

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

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

Contemplated Dues Increase Proposal

- (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).

Contemplated Initiation Fees Increase Proposal

- (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.