

**INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4**  
**FIELD ENGINEERS/TECHINICAL ENGINEERS**  
*Wage Settlement November 1, 2022 - October 31, 2027*  
*Wage Schedule Effective - May 1, 2024*

**MASSACHUSETTS**

**CLASSIFICATION**

	<u>11/1/2022</u>	<u>5/1/2023*</u>	<u>11/1/2023*</u>	<u>5/1/2024*</u>	<u>11/1/2024*</u>	<u>5/1/2025*</u>	<u>11/1/2025*</u>	<u>5/1/2026*</u>	<u>11/1/2026*</u>	<u>5/1/2027*</u>
<i>Party Chief</i>	49.72	50.62	51.62	52.37	53.67	55.12	56.42	57.87	59.17	60.62
<i>Instrument Person</i>	48.17	49.06	50.05	50.79	52.08	53.52	54.81	56.25	57.54	58.97
<i>Rod Person</i>	23.81	24.20	24.68	24.91	25.67	26.52	27.28	28.13	28.89	29.74
<i>Chief of Survey</i>	50.72	51.62	52.62	53.37	54.67	56.12	57.42	58.87	60.17	61.62

**NEW HAMPSHIRE/MAINE**

**CLASSIFICATION**

<i>Party Chief</i>	39.11	39.80	40.59	41.13	42.21	43.42	44.50	45.71	46.79	48.00
<i>Instrument Person</i>	38.36	39.05	39.84	40.38	41.46	42.67	43.75	44.96	46.04	47.25
<i>Rod Person</i>	16.80	16.90	17.10	17.05	17.52	18.04	18.51	19.04	19.50	20.03
<i>Chief of Survey</i>	39.91	40.60	41.39	41.93	43.01	44.22	45.30	46.51	47.59	48.80
<b>Health &amp; Welfare</b>	14.25	14.50	14.75	15.00	15.00	15.00	15.00	15.00	15.00	15.00
<b>Pension</b>	12.80	12.90	12.90	13.15	13.15	13.15	13.15	13.15	13.15	13.15
<b>Annuity</b>	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
<b>Apprenticeship</b>	1.00	1.00	1.00	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	0.05	0.05
<b>Labor Management Coop Trust</b>	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07	0.07

**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 and Dues Deduction.