

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

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

**Wage Schedule Effective December 1, 2017**

**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            | 28.24             | 28.54            | 29.35             | 30.08            | 30.06             |
| Daily Rate (Per Hour)   | 30.91           | 31.67             | 32.01            | 32.74             | 33.13            | 34.11             | 34.97            | 35.08             |
| <b>GROUP 1a (Boom Length)</b><br>Refer to Part 1, Article VII,<br>Section 11, page 13 of the<br>Master Document 2014-2018 |                 |                   |                  |                   |                  |                   |                  |                   |
| 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            | 34.16             | 34.55            | 35.53             | 36.39            | 36.50             |
| GROUP 1c  | 27.54           | 28.17             | 28.41            | 28.97             | 29.27            | 30.08             | 30.81            | 30.79             |
| Group 1d  | 36.78           | 37.64             | 38.02            | 38.83             | 39.28            | 40.38             | 41.34            | 41.47             |
| Group 1e  | 41.23           | 42.18             | 42.60            | 43.51             | 44.01            | 45.22             | 46.30            | 46.44             |
| Group 1f  | 30.57           | 31.28             | 31.55            | 32.18             | 32.51            | 33.43             | 34.25            | 34.22             |
| GROUP II  | 26.59           | 27.22             | 27.45            | 28.01             | 28.30            | 29.10             | 29.83            | 29.80             |
| GROUP III   | 19.63           | 20.07             | 20.16            | 20.48             | 20.63            | 21.20             | 21.73            | 21.52             |
| GROUP IV  |                 |                   |                  |                   |                  |                   |                  |                   |
| a. Fireman  | 23.92           | 24.47             | 24.65            | 25.12             | 25.36            | 26.07             | 26.72            | 26.62             |
| b. Other than TC/Gradall  | 14.53           | 14.82             | 14.81            | 14.95             | 15.00            | 15.39             | 15.79            | 15.43             |
| c. TC or Gradall  | 15.47           | 15.79             | 15.80            | 15.98             | 16.04            | 16.47             | 16.89            | 16.56             |
| d. Daily Rate (TC)  | 16.81           | 17.17             | 17.20            | 17.42             | 17.52            | 17.99             | 18.44            | 18.15             |
| <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            | 10.50             |
| Pension   | 10.93           | 11.03             | 11.28            | 11.63             | 11.88            | 11.98             | 11.98            | 12.23             |
| 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.
- \* 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.
- \* **HAZARDOUS WASTE:** Engineers required to work in the HOT ZONE will receive a \$2.00 an hour wage differential.