

Massachusetts

Calculation of Regular Time, and Overtime June 1, 2026 Fringe Benefit Funds (GROUP I)

<i>Straight Hour</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$	17.05	\$ 17.05
	Pension	\$	13.35	\$ 13.35
	Annuity	\$	3.25	\$ 3.25
	Apprenticeship	\$	1.20	\$ 1.20
	NTF	\$	0.05	\$ 0.05
	Co-Op	\$	0.61	\$ 0.61
	Fringe Pkg.			\$ 35.51
	Wages			\$ 59.38
Total Fringes and Wages				\$ 94.89
Dues Calculated		1.75%		\$ 1.66

<i>Time and Half</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$	17.05	\$ 17.05
	Pension	\$	13.35	\$ 13.35
	Annuity	\$	3.25	\$ 3.25
	Annuity OT	\$	1.625	\$ 1.63
	Apprenticeship	\$	1.20	\$ 1.20
	NTF	\$	0.05	\$ 0.05
	Co-Op	\$	0.61	\$ 0.61
	Fringe Pkg.			\$ 37.14
	Wages			\$ 59.38
	Wages OT			\$ 29.69
Total Fringes and Wages				\$ 126.21
Dues Calculated		1.75%		\$ 2.21

<i>Double Time</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$	17.05	\$ 17.05
	Pension	\$	13.35	\$ 13.35
	Annuity	\$	3.25	\$ 3.25
	Annuity OT	\$	1.625	\$ 1.63
	Apprenticeship	\$	1.20	\$ 1.20
	NTF	\$	0.05	\$ 0.05
	Co-Op	\$	0.61	\$ 0.61
	Fringe Pkg.			\$ 37.14
	Wages			\$ 59.38
	Wages DT			\$ 59.38
Total Fringes and Wages				\$ 155.90
Dues Calculated		1.75%		\$ 2.73

International Union of Operating Engineers- Local #4**Conversions Per Hour****Wage Schedule Effective June 1, 2026****Massachusetts**

	<u>Straight Time</u>	<u>Time and 1/2</u>	<u>Double Time</u>
GROUP I	\$1.66	\$2.21	\$2.73
Daily Rate (per Hour)	\$1.86	\$2.50	\$3.12
GROUP 1a (Boom Length)			
Over 150 Feet	\$1.70	\$2.27	\$2.81
Over 185 Feet	\$1.73	\$2.32	\$2.88
Over 210 Feet	\$1.76	\$2.36	\$2.94
Over 250 Feet	\$1.82	\$2.44	\$3.04
Over 295 Feet	\$1.88	\$2.53	\$3.16
Over 350 Feet	\$1.91	\$2.59	\$3.23
GROUP 1b	\$1.86	\$2.50	\$3.12
GROUP 1c	\$1.68	\$2.24	\$2.77
GROUP 1d	\$2.03	\$2.76	\$3.46
GROUP 1e	\$2.20	\$3.02	\$3.80
GROUP 1f	\$1.81	\$2.43	\$3.02
GROUP II	\$1.65	\$2.19	\$2.70
GROUP III	\$1.28	\$1.64	\$1.97
GROUP IV			
a. Fireman	\$1.45	\$1.90	\$2.31
b. Other than TC/Gradall	\$1.06	\$1.31	\$1.53
c. TC or Gradall	\$1.17	\$1.47	\$1.74
d. Daily Rate (TC)	\$1.27	\$1.63	\$1.95
e. Scow Rate	\$1.27	\$1.62	\$1.94
Daily Rate Differential			
GROUP II	\$1.97	\$2.67	\$3.34
GROUP III	\$1.93	\$2.61	\$3.26
Tunnel Differential	\$1.72	\$2.30	\$2.85

