

INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4

Wage Settlement June 1, 2022 - May 31, 2027

Wage Schedule Effective December 1, 2025

MASSACHUSETTS

	6/1/2022	12/1/2022*	6/1/2023*	12/1/2023*	6/1/2024*	12/1/2024*	6/1/2025*	12/1/2025*	6/1/2026*	12/1/2026*
GROUP I	52.38	53.28	54.28	55.03	56.03	57.03	57.83	58.68	59.98	61.43
Daily Rate (Per Hour)	61.68	62.80	64.02	64.99	66.22	67.48	68.51	69.62	71.15	72.85
GROUP 1a (Boom Length)										
Over 150 Feet	2.25	2.27	2.28	2.30	2.31	2.33	2.34	2.36	2.37	2.39
" 185 "	3.99	4.02	4.05	4.08	4.11	4.14	4.17	4.20	4.23	4.26
" 210 "	5.59	5.63	5.67	5.71	5.75	5.79	5.83	5.87	5.91	5.95
" 250 "	8.46	8.53	8.59	8.66	8.72	8.79	8.85	8.92	8.98	9.05
" 295 "	11.69	11.78	11.86	11.95	12.03	12.12	12.20	12.29	12.37	12.46
" 350 "	13.62	13.72	13.82	13.92	14.02	14.12	14.22	14.32	14.42	14.52
GROUP 1b	61.68	62.80	64.02	64.99	66.22	67.48	68.51	69.62	71.15	72.85
GROUP 1c	53.40	54.33	55.35	56.13	57.15	58.18	59.01	59.88	61.21	62.69
GROUP 1d	69.83	71.15	72.56	73.73	75.16	76.64	77.87	79.20	80.93	82.86
GROUP 1e	77.99	79.50	81.10	82.46	84.10	85.80	87.23	88.79	90.72	92.88
GROUP 1f	59.38	60.44	61.61	62.52	63.70	64.89	65.86	66.91	68.38	70.02
GROUP II	51.82	52.70	53.69	54.43	55.41	56.40	57.18	58.02	59.30	60.74
GROUP III	34.26	34.73	35.30	35.62	36.17	36.67	37.02	37.37	38.23	39.18
GROUP IV										
a. Fireman	42.53	43.19	43.96	44.47	45.23	45.96	46.52	47.09	48.15	49.33
b. Other than TC/Gradall	23.80	24.02	24.34	24.41	24.71	24.92	25.02	25.08	25.67	26.34
c. TC or Gradall	28.88	29.22	29.67	29.86	30.28	30.63	30.85	31.05	31.77	32.57
d. Daily Rate (TC)	33.87	34.33	34.89	35.20	35.74	36.23	36.58	36.92	37.76	38.70
e. Scow Rate	33.58	34.04	34.59	34.89	35.43	35.91	36.25	36.58	37.42	38.35
<u>Daily Rate Differential</u>										
GROUP II	5.64	5.73	5.81	5.90	5.99	6.10	6.19	6.30	6.40	6.51
GROUP III	3.56	3.62	3.67	3.73	3.78	3.85	3.91	3.98	4.04	4.11
<u>Tunnel Differential</u>	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40
Health & Welfare	14.25	14.50	14.75	15.00	15.30	15.55	16.05	16.55	16.55	16.55
Pension	12.80	12.90	12.90	13.15	13.15	13.25	13.25	13.35	13.35	13.35
Annuity	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
Apprenticeship	1.00	1.00	1.00	1.00	1.00	1.10	1.10	1.10	1.10	1.10
IUOE National Training Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Labor-Management Cooperation Trust	0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61

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, IUOE National Training Fund, Social and Political Action Committees and Dues Deduction.
- * Of the 61 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.