



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

April 5, 2011

**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.**

**Re: Massachusetts Field Engineers / Technical Engineers (4E)**

The Agreement for Field Engineers / Technical Engineers between the Associations, Independent Employers and Local 4, provides for maintaining the historical relationship between Local 4 Operating Engineers and Field Engineers. Increases in the rate of contributions to the Local 4 Benefit Funds were communicated by the Local Union, and are effective as of May 1, 2011.

Sixty-five (65¢) cents was allocated to Health & Welfare, bringing that Fund to \$10.00. In addition, ten (10¢) cents was allocated to Pension, bringing that Fund to \$9.20 with the remainder of the increase going to wages.

Under the terms of the Agreement, employers are required to deduct from each member's pay 1.75% of the *gross wage and benefit package* (provided the member has signed the required authorization form) for dues deduction.

In order to ease this calculation for employers, we have converted the dues deduction rate to a straight percentage of 2.80% of gross wages. Effective May 1, 2011 please adjust your payroll to deduct 2.80% of gross wages for dues deduction. If you calculate the amount of the dues deduction as a percentage of the member's gross wages and benefit package, the percentage remains at 1.75%.

A copy of the wage schedule is enclosed for your benefit. If you have any questions please feel free to contact this office.

Sincerely,

Gina M. Alongi  
Administrator

Enclosure

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**INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4  
FIELD ENGINEERS/TECHNICAL ENGINEERS  
Wage Settlement November 1, 2008 - October 31, 2011**

**Wage Schedule Effective - May 1, 2011**

**MASSACHUSETTS**

**CLASSIFICATION**

	<u>11/1/2008*</u>	<u>5/1/2009*</u>	<u>11/1/2009*</u>	<u>5/1/2010*</u>	<u>11/1/2010*</u>	<u>5/1/2011*</u>
<i>Party Chief</i>	36.67	36.66	37.16	37.57	38.07	38.57
<i>Instrument Person</i>	35.32	35.30	35.80	36.20	36.69	37.18
<i>Rod Person</i>	21.19	20.78	20.82	20.77	20.75	20.73
<i>Chief of Survey</i>	37.67	37.66	38.16	38.57	39.07	39.57

**NEW HAMPSHIRE/MAINE**

**CLASSIFICATION**

<i>Party Chief</i>	28.29	28.13	28.45	28.68	28.97	29.27
<i>Instrument Person</i>	27.54	27.38	27.70	27.93	28.22	28.52
<i>Rod Person</i>	16.86	16.37	16.32	16.18	16.06	15.94
<i>Chief of Survey</i>	29.09	28.93	29.25	29.48	29.77	30.07
<b>Health &amp; Welfare</b>	<b>8.80</b>	<b>9.05</b>	<b>9.05</b>	<b>9.05</b>	<b>9.35</b>	<b>10.00</b>
<b>Pension</b>	<b>6.75</b>	<b>7.43</b>	<b>8.00</b>	<b>8.70</b>	<b>9.10</b>	<b>9.20</b>
<b>Apprenticeship</b>	<b>0.70</b>	<b>0.75</b>	<b>0.79</b>	<b>0.79</b>	<b>0.84</b>	<b>0.84</b>
<b>Annuity</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>	<b>3.00</b>
<b>Labor Management</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>

**Cooperative Trust  
(Foundation for Fair Contracting)**

**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, Dues Deduction and the Foundation for Fair Contracting.