

Massachusetts

Calculation of Regular Time, and Overtime December 1, 2025 Fringe Benefit Funds (GROUP I)

<i>Straight Hour</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.35	\$ 13.35
Annuity	\$ 3.25	\$ 3.25
Apprenticeship	\$ 1.10	\$ 1.10
NTF	\$ 0.05	\$ 0.05
Co-Op	\$ 0.61	\$ 0.61
Fringe Pkg.		\$ 34.91
Wages		\$ 57.83
Total Fringes and Wages		\$ 92.74
Dues Calculated	1.75%	\$ 1.62

<i>Time and Half</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.35	\$ 13.35
Annuity	\$ 3.25	\$ 3.25
Annuity OT	\$ 1.625	\$ 1.63
Apprenticeship	\$ 1.10	\$ 1.10
NTF	\$ 0.05	\$ 0.05
Co-Op	\$ 0.61	\$ 0.61
Fringe Pkg.		\$ 36.54
Wages		\$ 57.83
Wages OT		\$ 28.92
Total Fringes and Wages		\$ 123.28
Dues Calculated	1.75%	\$ 2.16

<i>Double Time</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.35	\$ 13.35
Annuity	\$ 3.25	\$ 3.25
Annuity OT	\$ 1.625	\$ 1.63
Apprenticeship	\$ 1.10	\$ 1.10
NTF	\$ 0.05	\$ 0.05
Co-Op	\$ 0.61	\$ 0.61
Fringe Pkg.		\$ 36.54
Wages		\$ 57.83
Wages DT		\$ 57.83
Total Fringes and Wages		\$ 152.20
Dues Calculated	1.75%	\$ 2.66

International Union of Operating Engineers- Local #4**Conversions Per Hour****Wage Schedule Effective December 1, 2025****Massachusetts**

	<u>Straight Time</u>	<u>Time and 1/2</u>	<u>Double Time</u>
GROUP I	\$1.64	\$2.18	\$2.69
Daily Rate (per Hour)	\$1.83	\$2.47	\$3.08
GROUP 1a (Boom Length)			
Over 150 Feet	\$1.68	\$2.24	\$2.78
Over 185 Feet	\$1.71	\$2.29	\$2.84
Over 210 Feet	\$1.74	\$2.33	\$2.90
Over 250 Feet	\$1.79	\$2.41	\$3.01
Over 295 Feet	\$1.85	\$2.50	\$3.12
Over 350 Feet	\$1.89	\$2.56	\$3.19
GROUP 1b	\$1.83	\$2.47	\$3.08
GROUP 1c	\$1.66	\$2.21	\$2.74
GROUP 1d	\$2.00	\$2.72	\$3.41
GROUP 1e	\$2.16	\$2.97	\$3.75
GROUP 1f	\$1.78	\$2.40	\$2.98
GROUP II	\$1.63	\$2.16	\$2.67
GROUP III	\$1.26	\$1.62	\$1.95
GROUP IV			
a. Fireman	\$1.44	\$1.88	\$2.29
b. Other than TC/Gradall	\$1.05	\$1.30	\$1.52
c. TC or Gradall	\$1.15	\$1.45	\$1.73
d. Daily Rate (TC)	\$1.26	\$1.61	\$1.93
e. Scow Rate	\$1.25	\$1.60	\$1.92
Daily Rate Differential			
GROUP II	\$1.94	\$2.63	\$3.30
GROUP III	\$1.90	\$2.57	\$3.22
Tunnel Differential	\$1.70	\$2.27	\$2.81

ME / NH Building**Calculation of Regular Time, and Overtime December 1, 2025 Fringe Benefit Funds
(ME / NH Group I)**

<i>Straight Hour</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.33	\$ 13.33
Annuity	\$ 3.25	\$ 3.25
NTF	\$ 0.05	\$ 0.05
Apprenticeship	\$ 0.88	\$ 0.88
Co-Op	\$ -	\$ -
Fringe Pkg.		\$ 34.06
Wages		\$ 43.86
Total Fringes and Wages		\$ 77.92
Dues Calculated	1.75%	\$ 1.36

<i>Time and Half</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.33	\$ 13.33
Annuity	\$ 3.25	\$ 3.25
Annuity OT	\$ 1.625	\$ 1.63
NTF	\$ 0.05	\$ 0.05
Apprenticeship	\$ 0.88	\$ 0.88
Co-Op	\$ -	\$ -
Fringe Pkg.		\$ 35.69
Wages		\$ 43.86
Wages OT		\$ 21.93
Total Fringes and Wages		\$ 101.48
Dues Calculated	1.75%	\$ 1.78

<i>Double Time</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.33	\$ 13.33
Annuity	\$ 3.25	\$ 3.25
Annuity OT	\$ 1.625	\$ 1.63
NTF	\$ 0.05	\$ 0.05
Apprenticeship	\$ 0.88	\$ 0.88
Co-OP	\$ -	\$ -
Fringe Pkg.		\$ 35.69
Wages		\$ 43.86
Wages DT		\$ 43.86
Total Fringes and Wages		\$ 123.41
Dues Calculated	1.75%	\$ 2.16

International Union of Operating Engineers- Local #4**Conversions Per Hour****Wage Schedule Effective December 1, 2025****ME / NH Building**

