

**WAGE AGREEMENT**  
between  
**INTERNATIONAL UNION OF OPERATING ENGINEERS'**  
**LOCAL UNION NO. 965**  
and the  
**ASSOCIATED GENERAL CONTRACTORS OF ILLINOIS**  
EFFECTIVE May 1, 2022 through April 30, 2027

**ARTICLE 8**

**Section 2. Wage Scale and Fringe Benefits.**

	<u>5/1/2022</u>	<u>5/1/2023</u>	<u>5/1/2024</u>	<u>5/1/2025*</u>	<u>5/1/2026*</u>
CLASS 1	46.71	47.21	47.74	52.35	55.04
CLASS 2	41.55	41.88	42.23	46.66	49.17
CLASS 3	33.60	33.67	33.76	37.91	40.13
CLASS 4	48.26	48.81	49.39	54.05	56.80

**FRINGE BENEFITS**

H & W	11.70	12.00	12.50	12.50	12.50
Pension	10.05	10.25	10.75	10.75	10.75
Training	2.50	2.50	3.00	3.00	3.00
Local 965 Annuity	4.00	5.45	5.95	5.95	5.95
DIAAF	.10	.10	.10	.10	.10
AGCI	<u>.20</u>	<u>.20</u>	<u>.20</u>	<u>.20</u>	<u>.20</u>
Subtotal	28.55	30.50	32.50	32.50	32.50

In addition to the above, Supplemental Dues of five percent (5%) of the employee's gross wages and ten cents (\$0.10) per hour for IUOE 965 PEF (deducted from employee's paycheck) is to be paid in monthly on the Fringe Benefit Report Form. (See Articles 31 and 41)

**TOTAL ECONOMIC PACKAGE**

CLASS 1	75.26	77.71	80.24	82.85	85.54
CLASS 2	70.10	72.38	74.73	77.16	79.67
CLASS 3	62.15	64.17	66.26	68.41	70.63
CLASS 4	76.81	79.31	81.89	84.55	87.30

\*The total wage increase due 5/1/25 and 5/1/26 may be redistributed as the Union determines.

FOR AGC OF ILLINOIS  
(Company Name)

By: Frank Kuzenski  
(Authorized Signature)

Date Signed 5/1/2024

FOR THE UNION:  
International Union of  
Operating Engineers' Local 965  
Jason Rhoades  
Jason Rhoades, Business Manager

Date Signed 5/1/2024