

**INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4**  
**Wage Settlement June 1, 2018 - May 31, 2022**  
**Wage Schedule Effective December 1, 2020**  
**MASSACHUSETTS**

	<u>6/1/2018</u>	<u>12/1/2018*</u>	<u>6/1/2019*</u>	<u>12/1/2019*</u>	<u>6/1/2020*</u>	<u>12/1/2020*</u>	<u>6/1/2021*</u>	<u>12/1/2021*</u>
<b>GROUP I</b>	47.08	47.58	48.18	48.73	49.33	49.98	51.08	52.23
Daily Rate (Per Hour)	55.09	55.74	56.49	57.20	57.95	58.75	60.00	61.31
<b>GROUP 1a (Boom Length)</b>								
Over 150 Feet	2.13	2.15	2.16	2.18	2.19	2.21	2.22	2.24
" 185 "	3.75	3.78	3.81	3.84	3.87	3.90	3.93	3.96
" 210 "	5.27	5.31	5.35	5.39	5.43	5.47	5.51	5.55
" 250 "	7.98	8.04	8.10	8.16	8.22	8.28	8.34	8.40
" 295 "	11.05	11.13	11.21	11.29	11.37	11.45	11.53	11.61
" 350 "	12.85	12.95	13.04	13.14	13.23	13.33	13.42	13.52
<b>GROUP 1b</b>	55.09	55.74	56.49	57.20	57.95	58.75	60.00	61.31
<b>GROUP 1c</b>	48.08	48.58	49.18	49.73	50.33	50.98	52.08	53.23
<b>GROUP 1d</b>	62.38	63.12	63.96	64.75	65.60	66.50	67.91	69.37
<b>GROUP 1e</b>	69.67	70.49	71.43	72.31	73.25	74.25	75.81	77.44
<b>GROUP 1f</b>	53.37	53.93	54.61	55.23	55.90	56.63	57.87	59.17
<b>GROUP II</b>	46.61	47.10	47.69	48.23	48.81	49.45	50.54	51.68
<b>GROUP III</b>	31.90	32.03	32.28	32.47	32.72	33.00	33.75	34.54
<b>GROUP IV</b>								
a. Fireman	38.83	39.13	39.54	39.89	40.30	40.75	41.66	42.61
b. Other than TC/Gradall	23.14	23.06	23.11	23.08	23.13	23.20	23.75	24.33
c. TC or Gradall	27.40	27.42	27.57	27.64	27.79	27.97	28.61	29.29
d. Daily Rate (TC)	31.57	31.70	31.94	32.12	32.36	32.64	33.38	34.16
e. Scow Rate	31.34	31.46	31.70	31.87	32.10	32.37	33.11	33.88
<u>Daily Rate Differential</u>								
<b>GROUP II</b>	5.00	5.08	5.16	5.24	5.31	5.40	5.48	5.56
<b>GROUP III</b>	3.16	3.21	3.25	3.30	3.35	3.40	3.45	3.51
<u>Tunnel Differential</u>	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40
<b>Health &amp; Welfare</b>	11.00	11.50	12.00	12.50	13.00	13.50	13.50	13.50
<b>Pension</b>	12.25	12.35	12.35	12.45	12.45	12.45	12.45	12.45
<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 Cooperative Trust</b>	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.