

**OPERATING ENGINEERS OF EASTERN PA. & DELAWARE
BENEFIT FUNDS CONTRIBUTION SURCHARGE SCHEDULE
EFFECTIVE MAY 1, 2009**

COLLECTIVE BARGAINING AGREEMENT:

5C *	22C	29C *	29CH *	7C	STATE OF DELAWARE	STATE OF DELAWARE
5 COUNTY BLDG/HEAVY HIGHWAY	22 COUNTY BUILDING	29 COUNTY HIGHWAY	29 COUNTY HEAVY	7 COUNTY BUILDING	BLDG/HEAVY	HIGHWAY

WAGE GROUP

I	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	3.83
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	4.25	4.25
II	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	3.83
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	4.25	4.25
III	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	3.83
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	4.25	4.25
IV	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	3.83
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	4.25	4.25
V	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	N/A
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	4.25	4.25
VI	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	N/A
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	4.25	4.25
VII(A)	WELFARE/APP.	5.20	4.32	4.32	4.32	4.32	4.60	4.60
	SUB	0.22	0.14	0.13	0.14	0.13	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	4.25	4.25
VII(B)	WELFARE/APP.	5.20	4.32	4.32	4.32	4.32	4.60	4.60
	SUB	0.21	0.14	0.13	0.14	0.13	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	4.25	4.25
APPRENTICE:								
4th year	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	3.83
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	4.25	4.25	4.25	4.25	4.25	3.50	3.50
3rd year	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	3.83
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	3.25	3.25	3.25	3.25	3.25	2.00	2.00
2nd year	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	3.83
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	3.25	3.25	3.25	3.25	3.25	2.00	2.00
1st year	WELFARE/APP.	4.33	3.60	3.60	3.60	3.60	3.83	3.83
	SUB	0.18	0.11	0.11	0.11	0.11	N/A	N/A
	ANNUITY	3.25	3.25	3.25	3.25	3.25	2.00	2.00

* These contracts have an additional \$0.15 per hour into the Heavy & Highway Industry Advancement Fund.

As an example for District 1, Wage Group I **\$32.90 per Hour:**

<u>Contribution Rate</u>		<u>Straight Time</u>	<u>Time and a Half</u>	<u>Double Time</u>
Welfare	16.0%	\$5.26	\$7.89	\$10.52
Pension	10.5%	\$3.45	\$5.18	\$6.90
Apprentice	1.0%	\$0.33	\$0.49	\$0.66
SUB	<u>2.0%</u>	<u>\$0.66</u>	<u>\$0.99</u>	<u>\$1.32</u>
Total	29.5%	\$9.70	\$14.55	\$19.40

<u>Hourly Contributions</u>		<u>Straight Time</u>	<u>Time and a Half</u>	<u>Double Time</u>
Annuity	\$4.25	\$4.25	\$4.25	\$4.25
Pinpoint	\$0.50	\$0.50	\$0.75	\$1.00
<u>Surcharges</u>				
Welfare/Apprentice	\$3.83	\$3.83	\$5.75	\$7.66
SUB	<u>\$0.18</u>	<u>\$0.18</u>	<u>\$0.27</u>	<u>\$0.36</u>
Total	\$8.76	\$8.76	\$11.02	\$13.27
HOURS PAID		1.0	1.5	2.0
HOURS WORKED		1.0	1.0	1.0

* - Welfare and Apprentice Surcharge is combined.