



INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL 4

Health and Welfare, Pension, and Annuity Funds

November 29, 2018

**To All Employers Signatory to  
Maine and New Hampshire**

At a Body Meeting held on November 21, 2018, the membership of Local 4 voted that fifty (50¢) cents of the increase due December 1, 2018 will be allocated to the Health & Welfare Fund, ten (10¢) cents to the Pension Fund, and five (5¢) cents to the Apprenticeship Fund. The increase brings the Health & Welfare Fund contribution from \$11.00 to \$11.50, the Pension Fund contribution from \$12.23 to \$12.33, and the Apprenticeship Fund contribution from \$0.73 to \$0.78. The remainder of the increase will be allocated to wages.

**Effective with payroll hours as of December 1, 2018 the fringe benefit rates will be as follows:**

Health & Welfare	\$ 11.50
Pension	\$ 12.33
Apprenticeship	\$ 0.78
Annuity	\$ 3.25
SAC / PAC	\$ 0.05
IUOE National Training Fund	\$ 0.05
Dues	1.75% of wage & benefits

The Benefit Funds Office will assess dues at 1.75% of the total wage and benefits package. For your convenience, attached is a Working Dues Sheet that includes working dues calculations for the Group I wage category, including overtime, for the next six months. You can use this sheet to help calculate dues for each additional wage category.

Please note that if an employer wishes to split a payroll week that straddles a rate change day (December 1 or June 1) and pay the early part of the week at the lower contribution rate, then those contributions at the lower rates need to be remitted with the remainder of the contributions for that earlier month (November or May). If those contributions are held and remitted with the contributions for the later month (December or June), they are late and will result in interest charges.

*A copy of the wage schedule is enclosed for your benefit and is available at [www.local4funds.org](http://www.local4funds.org).*

If you have any questions, please feel free to contact the Benefit Funds Office at 508-533-1400 x302.

Sincerely,

Gina M. Alongi  
Administrator

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Enclosures

[www.local4funds.org](http://www.local4funds.org)