ME / NH Building

**Calculation of Regular Time, and Overtime June 1, 2026 Fringe Benefit Funds
(ME / NH Group I)**

<i>Straight Hour</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$	17.05	\$ 17.05
	Pension	\$	13.33	\$ 13.33
	Annuity	\$	3.25	\$ 3.25
	NTF	\$	0.05	\$ 0.05
	Apprenticeship	\$	0.98	\$ 0.98
	Co-Op	\$	-	\$ -
	Fringe Pkg.			\$ 34.66
	Wages			\$ 44.34
Total Fringes and Wages				\$ 79.00
Dues Calculated		1.75%	\$	1.38

<i>Time and Half</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$	17.05	\$ 17.05
	Pension	\$	13.33	\$ 13.33
	Annuity	\$	3.25	\$ 3.25
	Annuity OT	\$	1.625	\$ 1.63
	NTF	\$	0.05	\$ 0.05
	Apprenticeship	\$	0.98	\$ 0.98
	Co-Op	\$	-	\$ -
	Fringe Pkg.			\$ 36.29
	Wages			\$ 44.34
	Wages OT			\$ 22.17
Total Fringes and Wages				\$ 102.80
Dues Calculated		1.75%	\$	1.80

<i>Double Time</i>		<i>Rates</i>		<i>Fringes</i>
	Health & Welfare	\$	17.05	\$ 17.05
	Pension	\$	13.33	\$ 13.33
	Annuity	\$	3.25	\$ 3.25
	Annuity OT	\$	1.625	\$ 1.63
	NTF	\$	0.05	\$ 0.05
	Apprenticeship	\$	0.98	\$ 0.98
	Co-OP	\$	-	\$ -
	Fringe Pkg.			\$ 36.29
	Wages			\$ 44.34
	Wages DT			\$ 44.34
Total Fringes and Wages				\$ 124.97
Dues Calculated		1.75%	\$	2.19

International Union of Operating Engineers- Local #4**Conversions Per Hour****Wage Schedule Effective June 1, 2026****ME / NH Building**

	<u>Straight Time</u>	<u>Time and 1/2</u>	<u>Double Time</u>
GROUP I	\$ 1.38	\$ 1.80	\$ 2.19
Daily Rate (per Hour)	\$ 1.60	\$ 2.12	\$ 2.62
GROUP 1a (Boom Length)			
Over 150 Feet	\$ 1.42	\$ 1.86	\$ 2.27
Over 185 Feet	\$ 1.45	\$ 1.90	\$ 2.32
Over 210 Feet	\$ 1.47	\$ 1.94	\$ 2.37
Over 250 Feet	\$ 1.52	\$ 2.01	\$ 2.47
Over 295 Feet	\$ 1.58	\$ 2.09	\$ 2.58
Over 350 Feet	\$ 1.61	\$ 2.14	\$ 2.65
GROUP 1b	\$ 1.60	\$ 2.12	\$ 2.62
GROUP 1c	\$ 1.40	\$ 1.83	\$ 2.22
GROUP 1d	\$ 1.74	\$ 2.33	\$ 2.90
GROUP 1e	\$ 1.88	\$ 2.55	\$ 3.18
GROUP 1f	\$ 1.50	\$ 1.97	\$ 2.42
GROUP II	\$ 1.38	\$ 1.79	\$ 2.18
GROUP III	\$ 1.10	\$ 1.37	\$ 1.62
GROUP IV			
a. Fireman	\$ 1.24	\$ 1.59	\$ 1.91
b. Other than TC/Gradall	\$ 0.90	\$ 1.08	\$ 1.23
c. TC or Gradall	\$ 0.99	\$ 1.21	\$ 1.40
d. Daily Rate (TC)	\$ 1.07	\$ 1.33	\$ 1.57
Daily Rate Differential			
GROUP II	\$ 1.70	\$ 2.27	\$ 2.82
GROUP III	\$ 1.66	\$ 2.22	\$ 2.74
Tunnel Differential	\$ 1.44	\$ 1.88	\$ 2.30

ME / NH Highway

Calculation of Regular Time, and Overtime June 1, 2026 Fringe Benefit Funds (ME / NH Group I)

