

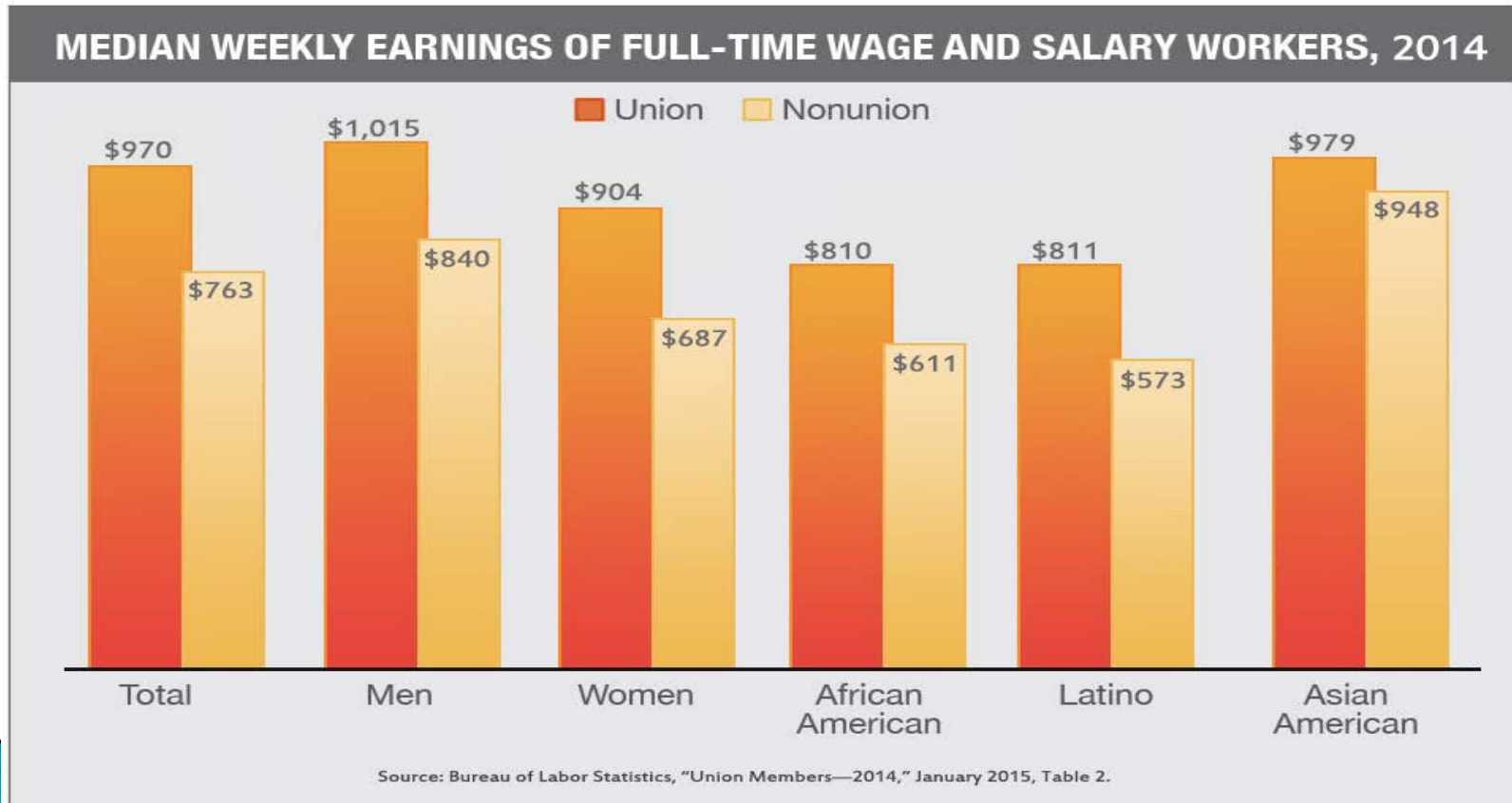
INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 94, 94A, 94B

