AGC - Operating Engineers Locals 302

Wage & Fringe Summary 2024 - 2027

Schedule A-1 King & Snohomish Counties

WAGES			
Group	June 1, 2024	June 1, 2025	June 1, 2026
IAAA	$61.27	$64.66	$68.23
IAA	$60.40	$63.75	$67.27
IA	$59.54	$62.85	$66.33
I	$58.67	$61.93	$65.36
II	$57.92	$61.14	$64.53
III	$57.27	$60.46	$63.84
IV	$53.62	$56.63	$59.80

DEDUCTIONS FROM WAGES			
	June 1, 2024	June 1, 2025	January 1, 2026
Dues Check-off	1.75% Gross Wages	1.75% Gross Wages	1.5% Gross Wages
Union Programs	$0.30	$0.30	$0.30
Political Programs(Voluntary)	$0.05	$0.05	$0.05

FRINGE BENEFITS			
	June 1, 2024	June 1, 2025	June 1, 2026
Health & Security	*$10.02	*$10.37	*$10.72
Pension	$15.70	$16.25	$16.80
Apprenticeship/Training/ Retraining	$0.80	$0.90	$1.00
National Apprenticeship	$0.05	$0.05	$0.05
**Paid Time Off (PTO)	2.5% Normal hourly wage	2.5% Normal hourly wage	2.5% Normal hourly wage

*This includes the $2 per hour that is shifted temporarily to supplement the pension.

**PTO amounts are a fringe benefit and not to be compounded in overtime.

AGC - Operating Engineers Locals 302

Wage & Fringe Summary 2024 - 2027

Schedule A-2 Kitsap, Skagit and Whatcom Counties

WAGES (Skagit & Whatcom)			
Group	**June 1, 2024**	**June 1, 2025**	**June 1, 2026**
IAAA	**$61.26**	**$64.19**	**$67.20**
IAA	**$60.39**	**$63.29**	**$66.26**
IA	**$59.53**	**$62.39**	**$65.32**
I	**$58.65**	**$61.47**	**$64.36**
II	**$57.91**	**$60.69**	**$63.55**
III	**$57.26**	**$60.02**	**$62.85**
IV	**$53.60**	**$56.19**	**$58.85**

WAGES (Kitsap)			
Group	**June 1, 2024**	**June 1, 2025**	**June 1, 2026**
IAAA	**$60.06**	**$63.62**	**$67.20**
IAA	**$59.22**	**$62.73**	**$66.26**
IA	**$58.36**	**$61.83**	**$65.32**
I	**$57.51**	**$60.93**	**$64.36**
II	**$56.76**	**$60.14**	**$63.55**
III	**$56.14**	**$59.49**	**$62.85**
IV	**$52.52**	**$55.68**	**$58.85**

DEDUCTIONS FROM WAGES			
	June 1, 2024	**June 1, 2025**	**January 1, 2026**
Dues Check-off	**1.75 % Gross Wages**	**1.75% Gross Wages**	**1.5% Gross Wages**
Union Programs	**$0.30**	**$0.30**	**$0.30**
Political Programs(Voluntary)	**$0.05**	**$0.05**	**$0.05**

FRINGE BENEFITS			
	June 1, 2024	**June 1, 2025**	**June 1, 2026**
Health & Security	***$10.02**	***$10.37**	***$10.72**
Pension	**$15.70**	**$16.25**	**$16.80**

Apprenticeship/Training/ Retraining	**$0.80**	**$0.90**	**$1.00**
National Training	**$0.05**	**$0.05**	**$0.05**
****Paid Time Off (PTO)**	**2.5% Normal hourly wage**	**2.5% Normal hourly wage**	**2.5% Normal hourly wage**

***This includes the $2 per hour that is shifted temporarily to supplement the pension.**
****PTO amounts are a fringe benefit and not to be compounded in overtime.**

AGC - Operating Engineers Locals 302

Wage & Fringe Summary 2024 - 2027

Schedule A-3

Clallam, Jefferson, Mason, Grays Harbor, Kittitas, Island, San Juan, Okanogan, Chelan, Douglas and Yakima Counties

WAGES			
Group	**June 1, 2024**	**June 1, 2025**	**June 1, 2026**
IAAA	$60.06	$63.35	$66.16
IAA	$59.22	$62.47	$65.24
IA	$58.36	$61.56	$64.30
I	$57.51	$60.67	$63.36
II	$56.76	$59.88	$62.56
III	$56.14	$59.23	$61.86
IV	$52.52	$55.43	$57.91

DEDUCTIONS FROM WAGES			
	June 1, 2024	**June 1, 2025**	**June 1, 2026**
Dues Check-off	1.75% Gross Wages	1.75% Gross Wages	1.5% Gross Wages
Union Programs	$0.30	$0.30	$0.30
Political Programs(Voluntary)	$0.05	$0.05	$0.05

FRINGE BENEFITS			
	June 1, 2024	**June 1, 2025**	**June 1, 2026**
Health & Security	*$10.02	*$10.37	*$10.72
Pension	$15.70	$16.25	$16.80
Apprenticeship/Training/ Retraining	$0.80	$0.90	$1.00
National Training	$0.05	$0.05	$0.05
**Paid Time Off (PTO)	2.5% Normal hourly wage	2.5% Normal hourly wage	2.5% Normal hourly wage

***This includes the $2 per hour that is shifted temporarily to supplement the pension.**

****PTO amounts are a fringe benefit and not to be compounded in overtime.**