

**INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4**  
**FIELD ENGINEERS/TECHINICAL ENGINEERS**  
*Wage Settlement November 1, 2018 - October 31, 2022*  
*Wage Schedule Effective - May 1, 2022*

**MASSACHUSETTS**

**CLASSIFICATION**

	<u>11/1/2018</u>	<u>5/1/2019*</u>	<u>11/1/2019*</u>	<u>5/1/2020*</u>	<u>11/1/2020*</u>	<u>5/1/2021*</u>	<u>11/1/2021*</u>	<u>5/1/2022*</u>
<i>Party Chief</i>	44.67	45.17	45.68	46.23	46.74	47.40	48.06	48.72
<i>Instrument Person</i>	43.19	43.68	44.18	44.73	45.23	45.88	46.53	47.18
<i>Rod Person</i>	22.45	22.48	22.57	22.64	22.73	22.91	23.16	23.33
<i>Chief of Survey</i>	45.67	46.17	46.68	47.23	47.74	48.40	49.06	49.72

**NEW HAMPSHIRE/MAINE**

**CLASSIFICATION**

<i>Party Chief</i>	35.35	35.66	36.07	36.43	36.84	37.30	37.86	38.32
<i>Instrument Person</i>	34.60	34.91	35.32	35.68	36.09	36.55	37.11	37.57
<i>Rod Person</i>	16.99	16.80	16.75	16.62	16.56	16.53	16.63	16.60
<i>Chief of Survey</i>	36.15	36.46	36.87	37.23	37.64	38.10	38.66	39.12
<b>Health &amp; Welfare</b>	11.00	11.50	12.00	12.50	13.00	13.50	13.75	14.00
<b>Pension</b>	12.25	12.35	12.35	12.45	12.45	12.45	12.55	12.80
<b>Annuity</b>	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
<b>Apprenticeship</b>	0.95	1.00	1.00	1.00	1.00	1.00	1.00	1.00
<b>IUOE National Training Fund</b>	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
<b>Labor Management Coop Trust</b>	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07

**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.