

INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4

Wage Settlement June 1, 2008 - May 31, 2011

WAGE SCHEDULE EFFECTIVE 12/01/2009

MASSACHUSETTS

	<u>6/1/2008</u>	<u>12/1/2008*</u>	<u>6/1/2009*</u>	<u>12/1/2009*</u>	<u>6/1/2010*</u>	<u>12/1/2010*</u>
GROUP I	36.86	36.86	37.36	37.78	39.03	40.28
Daily Rate (Per Hour)	42.37	42.49	43.15	43.71	45.13	46.55
GROUP 1a (Boom Length)						
Over 150 Feet	1.91	1.95	1.99	2.03	2.07	2.12
" 185 "	3.36	3.42	3.48	3.55	3.63	3.72
" 210 "	4.72	4.80	4.90	5.00	5.11	5.23
" 250 "	7.15	7.28	7.42	7.57	7.74	7.92
" 295 "	9.91	10.08	10.29	10.49	10.73	10.97
" 350 "	11.53	11.73	11.96	12.20	12.48	12.76
GROUP 1b	42.37	42.49	43.15	43.71	45.13	46.55
GROUP 1c	37.86	37.86	38.36	38.78	40.03	41.28
GROUP II	36.56	36.54	37.04	37.44	38.68	39.93
GROUP III	27.07	26.81	27.02	27.14	28.06	28.99
GROUP IV						
a. Fireman	31.54	31.39	31.73	31.99	33.06	34.14
b. Other than TC/Gradall	21.41	21.00	21.04	21.00	21.73	22.47
c. TC or Gradall	24.15	23.82	23.94	23.97	24.80	25.63
d. Daily Rate (TC)	26.85	26.59	26.79	26.91	27.82	28.74
e. Scow Rate	26.71	26.44	26.64	26.75	27.66	28.57
<u>Daily Rate Differential</u>						
GROUP II	3.72	3.79	3.87	3.94	4.03	4.12
GROUP III	2.35	2.39	2.44	2.49	2.54	2.60
<u>Tunnel Differential</u>	2.89	2.94	3.00	3.06	3.13	3.20
Health & Welfare	8.80	9.05	9.05	9.05	9.05	9.05
Pension	6.75	7.43	8.00	8.70	8.70	8.70
Apprenticeship	0.70	0.75	0.79	0.79	0.79	0.79
Annuity	3.00	3.00	3.00	3.00	3.00	3.00
Labor Management Cooperative Trust	0.53	0.53	0.53	0.53	0.53	0.53

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, Dues Deduction and the Foundation for Fair Contracting.
- * Of the 53 cents payable to LMCT, 2 cents will be remitted to the Foundation for Fair Contracting, and 5 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.