

**WAGE AGREEMENT**  
**between**  
**INTERNATIONAL UNION OF OPERATING ENGINEERS'**  
**LOCAL UNION NO. 965**  
**and the**  
**ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS**  
**EFFECTIVE May 1, 2022 through April 30, 2027**

**ARTICLE 8**

**Section 2. Wage Scale and Fringe Benefits.**

	<u>5/1/2022</u>	<u>5/1/2023</u>	<u>5/1/2024*</u>	<u>5/1/2025*</u>	<u>5/1/2026*</u>
CLASS 1	46.71	47.21	49.74	52.35	55.04
CLASS 2	41.55	41.88	44.23	46.66	49.17
CLASS 3	33.60	33.67	35.76	37.91	40.13
CLASS 4	48.26	48.81	51.39	54.05	56.80

**FRINGE BENEFITS**

H & W	11.70	12.00	12.00	12.00	12.00
Pension	10.05	10.25	10.25	10.25	10.25
Training	2.50	2.50	2.50	2.50	2.50
Local 965 Annuity	4.00	5.45	5.45	5.45	5.45
DIAAF	.10	.10	.10	.10	.10
AGCI	.20	.20	.20	.20	.20
Subtotal	28.55	30.50	30.50	30.50	30.50

In addition to the above, Supplemental Dues of five percent (5%) of the employee's gross wages and ten cents (\$0.10) per hour for IUOE 965 PEF (deducted from employee's paycheck) is to be paid in monthly on the Fringe Benefit Report Form. (See Articles 31 and 41)

**TOTAL ECONOMIC PACKAGE**

CLASS 1	75.26	77.71	80.24	82.85	85.54
CLASS 2	70.10	72.38	74.73	77.16	79.67
CLASS 3	62.15	64.17	66.26	68.41	70.63
CLASS 4	76.81	79.31	81.89	84.55	87.30

\*The total wage increase due 5/1/23, 5/1/24, 5/1/25 and 5/1/26 may be redistributed as the Union determines.

FOR AGC OF ILLINOIS  
 (Company Name)

By: Frank Kenyeshak  
 (Authorized Signature)

Date Signed 4/12/2023

FOR THE UNION:  
 International Union  
 Of Operating Engineers' Local 965

Bret E. Scaggs  
 Bret E. Scaggs, Business Manager

Date Signed \_\_\_\_\_