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

November 3, 2026

**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., and
Maine and New Hampshire**

IUOE Local 4 has determined that fifty (50¢) cents of the increase due December 1, 2026, will be allocated to the Health & Welfare Fund, (10¢) cents of the increase will be allocated to the Pension Fund, and twenty-five (25¢) cents of the increase will be allocated to the Annuity Fund. The increase brings the Health & Welfare Fund contribution from $17.05 to $17.55, the Pension Fund contribution from $13.33 to $13.43, and the Annuity Fund contribution from $3.25 to $3.50. The remainder of the increase or adjustment will be allocated to wages.

Maine and New Hampshire
Effective with payroll hours as of December 1, 2026, the fringe benefit rates will be as follows:

Health & Welfare	$17.55
Pension	$13.43
Annuity	$ 3.50
Apprenticeship	$ 0.98
IUOE National Training Fund	$ 0.05
Dues	1.75% of wages & benefits
SAC / PAC	$ 0.05

The Benefit Funds Office will assess dues at 1.75% of the total wage and benefits package. Dues and SAC are withheld from the employee's wages with a signed authorization card on file with the employer. For your convenience we have included a Working Dues Sheet that includes calculations for the Group I wage category, including overtime, for the next six months. You can use this sheet to help calculate dues for each additional wage category.

Reports and payment are due by the 19th of each month, covering payroll periods ending in the previous month. Contributions are required for all employees performing work of a nature covered by the Agreement. Further, contributions are due for total payroll hours, including overtime and paid holidays. Payments not received at the Fund Office by the 19th of the month will be assessed interest at the rate of 1% of the total amount due for each month the payment is delinquent.

Please note that if an employer wishes to split a payroll week that straddles a rate change day (June 1 or December 1) and pay the early part of the week at the lower contribution rate, then those contributions at the lower rates need to be remitted with the remainder of the contributions for that earlier month (May or November). If those contributions are held and remitted with the contributions for the later month (June or December), they are late and will result in interest charges.

16 Trotter Drive
P.O. Box 680
Medway, MA 02053-0680

TEL (508) 533-1400
FAX (508) 533-1425
1-888-486-3524

www.local4funds.org

The Funds Office has rolled out an Employer Self Service (ESS) reporting portal. If you have not received your login information, please contact the Funds Office via email at contributions@local4funds.org, or by calling 508-533-1400 and select 9.

Copies of the Maine & New Hampshire/Highway/Building wage schedules follow this letter.

If you have any questions, please feel free to contact the Benefit Funds Office at 508-533-1400 and select 9.

Sincerely,

Gregory A. Geiman, Esq.
Administrator

INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4
Wage Settelment June 1, 2022 - May 31, 2027
Wage Schedule Effective December 1, 2026
ME / NH BUILDING