	<u>Straight Time</u>	<u>Time and 1/2</u>	<u>Double Time</u>
GROUP I	\$ 1.36	\$ 1.78	\$ 2.16
Daily Rate (per Hour)	\$ 1.57	\$ 2.09	\$ 2.58
GROUP 1a (Boom Length)			
Over 150 Feet	\$ 1.40	\$ 1.84	\$ 2.24
Over 185 Feet	\$ 1.43	\$ 1.87	\$ 2.29
Over 210 Feet	\$ 1.46	\$ 1.91	\$ 2.34
Over 250 Feet	\$ 1.50	\$ 1.99	\$ 2.44
Over 295 Feet	\$ 1.56	\$ 2.07	\$ 2.55
Over 350 Feet	\$ 1.59	\$ 2.12	\$ 2.62
GROUP 1b	\$ 1.57	\$ 2.09	\$ 2.58
GROUP 1c	\$ 1.38	\$ 1.80	\$ 2.19
GROUP 1d	\$ 1.71	\$ 2.30	\$ 2.86
GROUP 1e	\$ 1.85	\$ 2.51	\$ 3.13
GROUP 1f	\$ 1.48	\$ 1.94	\$ 2.38
GROUP II	\$ 1.36	\$ 1.77	\$ 2.15
GROUP III	\$ 1.08	\$ 1.36	\$ 1.60
GROUP IV			
a. Fireman	\$ 1.23	\$ 1.57	\$ 1.89
b. Other than TC/Gradall	\$ 0.90	\$ 1.08	\$ 1.23
c. TC or Gradall	\$ 0.98	\$ 1.20	\$ 1.39
d. Daily Rate (TC)	\$ 1.06	\$ 1.32	\$ 1.55
Daily Rate Differential			
GROUP II	\$ 1.67	\$ 2.24	\$ 2.78
GROUP III	\$ 1.64	\$ 2.18	\$ 2.70
Tunnel Differential	\$ 1.42	\$ 1.86	\$ 2.27

ME / NH Highway**Calculation of Regular Time, and Overtime December 1, 2025 Fringe Benefit Funds
(ME / NH Group I)**

<i>Straight Hour</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.33	\$ 13.33
Annuity	\$ 3.25	\$ 3.25
NTF	\$ 0.05	\$ 0.05
Apprenticeship	\$ 0.88	\$ 0.88
Co-OP	\$ -	\$ -
Fringe Pkg.		\$ 34.06
Wages		\$ 37.58
Total Fringes and Wages		\$ 71.64
Dues Calculated	1.75%	\$ 1.25

<i>Time and Half</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.33	\$ 13.33
Annuity	\$ 3.25	\$ 3.25
Annuity OT	\$ 1.625	\$ 1.63
NTF	\$ 0.05	\$ 0.05
Apprenticeship	\$ 0.88	\$ 0.88
Co-OP	\$ -	\$ -
Fringe Pkg.		\$ 35.69
Wages		\$ 37.58
Wages OT		\$ 18.79
Total Fringes and Wages		\$ 92.06
Dues Calculated	1.75%	\$ 1.61

<i>Double Time</i>	<i>Rates</i>	<i>Fringes</i>
Health & Welfare	\$ 16.55	\$ 16.55
Pension	\$ 13.33	\$ 13.33
Annuity	\$ 3.25	\$ 3.25
Annuity OT	\$ 1.625	\$ 1.63
NTF	\$ 0.05	\$ 0.05
Apprenticeship	\$ 0.88	\$ 0.88
Co-OP	\$ -	\$ -
Fringe Pkg.		\$ 35.69
Wages		\$ 37.58
Wages DT		\$ 37.58
Total Fringes and Wages		\$ 110.85
Dues Calculated	1.75%	\$ 1.94

International Union of Operating Engineers- Local #4**Conversions Per Hour****Wage Schedule Effective December 1, 2025****ME / NH Highway**

	<u>Straight Time</u>	<u>Time and 1/2</u>	<u>Double Time</u>
GROUP I	\$ 1.25	\$ 1.61	\$ 1.94
Daily Rate (per Hour)	\$ 1.39	\$ 1.82	\$ 2.21
GROUP 1a (Boom Length)			
Over 150 Feet	\$ 1.27	\$ 1.64	\$ 1.98
Over 185 Feet	\$ 1.29	\$ 1.67	\$ 2.01
Over 210 Feet	\$ 1.31	\$ 1.70	\$ 2.05
Over 250 Feet	\$ 1.33	\$ 1.72	\$ 2.09
Over 350 Feet	\$ 1.35	\$ 1.76	\$ 2.14
GROUP 1b	\$ 1.42	\$ 1.86	\$ 2.27
GROUP 1c	\$ 1.27	\$ 1.63	\$ 1.97
GROUP 1d	\$ 1.54	\$ 2.04	\$ 2.51
GROUP 1e	\$ 1.66	\$ 2.22	\$ 2.75
GROUP 1f	\$ 1.35	\$ 1.76	\$ 2.14
GROUP II	\$ 1.25	\$ 1.60	\$ 1.93
GROUP III	\$ 1.02	\$ 1.27	\$ 1.48
GROUP IV			
a. Fireman	\$ 1.16	\$ 1.47	\$ 1.76
b. Other than TC/Gradall	\$ 0.86	\$ 1.02	\$ 1.16
c. TC or Gradall	\$ 0.89	\$ 1.07	\$ 1.22
d. Daily Rate (TC)	\$ 0.93	\$ 1.13	\$ 1.30
Daily Rate Differential			
GROUP II	\$ 1.45	\$ 1.90	\$ 2.33
GROUP III	\$ 1.45	\$ 1.90	\$ 2.33
Tunnel Differential	\$ 1.31	\$ 1.70	\$ 2.05