CONTEMPLATED DUES AND INITIATION FEE INCREASES FOR LOCAL 94 AND LOCAL 94A MEMBERS

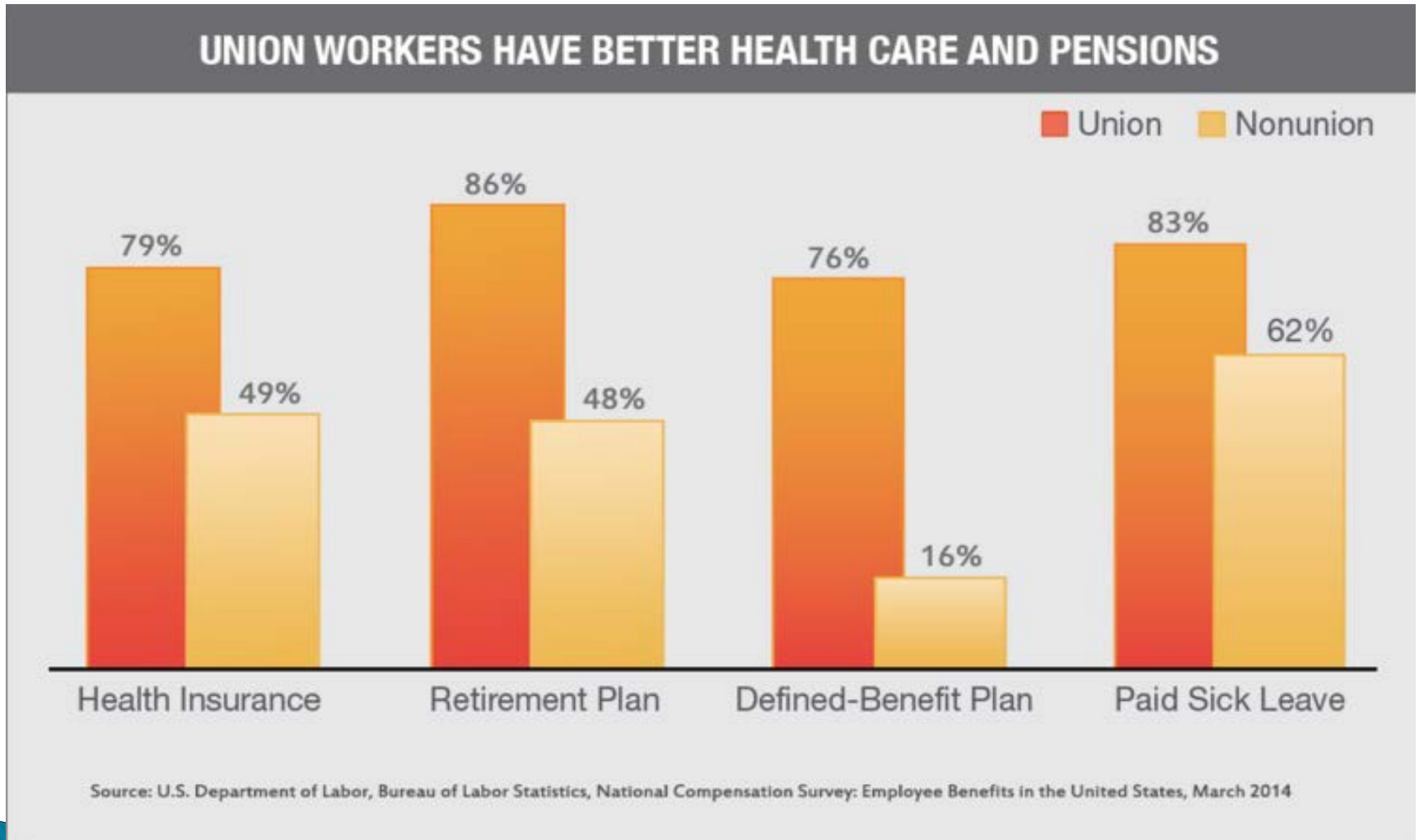


Wages of Union vs. Non-Union workers

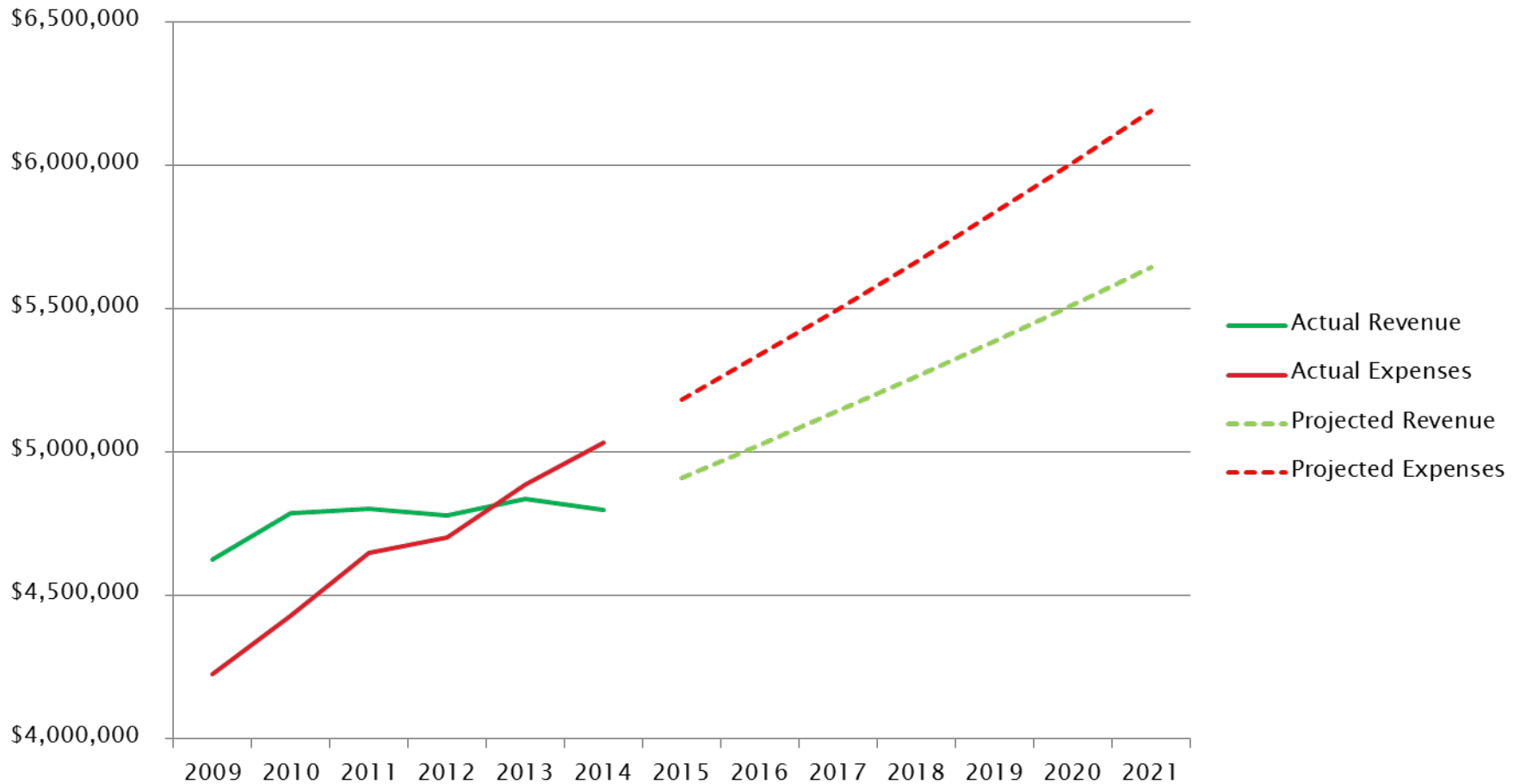
- ▶ In 2014, among full-time wage and salary workers, union members had median usual weekly earnings of \$970, while those who were not union members had median weekly earnings of \$763. (Per Bureau of Labor Statistics – Economic News Release 1-23-15)