<i>Straight Hour</i>		<i>Rates</i>		<i>Fringes</i>	
	Health & Welfare	\$	17.05	\$	17.05
	Pension	\$	13.33	\$	13.33
	Annuity	\$	3.25	\$	3.25
	NTF	\$	0.05	\$	0.05
	Apprenticeship	\$	0.98	\$	0.98
	Co-OP	\$	-	\$	-
	Fringe Pkg.			\$	34.66
	Wages			\$	37.98
Total Fringes and Wages				\$	72.64
Dues Calculated		1.75%	\$		1.27

<i>Time and Half</i>		<i>Rates</i>		<i>Fringes</i>	
	Health & Welfare	\$	17.05	\$	17.05
	Pension	\$	13.33	\$	13.33
	Annuity	\$	3.25	\$	3.25
	Annuity OT	\$	1.625	\$	1.63
	NTF	\$	0.05	\$	0.05
	Apprenticeship	\$	0.98	\$	0.98
	Co-OP	\$	-	\$	-
	Fringe Pkg.			\$	36.29
	Wages			\$	37.98
	Wages OT			\$	18.99
Total Fringes and Wages				\$	93.26
Dues Calculated		1.75%	\$		1.63

<i>Double Time</i>		<i>Rates</i>		<i>Fringes</i>	
	Health & Welfare	\$	17.05	\$	17.05
	Pension	\$	13.33	\$	13.33
	Annuity	\$	3.25	\$	3.25
	Annuity OT	\$	1.625	\$	1.63
	NTF	\$	0.05	\$	0.05
	Apprenticeship	\$	0.98	\$	0.98
	Co-OP	\$	-	\$	-
	Fringe Pkg.			\$	36.29
	Wages			\$	37.98
	Wages DT			\$	37.98
Total Fringes and Wages				\$	112.25
Dues Calculated		1.75%	\$		1.96

International Union of Operating Engineers- Local #4**Conversions Per Hour****Wage Schedule Effective June 1, 2026****ME / NH Highway**

	<u>Straight Time</u>	<u>Time and 1/2</u>	<u>Double Time</u>
GROUP I	\$ 1.27	\$ 1.63	\$ 1.96
Daily Rate (per Hour)	\$ 1.41	\$ 1.84	\$ 2.24
GROUP 1a (Boom Length)			
Over 150 Feet	\$ 1.29	\$ 1.66	\$ 2.00
Over 185 Feet	\$ 1.31	\$ 1.69	\$ 2.04
Over 210 Feet	\$ 1.33	\$ 1.72	\$ 2.08
Over 250 Feet	\$ 1.35	\$ 1.74	\$ 2.11
Over 350 Feet	\$ 1.37	\$ 1.78	\$ 2.16
GROUP 1b	\$ 1.44	\$ 1.89	\$ 2.31
GROUP 1c	\$ 1.29	\$ 1.66	\$ 2.00
GROUP 1d	\$ 1.56	\$ 2.07	\$ 2.55
GROUP 1e	\$ 1.69	\$ 2.26	\$ 2.80
GROUP 1f	\$ 1.37	\$ 1.78	\$ 2.17
GROUP II	\$ 1.26	\$ 1.62	\$ 1.95
GROUP III	\$ 1.04	\$ 1.28	\$ 1.50
GROUP IV			
a. Fireman	\$ 1.18	\$ 1.49	\$ 1.78
b. Other than TC/Gradall	\$ 0.87	\$ 1.03	\$ 1.16
c. TC or Gradall	\$ 0.90	\$ 1.08	\$ 1.22
d. Daily Rate (TC)	\$ 0.94	\$ 1.14	\$ 1.31
Daily Rate Differential			
GROUP II	\$ 1.47	\$ 1.93	\$ 2.36
GROUP III	\$ 1.47	\$ 1.93	\$ 2.36
Tunnel Differential	\$ 1.33	\$ 1.72	\$ 2.08