16.49	16.88
c. TC or Gradall	15.47	15.79	15.80	16.33	16.64	17.17	17.59	18.01
d. Daily Rate (TC)	16.81	17.17	17.20	17.77	18.12	18.69	19.14	19.60
<u>Daily Rate Differential</u>								
GROUP II	2.31	2.35	2.37	2.41	2.44	2.48	2.52	2.56
GROUP III	2.31	2.35	2.37	2.41	2.44	2.48	2.52	2.56
<u>Tunnel Differential</u>	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
Health & Welfare	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Pension	10.93	11.03	11.28	11.28	11.28	11.28	11.28	11.28
Apprenticeship	0.62	0.62	0.68	0.68	0.68	0.68	0.68	0.68
Annuity	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25

**OTHER:**

- \* Dues Assessment: 1 3/4% deducted from total Wage and Benefit Package.
- \* Social and Political Action Committees: \$0.05\* per hour.
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