	6/1/2022	12/1/2022*	6/1/2023*	12/1/2023*	6/1/2024*	12/1/2024*	6/1/2025*	12/1/2025*	6/1/2026*	12/1/2026*
GROUP I	39.11	39.80	40.59	41.13	41.91	42.67	43.25	43.86	44.34	44.70
Daily Rate (Per Hour)	49.18	50.13	51.19	51.99	53.05	54.12	54.98	55.90	56.65	57.32
GROUP 1a (Boom Length) Refer to Part 1, Article VII, Section 11, page 13 of the Master Document 2022-2027										
Over 150 Feet	2.17	2.19	2.20	2.22	2.23	2.25	2.26	2.28	2.29	2.31
" 185 "	3.56	3.59	3.61	3.64	3.66	3.69	3.71	3.74	3.76	3.79
" 210 "	4.99	5.03	5.06	5.10	5.13	5.17	5.20	5.24	5.27	5.31
" 250 "	7.60	7.66	7.71	7.77	7.82	7.88	7.93	7.99	8.04	8.10
" 295 "	10.62	10.70	10.78	10.86	10.94	11.02	11.10	11.18	11.26	11.34
" 350 "	12.40	12.49	12.58	12.67	12.76	12.85	12.94	13.03	13.12	13.21
GROUP 1b	49.18	50.13	51.19	51.99	53.05	54.12	54.98	55.90	56.65	57.32
GROUP 1c	39.94	40.65	41.47	42.03	42.83	43.62	44.22	44.85	45.36	45.74
Group 1d	55.78	56.91	58.14	59.12	60.36	61.63	62.67	63.79	64.73	65.60
Group 1e	62.37	63.68	65.08	66.24	67.66	69.13	70.35	71.68	72.79	73.87
Group 1f	44.45	45.28	46.21	46.89	47.82	48.75	49.47	50.25	50.87	51.40
GROUP II	38.89	39.58	40.36	40.90	41.67	42.42	43.00	43.60	44.08	44.43
GROUP III	25.79	26.13	26.56	26.75	27.17	27.52	27.73	27.93	28.05	28.00
GROUP IV										
a. Fireman	32.68	33.20	33.82	34.19	34.79	35.36	35.76	36.17	36.48	36.64
b. Other than TC/Gradall	16.80	16.90	17.10	17.05	17.22	17.29	17.26	17.19	17.05	16.73
c. TC or Gradall	20.79	20.99	21.30	21.35	21.63	21.83	21.90	21.95	21.93	21.72
d. Daily Rate (TC)	24.64	24.95	25.35	25.51	25.89	26.21	26.39	26.56	26.64	26.55
Daily Rate Differential										
GROUP II	5.09	5.16	5.24	5.32	5.40	5.50	5.58	5.68	5.77	5.87
GROUP III	3.14	3.18	3.23	3.28	3.33	3.39	3.44	3.50	3.56	3.62
Tunnel Differential	3.13	3.13	3.13	3.13	3.13	3.13	3.13	3.13	3.13	3.13
Health & Welfare	14.25	14.50	14.75	15.00	15.30	15.55	16.05	16.55	17.05	17.55
Pension	12.78	12.88	12.88	13.13	13.13	13.23	13.23	13.33	13.33	13.43
Annuity	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.50
Apprenticeship	0.78	0.78	0.78	0.78	0.78	0.88	0.88	0.88	0.98	0.98
IUOE National Training Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05

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, IUOE National Training Fund, Social and Political Action Committees and Dues Deduction.

* HAZARDOUS WASTE: Engineers required to work in the HOT ZONE will receive a $2.00 an hour wage differential.

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

Straight Hour		*Rates*	*Fringes*
	Health & Welfare	$ 17.55	$ 17.55
	Pension	$ 13.43	$ 13.43
	Annuity	$ 3.50	$ 3.50
	NTF	$ 0.05	$ 0.05
	Apprenticeship	$ 0.98	$ 0.98
	Co-Op	$ -	$ -
Fringe Pkg.			$ 35.51
Wages			$ 44.70
Total Fringes and Wages			$ 80.21
Dues Calculated		1.75%	**$ 1.40**

Time and Half		*Rates*	*Fringes*
	Health & Welfare	$ 17.55	$ 17.55
	Pension	$ 13.43	$ 13.43
	Annuity	$ 3.50	$ 3.50
	Annuity OT	$ 1.750	$ 1.75
	NTF	$ 0.05	$ 0.05
	Apprenticeship	$ 0.98	$ 0.98
	Co-Op	$ -	$ -
Fringe Pkg.			$ 37.26
Wages			$ 44.70
Wages OT			$ 22.35
Total Fringes and Wages			$ 104.31
Dues Calculated		1.75%	**$ 1.83**

Double Time		*Rates*	*Fringes*
	Health & Welfare	$ 17.55	$ 17.55
	Pension	$ 13.43	$ 13.43
	Annuity	$ 3.50	$ 3.50
	Annuity OT	$ 1.750	$ 1.75
	NTF	$ 0.05	$ 0.05
	Apprenticeship	$ 0.98	$ 0.98
	Co-OP	$ -	$ -
Fringe Pkg.			$ 37.26
Wages			$ 44.70
Wages DT			$ 44.70
Total Fringes and Wages			$ 126.66
Dues Calculated		1.75%	**$ 2.22**

