

**HIGHWAY RATES FOR THE STATE OF DELAWARE  
OPERATING ENGINEERS - LOCAL 542**

<b>WAGE GROUP I</b>	<b>05/01/22</b>	<b>05/01/23</b>	<b>05/01/24</b>	<b>05/01/25</b>	<b>05/01/26</b>					
	Surcharge 22	Surcharge 23	Surcharge 24	Surcharge 25	Surcharge 26					
HOURLY RATE		\$42.34	\$43.50	\$44.66	\$45.81	\$46.97				
H & W 0.160	*\$6.58	\$13.35	*\$6.58	\$13.53	*\$6.58	\$13.91	*\$6.58	\$14.10		
PENSION 0.105		\$4.45	\$4.57	\$4.69	\$4.81	\$4.93				
APPR. TR. 0.010	\$0.60	\$1.02	\$0.60	\$1.04	\$0.60	\$1.06	\$0.60	\$1.07		
S.U.B. 0.020	\$0.18	\$1.03	\$0.18	\$1.05	\$0.18	\$1.07	\$0.18	\$1.10	\$0.18	\$1.12
ANNUITY		\$8.00	\$8.50	\$9.00	\$9.50	\$10.00				
PIN POINT		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00				
TOTAL 0.295	\$7.36	\$71.19	\$7.36	\$73.19	\$7.36	\$77.19	\$7.36	\$79.19		

Pippin Type Backhoes  
Euclid Load  
All Types of Cranes  
All Types of Backhoes  
Drag Lines  
All Types of Shovels

Keystones  
All Pavers (Blacktop and Concrete)  
Trenching Machines  
Cableways  
All Loaders 2 Cubic Yards and Over  
Spider/Mini Crane

**Machines similar to above including remote, robotic, or laser control equipment**

\*Surcharge  
\*\*Toxic/Hazardous Waste Removal Rate-Twenty percent (20%) Added To All Classifications

<b>WAGE GROUP I (A)</b>	<b>05/01/22</b>	<b>05/01/23</b>	<b>05/01/24</b>	<b>05/01/25</b>	<b>05/01/26</b>					
	Surcharge 22	Surcharge 23	Surcharge 24	Surcharge 25	Surcharge 26					
HOURLY RATE		\$45.34	\$46.49	\$47.66	\$48.81	\$49.97				
H & W 0.160	*\$6.58	\$13.83	*\$6.58	\$14.03	*\$6.58	\$14.38	*\$6.58	\$14.57		
PENSION 0.105		\$4.76	\$4.88	\$5.00	\$5.13	\$5.25				
APPR. TR. 0.010	\$0.60	\$1.05	\$0.60	\$1.06	\$0.60	\$1.08	\$0.60	\$1.09	\$0.60	\$1.10
S.U.B. 0.020	\$0.18	\$1.09	\$0.18	\$1.11	\$0.18	\$1.13	\$0.18	\$1.16	\$0.18	\$1.18
ANNUITY		\$8.00	\$8.50	\$9.00	\$9.50	\$10.00				
PIN POINT		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00				
TOTAL 0.295	\$7.36	\$75.07	\$7.36	\$77.07	\$7.36	\$79.07	\$7.36	\$81.07	\$7.36	\$83.07

All Types of Cranes  
All Types of Backhoes  
Drag Lines

All Types of Shovels  
Keystones  
Cableways

**Single Person Truck Cranes 15 Ton And Over Factory Rating, And Cherry Picker Type Machinery And Equipment 15 Ton And Over Factory Rating, Etc.**

**Crawler Backhoes And Crawler Gradalls Over One (1) Cubic Yard Factory Rating, Hydraulic Backhoes Over One (1) Cubic Yard Factory Rating.**

**All Equipment In This Group Which Previously Received The Hour In Lieu Of An Oiler Will Receive Wage Group I (A) .**

**Machines similar to above including remote, robotic, or laser control equipment**

\*Surcharge  
\*\*Toxic/Hazardous Waste Removal Rate-Twenty percent (20%) Added To All Classifications

**HIGHWAY RATES FOR THE STATE OF DELAWARE**  
**OPERATING ENGINEERS - LOCAL 542**

<b>WAGE GROUP II</b>		<b>05/01/22</b>	<b>05/01/23</b>	<b>05/01/24</b>	<b>05/01/25</b>	<b>05/01/26</b>
		Surcharge 22	Surcharge 23	Surcharge 24	Surcharge 25	Surcharge 26
HOURLY RATE		\$40.28	\$41.44	\$42.60	\$43.76	\$44.92
H & W	0.160	*\$6.58	*\$6.58	*\$6.58	*\$6.58	*\$6.58
PENSION	0.105	\$4.23	\$4.35	\$4.47	\$4.60	\$4.72
APPR. TR.	0.010	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
S.U.B.	0.020	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
ANNUITY		\$8.00	\$8.50	\$9.00	\$9.50	\$10.00
PIN POINT		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
TOTAL	0.295	\$7.36	\$7.36	\$7.36	\$7.36	\$7.36

