Operating Engineers Local 324 2012 Wage and Fringe Benefit Rates For Utility Distribution

Area 1

Class I

| *Base Wage | \$23.20 |
|---|---|
| *Vacation & Holiday (15% Funded) | 3.48 |
| Insurance Fund | 8.20 |
| Pension Fund | 9.95 |
| Retiree Benefit Fund | .45 |
| Apprenticeship Fund | .60 |
| Labor Management | |
| Education Committee | .09 |
| DC Plan | 1.00 |
| Gross Wage | 46.97 |
| I.A.F | .04 |
| | \$47.01 |
| | |
| | |
| <u>Class II</u> | 5/1/2012 |
| Class II *Base Wage | <u>5/1/2012</u> \$23.09 |
| | |
| *Base Wage *Vacation & Holiday | \$23.09 |
| *Base Wage *Vacation & Holiday (15% Funded) | \$23.09 3.46 |
| *Base Wage *Vacation & Holiday (15% Funded) Insurance Fund | \$23.09 3.46 8.20 |
| *Base Wage *Vacation & Holiday (15% Funded) Insurance Fund Pension Fund | \$23.09 3.46 8.20 9.95 |
| *Base Wage *Vacation & Holiday (15% Funded) Insurance Fund Pension Fund Retiree Benefit Fund | \$23.09 3.46 8.20 9.95 .45 |
| *Base Wage *Vacation & Holiday (15% Funded) Insurance Fund Pension Fund Retiree Benefit Fund Apprenticeship Fund | \$23.09 3.46 8.20 9.95 .45 |
| *Base Wage *Vacation & Holiday (15% Funded) Insurance Fund Pension Fund Retiree Benefit Fund Apprenticeship Fund Labor Management | \$23.09 3.46 8.20 9.95 .45 .60 |
| *Base Wage *Vacation & Holiday (15% Funded) Insurance Fund Pension Fund Retiree Benefit Fund Apprenticeship Fund Labor Management Education Committee | \$23.09 3.46 8.20 9.95 .45 .60 |
| *Base Wage *Vacation & Holiday (15% Funded) Insurance Fund Pension Fund Retiree Benefit Fund Apprenticeship Fund Labor Management Education Committee DC Plan | \$23.09 3.46 8.20 9.95 .45 .60 |

5/1/2012

\$46.88

| Class III | 5/1/2012 |
|----------------------------------|----------|
| *Base Wage | \$22.10 |
| *Vacation & Holiday (15% Funded) | 3.32 |
| Insurance Fund | 8.20 |
| Pension Fund | 9.95 |
| Retiree Benefit Fund | .45 |
| Apprenticeship Fund | .60 |
| Labor Management | |
| Education Committee | .09 |
| DC Plan | 1.00 |
| Gross Wage | 45.71 |
| I.A.F | .04 |
| | \$45.75 |

| Class IV | 5/1/2012 |
|----------------------------------|----------|
| *Base Wage | \$21.61 |
| *Vacation & Holiday (15% Funded) | 3.24 |
| Insurance Fund | 8.20 |
| Pension Fund | 9.95 |
| Retiree Benefit Fund | .45 |
| Apprenticeship Fund | .60 |
| Labor Management | |
| Education Committee | .09 |
| DC Plan | 1.00 |
| Gross Wage | 45.14 |
| I.A.F | .04 |
| | \$45.18 |

<u>Area II</u>

| <u>Class I</u> | 5/1/2012 |
|----------------|----------|
| *Base Wage | \$22.41 |

| *Vacation & Holiday (15% Funded) | 3.36 |
|----------------------------------|---------|
| Insurance Fund | 8.20 |
| Pension Fund | 9.95 |
| Retiree Benefit Fund | .45 |
| Apprenticeship Fund | .60 |
| Labor Management | |
| Education Committee | .09 |
| DC Plan | 1.00 |
| Gross Wage | 46.06 |
| I.A.F | .04 |
| | \$46.10 |

| Class II-A | 5/1/2012 | |
|----------------------------------|----------|--|
| *Base Wage | \$22.32 | |
| *Vacation & Holiday (15% Funded) | 3.35 | |
| Insurance Fund | 8.20 | |
| Pension Fund | 9.95 | |
| Retiree Benefit Fund | .45 | |
| Apprenticeship Fund | .60 | |
| Labor Management | | |
| Education Committee | .09 | |
| DC Plan | 1.00 | |
| Gross Wage | 45.96 | |
| I.A.F | .04 | |
| | \$46.00 | |
| | | |

| <u>Class II-B</u> | 5/1/2012 |
|----------------------------------|----------|
| *Base Wage | \$22.13 |
| *Vacation & Holiday (15% Funded) | 3.32 |
| Insurance Fund | 8.20 |

| Pension Fund | 9.95 |
|----------------------|---------|
| Retiree Benefit Fund | .45 |
| Apprenticeship Fund | .60 |
| Labor Management | |
| Education Committee | .09 |
| DC Plan | 1.00 |
| Gross Wage | 45.74 |
| I.A.F | .04 |
| | \$45.78 |

| 5/1/2012 | |
|----------|---|
| \$21.45 | |
| 3.22 | |
| 8.20 | |
| 9.95 | |
| .45 | |
| .60 | |
| | |
| .09 | |
| 1.00 | |
| 44.96 | |
| .04 | |
| \$45.00 | |
| | 3.22 8.20 9.95 .45 .60 .09 1.00 44.96 .04 |

| <u>Class IV</u> | 5/1/2012 |
|----------------------------------|----------|
| *Base Wage | \$21.02 |
| *Vacation & Holiday (15% Funded) | 3.15 |
| Insurance Fund | 8.20 |
| Pension Fund | 9.95 |
| Retiree Benefit Fund | .45 |
| Apprenticeship Fund | .60 |
| | |

Labor Management

| Education Committee | .09 |
|---------------------|---------|
| DC Plan | 1.00 |
| Gross Wage | 44.46 |
| I.A.F | .04 |
| | \$44.50 |

^{*}Taxable Income