International Union of Operating Engineers- Local #4

Conversions Per Hour

Wage Schedule Effective December 1, 2026

ME / NH Building

	Straight Time	Time and 1/2	Double Time
GROUP I	$ 1.40	$ 1.83	$ 2.22
Daily Rate (per Hour)	$ 1.62	$ 2.16	$ 2.66
GROUP 1a (Boom Length)			
Over 150 Feet	$ 1.44	$ 1.89	$ 2.30
Over 185 Feet	$ 1.47	$ 1.92	$ 2.35
Over 210 Feet	$ 1.50	$ 1.96	$ 2.40
Over 250 Feet	$ 1.55	$ 2.04	$ 2.50
Over 295 Feet	$ 1.60	$ 2.12	$ 2.61
Over 350 Feet	$ 1.63	$ 2.17	$ 2.68
GROUP 1b	$ 1.62	$ 2.16	$ 2.66
GROUP 1c	$ 1.42	$ 1.85	$ 2.25
GROUP 1d	$ 1.77	$ 2.37	$ 2.95
GROUP 1e	$ 1.91	$ 2.59	$ 3.24
GROUP 1f	$ 1.52	$ 2.00	$ 2.45
GROUP II	$ 1.40	$ 1.82	$ 2.21
GROUP III	$ 1.11	$ 1.39	$ 1.63
GROUP IV			
a. FireME-NH Buildingn	$ 1.26	$ 1.61	$ 1.93
b. Other than TC/Gradall	$ 0.91	$ 1.09	$ 1.24
c. TC or Gradall	$ 1.00	$ 1.22	$ 1.41
d. Daily Rate (TC)	$ 1.09	$ 1.35	$ 1.58
Daily Rate Differential			
GROUP II	$ 1.73	$ 2.31	$ 2.86
GROUP III	$ 1.69	$ 2.25	$ 2.78
Tunnel Differential	$ 1.46	$ 1.91	$ 2.33

INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4

Wage Settelment June 1, 2022 - May 31, 2027

Wage Schedule Effective December 1, 2026

ME / NH HIGHWAY

	6/1/2022	12/1/2022*	6/1/2023*	12/1/2023*	6/1/2024*	12/1/2024*	6/1/2025*	12/1/2025*	6/1/2026*	12/1/2026*
GROUP I	33.45	34.06	34.77	35.23	35.93	36.58	37.08	37.58	37.98	38.23
Daily Rate (Per Hour)	39.89	40.69	41.58	42.22	43.12	43.98	44.67	45.38	45.97	46.43
GROUP 1a (Boom Length) Refer to Part 1, Article VII, Section 11, page 13 of the Master Document 2022-2027										
Over 150 Feet	1.04	1.05	1.06	1.07	1.08	1.09	1.10	1.11	1.12	1.13
" 185 "	2.03	2.05	2.06	2.08	2.09	2.11	2.12	2.14	2.15	2.17
" 210 "	3.07	3.10	3.12	3.15	3.17	3.20	3.22	3.25	3.27	3.30
" 250 "	4.03	4.06	4.09	4.12	4.15	4.18	4.21	4.24	4.27	4.30
" 350 "	5.38	5.42	5.46	5.50	5.54	5.58	5.62	5.66	5.70	5.74
GROUP 1b	41.36	42.19	43.13	43.81	44.75	45.65	46.39	47.15	47.78	48.29
GROUP 1c	34.20	34.83	35.56	36.05	36.77	37.44	37.96	38.49	38.91	39.19
Group 1d	46.98	47.97	49.07	49.91	51.01	52.10	53.01	53.95	54.75	55.44
Group 1e	52.60	53.75	55.01	56.01	57.28	58.55	59.62	60.75	61.72	62.59
Group 1f	38.08	38.82	39.67	40.26	41.10	41.90	42.53	43.19	43.72	44.12
GROUP II	33.12	33.72	34.42	34.87	35.56	36.20	36.69	37.18	37.57	37.81
GROUP III	22.65	22.95	23.36	23.51	23.89	24.19	24.37	24.51	24.59	24.49
GROUP IV										
a. Fireman	29.10	29.58	30.17	30.50	31.07	31.58	31.95	32.31	32.58	32.69
b. Other than TC/Gradall	14.94	15.03	15.21	15.14	15.29	15.34	15.29	15.18	15.04	14.68
c. TC or Gradall	16.37	16.50	16.72	16.69	16.89	16.98	16.97	16.92	16.81	16.50
d. Daily Rate (TC)	18.38	18.56	18.84	18.87	19.13	19.28	19.34	19.34	19.30	19.06
Daily Rate Differential										
GROUP II	2.93	2.98	3.02	3.07	3.12	3.17	3.22	3.28	3.33	3.39
GROUP III	2.93	2.98	3.02	3.07	3.12	3.17	3.22	3.28	3.33	3.39
Tunnel Differential	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
Health & Welfare	14.25	14.50	14.75	15.00	15.30	15.55	16.05	16.55	17.05	17.55
Pension	12.78	12.88	12.88	13.13	13.13	13.23	13.23	13.33	13.33	13.43
Annuity	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.50
Apprenticeship	0.78	0.78	0.78	0.78	0.78	0.88	0.88	0.88	0.98	0.98
IUOE National Training Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05

