



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

April 5, 2011

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

Re: New Hampshire / Maine 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 3.13% of gross wages. Effective May 1, 2011 please adjust your payroll to deduct 3.13% 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

16 Trotter Drive
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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 |
| Health & Welfare | 8.80 | 9.05 | 9.05 | 9.05 | 9.35 | 10.00 |
| Pension | 6.75 | 7.43 | 8.00 | 8.70 | 9.10 | 9.20 |
| Apprenticeship | 0.70 | 0.75 | 0.79 | 0.79 | 0.84 | 0.84 |
| Annuity | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| Labor Management | 0.02 | 0.02 | 0.02 | 0.02 | 0.02 | 0.02 |

**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.