Carryalls	Conveyor Loader
Tournapulls	All Loaders Under 2 Cubic Yards
Concrete Pumps	Chipper With Boom
Asphalt Plant Engineers	Side Boom
Well Drillers	Bobcat-Type Loader (All Attachments)
All Bulldozers	Vermeer Saw
Tractors	Directional Boring Machine
Maintenance Engineer	Hydro-Axe
Welders	Hydro Vac Truck/Excavator
Articulated End/Rear Dump	High Pressure Pumps
Drone Operator	

**Machines similar to above including remote, robotic, or laser control equipment**

\*Surcharge

\*\*Toxic/Hazardous Waste Removal Rate-Twenty percent (20%) Added To All Classifications

<b>WAGE GROUP II (A)</b>		<b>05/01/22</b>	<b>05/01/23</b>	<b>05/01/24</b>	<b>05/01/25</b>	<b>05/01/26</b>
		Surcharge 22	Surcharge 23	Surcharge 24	Surcharge 25	Surcharge 26
HOURLY RATE		\$43.29	\$44.45	\$45.61	\$46.76	\$47.92
H & W	0.160	*\$6.58	*\$6.58	*\$6.58	*\$6.58	*\$6.58
PENSION	0.105	\$4.55	\$4.67	\$4.79	\$4.91	\$5.03
APPR. TR.	0.010	\$0.60	\$0.60	\$0.60	\$0.60	\$0.60
S.U.B.	0.020	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
ANNUITY		\$8.00	\$8.50	\$9.00	\$9.50	\$10.00
PIN POINT		\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
TOTAL	0.295	\$7.36	\$7.36	\$7.36	\$7.36	\$7.36

Concrete Pumps, etc.

**All Equipment In This Group Which Previously Received The Hour In Lieu Of An Oiler Will Receive Wage Group I(A) .**

**Machines similar to above including remote, robotic, or laser control equipment**

\*Surcharge

\*\*Toxic/Hazardous Waste Removal Rate-Twenty percent (20%) Added To All Classifications



## APPRENTICE ADDENDUM

APPRENTICES subject to availability, will be referred to each Employer at the ratio of one Apprentice to each six (1:6) Journey-members employed. Hoisting machines, as defined in the Collective Bargaining Agreement, will not be computed into this ratio. Hoisting machines will continue to be manned as required in the Agreement.

THE EMPLOYER shall not lay-off an Apprentice for lack of work unless notice has been given to the Local at least twenty-four (24) hours prior to lay-off. When equipment is shut-down the Apprentice will not replace the Journey-member.

THE CLASSIFICATION of Apprentice (e.g. First Year, Second Year, etc.) shall be defined by the Apprenticeship and Training Coordinator. Apprentices, upon the successful completion of each incremental milestone, shall receive a 5% step rate increase based on the Group I Classification:

THE parties agree to comply with the standards of Apprenticeship for Operating Engineers as established by the Joint Apprenticeship and Training Committee. The Apprentice shall assume such duties as are agreed to by the Joint Apprentice and Training Trustees.

(a) Probation to first six months of Registered Apprentices:	50%
(b) Second six months of Apprenticeship to successful completion of first year:	55%
(c) Third six months of Registered Apprenticeship:	60%
(d) Fourth six months of Apprenticeship to successful completion of second year:	65%
(e) Fifth six months of Registered Apprenticeship:	70%
(f) Sixth six months of Apprenticeship to successful completion of third year:	75%
(g) Seventh six months of Registered Apprenticeship:	80%
(h) Eighth six months of Apprenticeship to completion of program:	85%

**HIGHWAY RATES FOR THE STATE OF DELAWARE  
OPERATING ENGINEERS - LOCAL 542**

APPRENTICE RATES		05/01/22	05/01/23	05/01/24	05/01/25	05/01/26					
<b>FOURTH YEAR APPRENTICE</b>											
		Surcharge 22	Surcharge 23	Surcharge 24	Surcharge 25	Surcharge 26					
HOURLY RATE		\$35.32	\$36.09	\$36.87	\$37.64	\$38.41					
H & W	0.160	*\$6.58	\$12.23	*\$6.58	\$12.36	*\$6.58	\$12.47	*\$6.58	\$12.60	*\$6.58	\$12.73
PENSION	0.105		\$3.71		\$3.79		\$3.87		\$3.95		\$4.03
APPR. TR.	0.010	\$0.60	\$0.95	\$0.60	\$0.96	\$0.60	\$0.97	\$0.60	\$0.98	\$0.60	\$0.98
S.U.B.	0.020	\$0.18	\$0.89	\$0.18	\$0.90	\$0.18	\$0.92	\$0.18	\$0.93	\$0.18	\$0.95
ANNUITY			\$5.75		\$5.75		\$5.75		\$5.75		\$5.75
PIN POINT			\$1.00		\$1.00		\$1.00		\$1.00		\$1.00
TOTAL	0.295	\$7.36	\$59.85	\$7.36	\$60.85	\$7.36	\$61.85	\$7.36	\$62.85	\$7.36	\$63.85

