

**INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4**  
**FIELD ENGINEERS/TECHINICAL ENGINEERS**  
*Wage Settlement November 1, 2022 - October 31, 2027*  
*Wage Schedule Effective - May 1, 2026*

**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	53.37	54.37	55.17	56.02	57.32	58.77
<i>Instrument Person</i>	48.17	49.06	50.05	50.79	51.78	52.77	53.56	54.40	55.69	57.12
<i>Rod Person</i>	23.81	24.20	24.68	24.91	25.37	25.77	26.03	26.28	27.04	27.89
<i>Chief of Survey</i>	50.72	51.62	52.62	53.37	54.37	55.37	56.17	57.02	58.32	59.77

**NEW HAMPSHIRE/MAINE**

**CLASSIFICATION**

<i>Party Chief</i>	39.11	39.80	40.59	41.13	41.91	42.67	43.25	43.86	44.94	46.15
<i>Instrument Person</i>	38.36	39.05	39.84	40.38	41.16	41.92	42.50	43.11	44.19	45.40
<i>Rod Person</i>	16.80	16.90	17.10	17.05	17.22	17.29	17.26	17.19	17.65	18.18
<i>Chief of Survey</i>	39.91	40.60	41.39	41.93	42.71	43.47	44.05	44.66	45.74	46.95
<b>Health &amp; Welfare</b>	14.25	14.50	14.75	15.00	15.30	15.55	16.05	16.55	16.55	16.55
<b>Pension</b>	12.80	12.90	12.90	13.15	13.15	13.25	13.25	13.35	13.35	13.35
<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	1.10	1.10	1.10	1.10	1.10
<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.