



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

November 21, 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.**

At a Body Meeting held on November 16, 2011, the membership of Local 4 for Massachusetts, Maine and New Hampshire voted that twenty (.20¢) cents of the scheduled wage increase due December 1, 2011 will be allocated to the Pension Fund. The increase brings the Pension Fund contribution from \$9.20 to \$9.40. The balance of the increase will go to wages.

Contributions to the Labor Management Cooperative Trust Fund will continue to be converted from a percentage of wages and benefits to a cent per hour rate. This consists of .46¢ for Labor Management Cooperative Trust contributions, .05¢ for the Industry Advancement Fund and .02¢ for the Foundation for Fair Contracting Fund. Consequently, the Cooperative Trust Fund continues to be a total contribution of .53¢.

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

**Effective with hours worked December 1, 2011 the fringe benefit rates will be as follows:**

Health & Welfare	\$ 10.00
Pension	\$ 9.40
Apprenticeship	\$ 0.84
Annuity	\$ 3.00
Labor Management Cooperative Trust	\$ 0.53
SAC / PAC	\$ 0.05
Dues *	1 ¾% of wages & benefits

*\* To ease the calculation, please use one of the following methods:*

- 1. 1 ¾% of wages & benefits*
- 2. 2.80% of gross wages only*

If you have any questions, please feel free to contact this office.

Sincerely,

Gina M. Alongi  
Administrator

Enclosure (1)

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