APPRENTICE RATES		05/01/22	05/01/23	05/01/24	05/01/25	05/01/26					
<b>THIRD YEAR APPRENTICE</b>											
		Surcharge 22	Surcharge 23	Surcharge 24	Surcharge 25	Surcharge 26					
HOURLY RATE		\$32.20	\$32.20	\$32.20	\$32.20	\$32.20					
H & W	0.160	*\$6.58	\$11.74	*\$6.58	\$11.74	*\$6.58	\$11.74	*\$6.58	\$11.74	*\$6.58	\$11.74
PENSION	0.105		\$3.38		\$3.38		\$3.38		\$3.38		\$3.38
APPR. TR.	0.010	\$0.60	\$0.92	\$0.60	\$0.92	\$0.60	\$0.92	\$0.60	\$0.92	\$0.60	\$0.92
S.U.B.	0.020	\$0.18	\$0.82	\$0.18	\$0.82	\$0.18	\$0.82	\$0.18	\$0.82	\$0.18	\$0.82
ANNUITY			\$4.25		\$4.25		\$4.25		\$4.25		\$4.25
PIN POINT			\$1.00		\$1.00		\$1.00		\$1.00		\$1.00
TOTAL	0.295	\$7.36	\$54.31	\$7.36	\$54.31	\$7.36	\$54.31	\$7.36	\$54.31	\$7.36	\$54.31

APPRENTICE RATES		05/01/22	05/01/23	05/01/24	05/01/25	05/01/26					
<b>SECOND YEAR APPRENTICE</b>											
		Surcharge 22	Surcharge 23	Surcharge 24	Surcharge 25	Surcharge 26					
HOURLY RATE		\$29.84	\$29.84	\$29.84	\$29.84	\$29.84					
H & W	0.160	*\$6.58	\$11.35	*\$6.58	\$11.35	*\$6.58	\$11.35	*\$6.58	\$11.35	*\$6.58	\$11.35
PENSION	0.105		\$3.13		\$3.13		\$3.13		\$3.13		\$3.13
APPR. TR.	0.010	\$0.60	\$0.90	\$0.60	\$0.90	\$0.60	\$0.90	\$0.60	\$0.90	\$0.60	\$0.90
S.U.B.	0.020	\$0.18	\$0.78	\$0.18	\$0.78	\$0.18	\$0.78	\$0.18	\$0.78	\$0.18	\$0.78
ANNUITY			\$4.25		\$4.25		\$4.25		\$4.25		\$4.25
PIN POINT			\$1.00		\$1.00		\$1.00		\$1.00		\$1.00
TOTAL	0.295	\$7.36	\$51.25	\$7.36	\$51.25	\$7.36	\$51.25	\$7.36	\$51.25	\$7.36	\$51.25

APPRENTICE RATES		05/01/22	05/01/23	05/01/24	05/01/25	05/01/26					
<b>FIRST YEAR APPRENTICE</b>											
		Surcharge 22	Surcharge 23	Surcharge 24	Surcharge 25	Surcharge 26					
HOURLY RATE		\$27.48	\$27.48	\$27.48	\$27.48	\$27.48					
H & W	0.160	*\$6.58	\$10.98	*\$6.58	\$10.98	*\$6.58	\$10.98	*\$6.58	\$10.98	*\$6.58	\$10.98
PENSION	0.105		\$2.89		\$2.89		\$2.89		\$2.89		\$2.89
APPR. TR.	0.010	\$0.60	\$0.87	\$0.60	\$0.87	\$0.60	\$0.87	\$0.60	\$0.87	\$0.60	\$0.87
S.U.B.	0.020	\$0.18	\$0.73	\$0.18	\$0.73	\$0.18	\$0.73	\$0.18	\$0.73	\$0.18	\$0.73
ANNUITY			\$4.25		\$4.25		\$4.25		\$4.25		\$4.25
PIN POINT			\$1.00		\$1.00		\$1.00		\$1.00		\$1.00
TOTAL	0.295	\$7.36	\$48.20	\$7.36	\$48.20	\$7.36	\$48.20	\$7.36	\$48.20	\$7.36	\$48.20

\* Surcharge

\*\*Toxic/Hazardous Waste Removal Rate-20 Per Cent Added To All Classifications