



**INTERNATIONAL UNION OF OPERATING ENGINEERS  
LOCAL 4  
Health and Welfare, Pension, and Annuity Funds**

December 7, 2020

**To All Employers Signatory to the Associated General Contractors of Mass, Inc.  
Building Trades Employers Association of Boston and Eastern Mass, Inc.  
Foundation & Marine Contractors Association of New England, Inc.  
Labor Relations Division of Construction Industries of Mass, Inc., and  
Maine and New Hampshire**

IUOE Local 4 has determined that fifty (50¢) cents of the increase due December 1, 2020 will be allocated to the Health & Welfare Fund. The increase brings the Health & Welfare Fund contribution from \$13.00 to \$13.50. The remainder of the increase or adjustment will be allocated to wages.

**Massachusetts**

Effective with payroll hours as of December 1, 2020 the fringe benefit rates will be as follows:

<b>Health &amp; Welfare</b>	\$13.50
<b>Pension</b>	\$12.45
<b>Annuity</b>	\$ 3.25
<b>Apprenticeship</b>	\$ 1.00
<b>IUOE National Training Fund</b>	\$ 0.05
<b>Labor Management Cooperative Trust</b>	\$ 0.61
<b>Dues</b>	1.75% of wage & benefits
<b>SAC / PAC</b>	\$ 0.05

**Maine and New Hampshire**

Effective with payroll hours as of December 1, 2020 the fringe benefit rates will be as follows:

<b>Health &amp; Welfare</b>	\$13.50
<b>Pension</b>	\$12.43
<b>Annuity</b>	\$ 3.25
<b>Apprenticeship</b>	\$ 0.78
<b>IUOE National Training Fund</b>	\$ 0.05
<b>Dues</b>	1.75% of wage & benefits
<b>SAC / PAC</b>	\$ 0.05

The Benefit Funds Office will assess dues at 1.75% of the total wage and benefits package. Dues and SAC are withheld from the employee's wages with a signed authorization card on file with the employer. For your convenience we have included a Working Dues Sheet that includes 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.

16 Trotter Drive  
P.O. Box 680  
Medway, MA 02053-0680

TEL (508) 533-1400  
FAX (508) 533-1425  
1-888-486-3524

www.local4funds.org



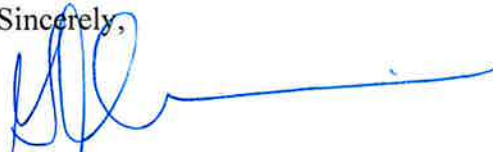
Please note that if an employer wishes to split a payroll week that straddles a rate change day (June 1 or December 1) and pay the early part of the week at the lower contribution rate, then those contributions at the lower rates need to be remitted with the remainder of the contributions for that earlier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

The Funds Office has rolled out an Employer Self Service (ESS) reporting portal. If you have not received your login information, please contact the Funds Office via email at [contributions@local4funds.org](mailto:contributions@local4funds.org), or by calling 508-533-1400 and select 1.

Copies of the Massachusetts, Maine & New Hampshire/Highway/Building wage schedules follow this letter.

If you have any questions, please feel free to contact the Benefit Funds Office at 508-533-1400 and select 1.

Sincerely,



Gregory A. Geiman, Esq.  
Administrator

## Calculation of Regular Time, and Overtime December 1, 2020 Fringe Benefit Funds (Mass)

<i>Straight Hour</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$ 13.50	\$	13.50
	Pension	\$ 12.45	\$	12.45
	Annuity	\$ 3.25	\$	3.25
	A&T	\$ 1.00	\$	1.00
	NTF	\$ 0.05	\$	0.05
	Co-OP	\$ 0.61	\$	0.61
	Fringe Pkg.		\$	30.86
	Wages		\$	49.98
<b>Total Fringes and Wages</b>			\$	<b>80.84</b>
<b>Dues Calculated</b>		1.75%	\$	<b>1.41</b>

<i>Time and Half</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$ 13.50	\$	13.50
	Pension	\$ 12.45	\$	12.45
	Annuity	\$ 3.25	\$	3.25
	Annuity OT	\$ 1.625	\$	1.63
	A&T	\$ 1.00	\$	1.00
	NTF	\$ 0.05	\$	0.05
	Co-OP	\$ 0.61	\$	0.61
	Fringe Pkg.		\$	32.49
	Wages		\$	49.98
	Wages OT		\$	24.99
<b>Total Fringes and Wages</b>			\$	<b>107.46</b>
<b>Dues Calculated</b>		1.75%	\$	<b>1.88</b>

<i>Double Time</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$ 13.50	\$	13.50
	Pension	\$ 12.45	\$	12.45
	Annuity	\$ 3.25	\$	3.25
	Annuity OT	\$ 1.625	\$	1.63
	A&T	\$ 1.00	\$	1.00
	NTF	\$ 0.05	\$	0.05
	Co-OP	\$ 0.61	\$	0.61
	Fringe Pkg.		\$	32.49
	Wages		\$	49.98
	Wages DT		\$	49.98
<b>Total Fringes and Wages</b>			\$	<b>132.45</b>
<b>Dues Calculated</b>		1.75%	\$	<b>2.32</b>