

NWCOA – Operating Engineers Local 302

Wage & Fringe Summary

2024-2028

Schedule A-1

King, Snohomish, Island, San Juan, Skagit, and Whatcom counties.

Wages

Group	June 1, 2024	June 1, 2025	June 1, 2026	June 1, 2027**
IAAA	\$63.89	\$67.28	\$70.85	TBD
IAA	\$63.03	\$66.38	\$69.90	TBD
IA	\$62.10	\$65.41	\$68.89	TBD
I	\$61.25	\$64.51	\$67.94	TBD
II	\$60.46	\$63.68	\$67.07	TBD
III	\$59.79	\$62.98	\$66.36	TBD
IV	\$56.02	\$59.03	\$62.20	TBD

Deductions From Wages

	June 1, 2024	June 1, 2025	June 1, 2026	June 1, 2027
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05	\$0.05

Fringe Benefits

	June 1, 2024	June 1, 2025	June 1, 2026	June 1, 2027**
Health & Security	*\$10.02	*\$10.37	*\$10.72	TBD
Pension	\$15.70	\$16.25	\$16.80	TBD
Apprenticeship Training/Retraining	\$0.80	\$0.90	\$1.00	TBD
National Training	\$0.05	\$0.05	\$0.05	\$0.05
Contract Administration	\$0.04	\$0.04	\$0.04	\$0.04

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

**Effective June 1, 2027, the Union will allocate an increase of 4.5% of the total package to be divided between wages and benefits.

NWCOA – Operating Engineers Local 302

Wage & Fringe Summary

2024-2028

Schedule A-2

Clallam, Jefferson, Mason, Grays Harbor, Kitsap, Kittitas, Okanogan, Chelan, Douglas, and Yakima counties.

Wages

Group	June 1, 2024	June 1, 2025	June 1, 2026	June 1, 2027**
IAAA	\$60.11	\$63.31	\$66.52	TBD
IAA	\$59.27	\$62.43	\$65.59	TBD
IA	\$58.40	\$61.52	\$64.64	TBD
I	\$57.55	\$60.63	\$63.71	TBD
II	\$56.81	\$59.85	\$62.89	TBD
III	\$56.17	\$59.18	\$62.19	TBD
IV	\$52.55	\$55.38	\$58.21	TBD

Deductions From Wages

	June 1, 2024	June 1, 2025	June 1, 2026	June 1, 2027
Dues Check-Off	1.75% GW	1.75% GW	1.75% GW	1.75% GW
Union Programs	\$0.30	\$0.30	\$0.30	\$0.30
Political programs (Voluntary)	\$0.05	\$0.05	\$0.05	\$0.05

Fringe Benefits

	June 1, 2024	June 1, 2025	June 1, 2026	June 1, 2027**
Health & Security	*\$10.02	*\$10.37	*\$10.72	TBD
Pension	\$15.70	\$16.25	\$16.80	TBD
Apprenticeship Training/Retraining	\$0.80	\$0.90	\$1.00	TBD
National Training	\$0.05	\$0.05	\$0.05	\$0.05
Contract Administration	\$0.04	\$0.04	\$0.04	\$0.04

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

**Effective June 1, 2027, the Union will allocate an increase of 4.5% of the total package to be divided between wages and benefits.