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, IUOE National Training Fund,Social and Political Action Committees and Dues Deduction.
* HAZARDOUS WASTE: Engineers required to work in the HOT ZONE will receive a $2.00 an hour wage differential.

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

Straight Hour		*Rates*	*Fringes*
	Health & Welfare	$ 17.55	$ 17.55
	Pension	$ 13.43	$ 13.43
	Annuity	$ 3.50	$ 3.50
	NTF	$ 0.05	$ 0.05
	Apprenticeship	$ 0.98	$ 0.98
	Co-OP	$ -	$ -
Fringe Pkg.			$ 35.51
Wages			$ 38.23
Total Fringes and Wages			$ 73.74
Dues Calculated		1.75%	**$ 1.29**

Time and Half		*Rates*	*Fringes*
	Health & Welfare	$ 17.55	$ 17.55
	Pension	$ 13.43	$ 13.43
	Annuity	$ 3.50	$ 3.50
	Annuity OT	$ 1.750	$ 1.75
	NTF	$ 0.05	$ 0.05
	Apprenticeship	$ 0.98	$ 0.98
	Co-OP	$ -	$ -
Fringe Pkg.			$ 37.26
Wages			$ 38.23
Wages OT			$ 19.12
Total Fringes and Wages			$ 94.61
Dues Calculated		1.75%	**$ 1.66**

Double Time		*Rates*	*Fringes*
	Health & Welfare	$ 17.55	$ 17.55
	Pension	$ 13.43	$ 13.43
	Annuity	$ 3.50	$ 3.50
	Annuity OT	$ 1.750	$ 1.75
	NTF	$ 0.05	$ 0.05
	Apprenticeship	$ 0.98	$ 0.98
	Co-OP	$ -	$ -
Fringe Pkg.			$ 37.26
Wages			$ 38.23
Wages DT			$ 38.23
Total Fringes and Wages			$ 113.72
Dues Calculated		1.75%	**$ 1.99**

International Union of Operating Engineers- Local #4

Conversions Per Hour

Wage Schedule Effective December 1, 2026

ME / NH Highway

	Straight Time	Time and 1/2	Double Time
GROUP I	$ 1.29	$ 1.66	$ 1.99
Daily Rate (per Hour)	$ 1.43	$ 1.87	$ 2.28
GROUP 1a (Boom Length)			
Over 150 Feet	$ 1.31	$ 1.69	$ 2.03
Over 185 Feet	$ 1.33	$ 1.71	$ 2.07
Over 210 Feet	$ 1.35	$ 1.74	$ 2.11
Over 250 Feet	$ 1.37	$ 1.77	$ 2.14
Over 350 Feet	$ 1.39	$ 1.81	$ 2.19
GROUP 1b	$ 1.47	$ 1.92	$ 2.34
GROUP 1c	$ 1.31	$ 1.68	$ 2.02
GROUP 1d	$ 1.59	$ 2.11	$ 2.59
GROUP 1e	$ 1.72	$ 2.30	$ 2.84
GROUP 1f	$ 1.39	$ 1.81	$ 2.20
GROUP II	$ 1.28	$ 1.64	$ 1.98
GROUP III	$ 1.05	$ 1.29	$ 1.51
GROUP IV			
a. FireME-NH Highwayn	$ 1.19	$ 1.51	$ 1.80
b. Other than TC/Gradall	$ 0.88	$ 1.04	$ 1.17
c. TC or Gradall	$ 0.91	$ 1.09	$ 1.23
d. Daily Rate (TC)	$ 0.95	$ 1.15	$ 1.32
Daily Rate Differential			
GROUP II	$ 1.49	$ 1.96	$ 2.40
GROUP III	$ 1.49	$ 1.96	$ 2.40
Tunnel Differential	$ 1.35	$ 1.74	$ 2.10