Benefits of Union vs. Non-Union workers

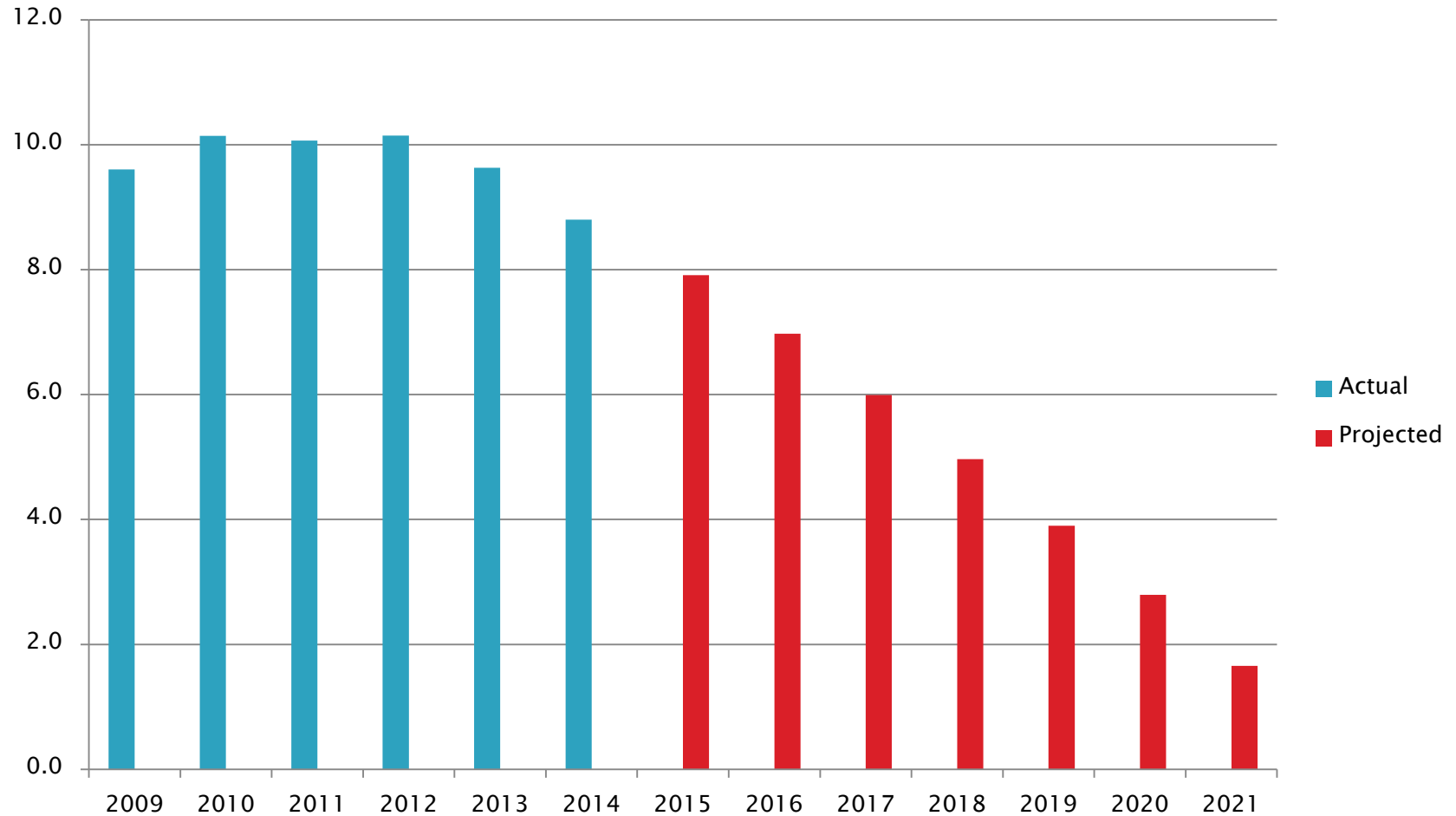


Local 94 – Revenue and Expenses 2009–2021



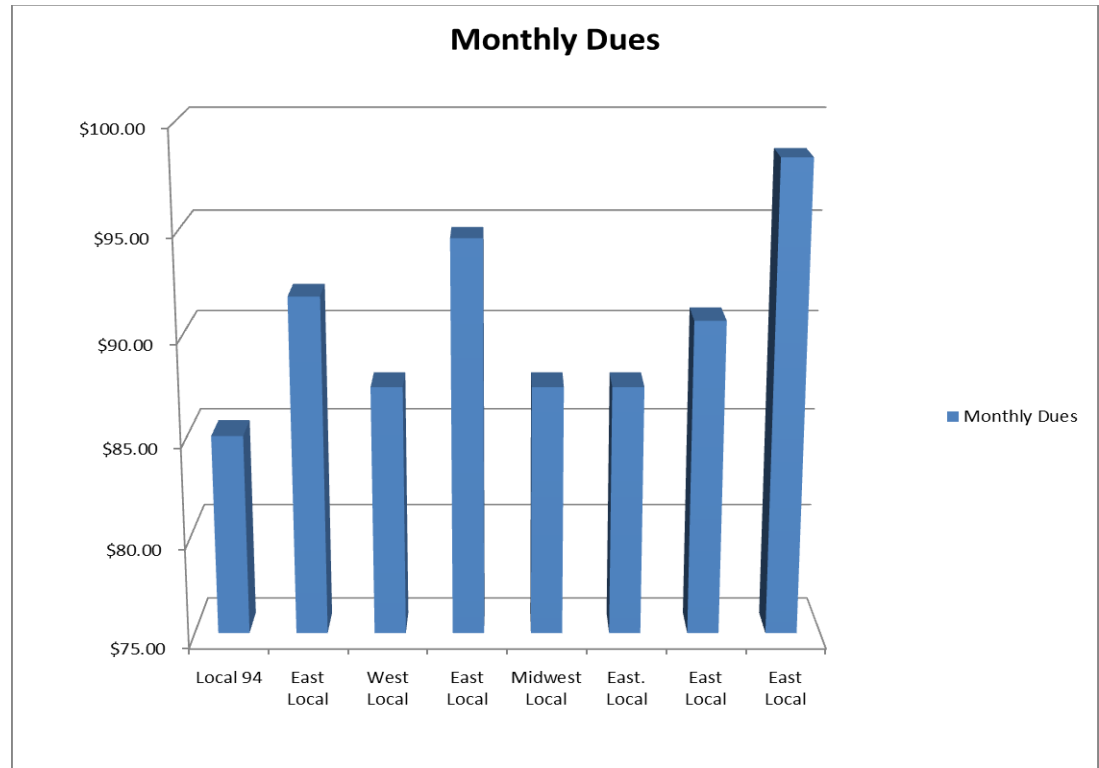
Assumes dues increase 3% less cap
Assumes expenses increase 3% per year
Excludes investment income

Local 94 – Months of Reserves 2009 – 2021



Dues Comparison With Other IUOE Local Unions

Local	Monthly Rate*
Local 94	\$ 77
East I.U.O.E. Local	92
West I.U.O.E. Local	87
East I.U.O.E. Local	95
Midwest I.U.O.E. Local	87
East I.U.O.E. Local	87
East I.U.O.E. Local	91
East I.U.O.E. Local	98



*For this analysis, the Local 94 RAB engineer hourly rate of \$37.83 was incorporated into the comparable union's dues structure.

As reported by other locals. Excludes effect of overtime where applicable.

Proposed New Dues Structure

1. Effective January 1, 2016, increase the multiple factor from 2.25 to 2.50 for 40 hour contracted work weeks. (Example of new dues calculation – \$30.34 (hourly wage rate) X 2.50 = \$75.85 monthly dues). The multiple factor for 35 hour contracted work weeks will increase from 1.98 to 2.20, and the multiple factor for 37 1/2 hour contracted work weeks will increase from 2.12 to 2.36 and;
2. Effective January 1, 2016, increase the monthly dues maximum from \$78 to \$85 and;
3. Effective January 1, 2017 and continuing thereafter, increase the monthly dues maximum by a percentage amount equal to the percentage amount of the wage rate increases for Local 94's members mandated by the then current ENGINEER AGREEMENT between the REALTY ADVISORY BOARD on LABOR RELATIONS INCORPORATED ("RAB") and Local 94-94A-94B International Union of Operating Engineers AFL-CIO, and by any successor collective bargaining agreements, on the effective dates of any wage rate increases. (Example if the members receive a 3% wage rate increase effective January 1, 2017, the monthly dues maximum will increase from \$85 to \$87.55 per month).
4. Effective January 1, 2016, increase Initiation Fees paid to Local 94 from \$800 to \$1,100 and to Local 94A from \$600 to \$1,100.

Local 94 – Months of Reserves 2009 – 2021

