

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

Area 1

| <u>Class I</u> | <u>5/1/2012</u> |
|-------------------------------------|-----------------|
| *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> | <u>5/1/2012</u> |
|-------------------------------------|-----------------|
| *Base Wage | \$23.09 |
| *Vacation & Holiday (15% Funded) | 3.46 |
| 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 | \$46.84 |
| I.A.F | .04 |
| | \$46.88 |

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|-------------------------------------|-----------------|
| <u>Class III</u> | <u>5/1/2012</u> |
| *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 |

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| <u>Class IV</u> | <u>5/1/2012</u> |
| *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 |

Area II

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

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|-------------------------------------|---------|
| *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

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|-------------------------------------|---------|
| *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 |

Class II-B 5/1/2012

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|-------------------------------------|---------|
| *Base Wage | \$22.13 |
| *Vacation & Holiday (15% Funded) | 3.32 |
| Insurance Fund | 8.20 |

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| 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 |

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|-------------------------------------|-----------------|
| <u>Class III</u> | <u>5/1/2012</u> |
| *Base Wage | \$21.45 |
| *Vacation & Holiday (15% Funded) | 3.22 |
| 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 | 44.96 |
| I.A.F | .04 |
| | \$45.00 |

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| <u>Class IV</u> | <u>5/1/2012</u> |
| *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 |

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

*Taxable Income