

**INTERNATIONAL UNION OF OPERATING ENGINEERS**  
**LOCAL No. 49**

**HIGHWAY & HEAVY WAGES EFFECTIVE MAY 4, 2020**

**EASTERN METROPOLITAN ZONE-(ZONE 1) -See Wage District Map-**

Group	2% of Gross Wages					Defined Contribution	Appren- ticeship Training	= Total Employee Package
	Wages	Excluding Fringes	H&W	HRA	Pension			
1	\$41.24	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$62.79
2	\$39.74	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$61.29
3	\$39.19	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$60.74
4	\$38.89	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$60.44
5	\$35.85	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$57.40
6	\$34.64	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$56.19

Group 1 Wages include Fifty Cent (\$.50) Premium for CCO Certificate  
Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01

**I.P.F \$.04/hr. Paid by Employer Voluntarily**

**REMAINDER OF EASTERN ZONE-(ZONE 2) -See Wage District Map-**

Group	2% of Gross Wages					Defined Contribution	Appren- ticeship Training	= Total Employee Package
	Wages	Excluding Fringes	H&W	HRA	Pension			
1	\$38.53	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$60.08
2	\$37.03	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$58.58
3	\$36.58	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$58.13
4	\$36.28	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$57.83
5	\$33.71	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$55.26
6	\$32.84	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$54.39

Group 1 Wages include Fifty Cent (\$.50) Premium for CCO Certificate  
Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01

**I.P.F \$.04/hr. Paid by Employer Voluntarily**

**WESTERN ZONE-(ZONE 3) -See Wage District Map-**

Group	2% of Gross Wages					Defined Contribution	Appren- ticeship Training	= Total Employee Package
	Wages	Excluding Fringes	H&W	HRA	Pension			
1	\$32.10	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$53.65
2	\$30.60	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$52.15
3	\$29.67	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$51.22
4	\$29.36	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$50.91
5	\$27.65	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$49.20
6	\$27.05	*	\$10.10	\$1.00	\$9.80	\$1.00	\$.55	= \$48.60

Group 1 Wages include Fifty Cent (\$.50) Premium for CCO Certificate  
Employer Paid Contributions Per Hour: FCF \$.02, CILEC \$.01

**I.P.F \$.04/hr. Paid by Employer Voluntarily**