

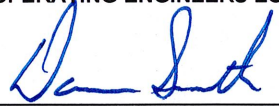
## HEAVY/HIGHWAY WAGE SCALES, FRINGE CONTRIBUTIONS, AND DEDUCTIONS

The Following Wage Scales Shall Apply:


	4/1/17	4/1/18	4/1/19
<b>GROUP I</b>			
Hourly Rate	\$39.69		
Pension	\$12.23	+ \$2.13	+ \$2.20
Health & Welfare	\$ 9.00	to be	to be
Annuity	\$ 7.00	distributed	distributed
Upgrade Fund	\$ 1.50		
Apprentice Fund	\$ 1.50		
IAF	\$ 0.03		
DIAAF	\$ 0.10		
Total Wage Package	\$71.05	\$73.18	\$75.38
<b>CHECK-OFFS:</b>			
Working Dues % Gross Wage	5%	5%	5%
PAC	\$ .10	\$ .10	\$ .10
<b>GROUP II</b>			
Hourly Rate	\$36.83		
Pension	\$12.23	+ \$2.05	+ \$2.11
Health & Welfare	\$ 9.00	to be	to be
Annuity	\$ 7.00	distributed	distributed
Upgrade Fund	\$ 1.50		
Apprentice Fund	\$ 1.50		
IAF	\$ 0.03		
DIAAF	\$ 0.10		
Total Wage Package	\$68.19	\$70.24	\$72.35
<b>CHECK-OFFS:</b>			
Working Dues % Gross Wage	5%	5%	5%
PAC	\$ .10	\$ .10	\$ .10
<b>GROUP III</b>			
Hourly Rate	\$32.12		
Pension	\$12.23	+ \$1.90	+ \$1.96
Health & Welfare	\$ 9.00	to be	to be
Annuity	\$ 7.00	distributed	distributed
Upgrade Fund	\$ 1.50		
Apprentice Fund	\$ 1.50		
IAF	\$ 0.03		
DIAAF	\$ 0.10		
Total Wage Package	\$63.48	\$65.38	\$67.34
<b>CHECK-OFFS:</b>			
Working Dues % Gross Wage	5%	5%	5%
PAC	\$ .10	\$ .10	\$ .10

**\*FRINGES MAY BE DISTRIBUTED BY VOTE OF MEMBERSHIP ON THE ANNIVERSARY DATES OF THE AGREEMENT.**

REPRESENTING THE INTERNATIONAL UNION OF  
OPERATING ENGINEERS LOCAL NO. 649

 3/23/2017  
Darren Smith, Business Manager Date  
Operating Engineers Local No. 649

REPRESENTING THE ASSOCIATED  
GENERAL CONTRACTORS OF ILLINOIS

 3/23/2017  
Frank Kazenske Date  
Director of Labor Relations