



**OPERATING ENGINEERS LOCAL 3
(NORTHERN CALIFORNIA)
2016-2020 MASTER AGREEMENT**

2017 Wage & Fringe Benefit Rates Schedule

FRINGE BENEFITS EFFECTIVE	JUNE 26, 2017		
	Journeyman	Apprentice	Entry Level Operator <i>Private Work Only</i>⁺
Health & Welfare (\$.10 increase)	\$ 11.34	\$ 11.34	\$ 11.34
Pensioned Health & Welfare (\$.05 increase)	2.44	2.44	2.31
Pension	10.78	9.18	7.91
Vacation, Holiday, and Sick Pay \$3.35 for Journeyman, \$2.85 for Apprentice, \$1.65 for Entry Level Operator Supplemental Dues * (\$.05 increase) \$1.16 for Journeyman, Apprentice, & Entry Level Operator	4.51	4.01	2.81
Vac/Hol/Sick Pay Trust Administrative Fee	.05	.05	.05
Affirmative Action Training Fund (\$.15 increase)	.92	1.92	.92
Annuity Fund	.40	.40	---
Industry Stabilization Fund	.06	.06	---
Job Placement Center/Market Area Committee Admin. Fund	.11	.11	---
Business Development & Marketing Trust*	.07	.07	---
Contract Administration†	.10	.10	---
TOTAL FRINGE BENEFIT PACKAGE	\$30.78	\$29.68	\$25.34

* Vacation, Holiday & Sick Pay/Supplemental Dues are added to the hourly wage rate to establish the gross pay for tax purposes. This gross amount is subject to normal payroll deductions. After normal deductions, the full Vacation, Holiday & Sick Pay /Supplemental Dues contribution is deducted, reported, and paid to the appropriate Trust Fund. **Vac/Hol/Sick Pay Trust Administrative Fee is not taxed.**

* This fund will show up as "Admin. Funds" on the monthly Trust Fund Report for a total of \$.07 (seven cents).

† Contract Administration is paid to United Contractors.

CLASSIFICATIONS EFFECTIVE	JUNE 26, 2017			
	Straight Time Rates		Special Single & Second Shift Rates	
MASTER AGREEMENT RATES:¹ (\$2.00 Increase to Wages)	Area 1	Area 2	Area 1	Area 2
JOURNEYMAN:				
Group 1	\$ 44.67	\$ 46.67	\$ 49.00	\$ 51.00
Group 2	43.14	45.14	47.27	49.27
Group 3	41.66	43.66	45.61	47.61
Group 4	40.28	42.28	44.05	46.05
Group 5	39.01	41.01	42.63	44.63
Group 6	37.69	39.69	41.13	43.13
Group 7	36.55	38.55	39.85	41.85
Group 8	35.41	37.41	38.58	40.58
Group 8A	33.20	35.20	36.07	38.07
FOREMAN:				
2921 – Foreman & Shifters, over 7 Employees	44.67	46.67	49.00	51.00
2931 – Foreman (Working), under 7 Employees	43.14	45.14	47.27	49.27
3341 – Master Mechanic, over 5 Employees	44.67	46.67	49.00	51.00
APPRENTICE:				
First Period/POP 1200 hrs. - 55% of Group 4 Wage Rate	22.15	24.15	24.23	26.23
Second Period 1300 hrs. - 60% of Group 4 Wage Rate	24.17	26.17	26.43	28.43
Third Period 1300 hrs. - 65% of Group 4 Wage Rate	26.18	28.18	28.63	30.63
Fourth Period 1300 hrs. - 70% of Group 4 Wage Rate	28.20	30.20	30.84	32.84
Fifth Period 1300 hrs. - 85% of Group 4 Wage Rate	34.24	36.24	37.44	39.44
ENTRY LEVEL OPERATOR: (Private Work Only)²				
Probationary 1 st 750 hrs. – 60% of Group 4 Wage Rate	24.17	26.17	26.43	28.43
Period (750 hrs) 2 nd 750 hrs. – 70% of Group 4 Wage Rate	28.20	30.20	30.84	32.84
3 rd 750 hrs. – 80% of Group 4 Wage Rate	32.22	34.22	35.24	37.24
4 th 750 hrs. – 90% of Group 4 Wage Rate	36.25	38.25	39.65	41.65

¹ For all Cranes and Attachments, including Assistant to Engineer, Steel Erectors and Fabricators, Piledrivers, Tunnel/Underground, Private Work Agreements, and Residential/Building Construction Rates call the United Contractors Office.

² For work other than private, the wage rate for Entry Level Operator shall be 100% of the current prevailing wage rate for Journeyman Operator. An Entry Level Operator shall be considered a qualified Journeyman Operator after completing three thousand (3,000) hours of work.