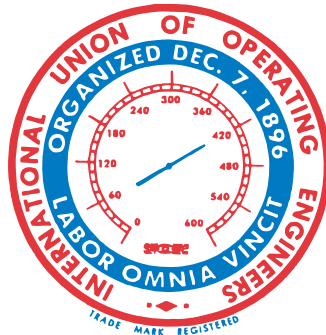


Merry Christmas
And
Happy Holidays



From Local 4

LOUIS G. RASSETTA, Business Manager
WILLIAM D. McLAUGHLIN, President
KEVIN P. BENNETT, Vice President
DAVID F. FANTINI, Treasurer
THOMAS J. McCORMACK, Recording Secretary
ROBERT W. LEATHERBEE, Financial Secretary

BUSINESS REPRESENTATIVES

KEVIN P. BENNETT
MICHAEL J. BOWES
PAUL C. DiMINICO
DAVID F. FANTINI
CHRISTOPHER T. FOGARTY
RODNEY A. GILLESPIE
THOMAS J. McCORMACK
WILLIAM D. McLAUGHLIN

DIRECTOR OF ORGANIZING

DAVID F. SHEA, JR.



OFFICE STAFF

BARBARA J. PAINE
KATHLEEN A. ALLEN
GAIL A. CUMMINGS
JEAN L. DAVIS
MAURENE A. HUGHES
AMY S. SMITH

EXECUTIVE BOARD

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MICHAEL J. BOWES
PAUL C. DiMINICO
CHRISTOPHER T. FOGARTY
ANTHONY J. FUSCO
ROBERT D. LAFLAMME
DAVID F. SHEA, JR.

GUARD

ERIC H. TRAN

CONDUCTOR

RICHARD H. ALLARD, JR.

NOTIFIED MEETING

THE QUARTERLY NOTIFIED MEETING WILL BE HELD AT 8:00 P.M., WEDNESDAY, JANUARY 19, 2011, AT FLORIAN HALL, 55 HALLET STREET, DORCHESTER, MA. THE OFFICERS WILL READ THEIR QUARTERLY REPORTS.

DUES REMINDER

DUES FOR THE CURRENT QUARTER, JANUARY, FEBRUARY AND MARCH, 2011 ARE NOW DUE AND PAYABLE. Failure to maintain your good standing in regard to dues may cause your suspension from the Local Union and your removal from the jobsite.

Mail Dues to: 16 Trotter Drive, Medway, MA 02053

Members are encouraged to remit dues payments on an annual basis (\$120). Quarterly dues may also be paid in three, six, or nine-month increments. Dues payments can only be credited to your account on a quarterly basis, and must coincide with the calendar quarters.

Quarterly dues are due on the first day of each quarter.



BUSINESS MANAGER LOU RASETTA

Greetings Brothers and Sisters:

Happy Holidays to all of you. My wish for you and your families is to have an upcoming season of good health, happiness and prosperity.

Although we have experienced another mediocre year work-wise, Local 4 has much to be proud of. Our Health and Welfare, Pension and Annuity plans have all done well, despite at least a 10% drop off in amount of hours worked. Additionally, the \$1,000.00 Holiday check recently sent to our retirees is indicative of our desire to care for all of our members.

Our recent December 1st raise, I am happy to announce, assures the continued strength and stability of our all important benefit plans, as well as adding another significant raise in our take home pay. I look forward to our upcoming negotiations this spring, and I am confident that we can forge another long term, mutually beneficial agreement with our Contractor Groups.

I would like to again thank all who participated in our recent state-wide elections. I can assure you that Local 4 is known as one of the most politically active Unions in this State. We answered the call every time we were called upon. We made sure that the people running for office, who were best suited to help us, were successful. Again, I congratulate you all, and now look forward to seeing our political efforts result in new jobs and continued policies favorable to working people. Policies such as P.L.A.'s, prevailing wage, standards, etc. must be strengthened. I will do all in my power to remind those in positions of authority that we were there for them – now they must be there for us.

I know that many of you are aware that I am this year's recipient of the Cushing-Gavin Award. I want to thank all who helped in the selection process, and to say that I accept this award on behalf of each and every member of Local 4. I am most proud to serve as your Business Manager, and am very grateful for your continuing loyalty and dedication to Local 4.

I wish you all Merry Christmas, Happy Holidays, and again, a healthy, happy and prosperous New Year.

Fraternally,

Louis G. Rasetta

The
2010
CUSHING-GAVIN AWARD
For excellence in
Labor-Management Relations

Exemplifying
Moral Integrity
Professional Competence
Community Concern

Presented To

LOUIS G. RASETTA
Business Manager, Local #4
International Union of
Operating Engineers

From
THE LABOR GUILD
Archdiocese of Boston



WILLIAM MCLAUGHLIN

Happy Holidays! I hope this newsletter finds you and your family in good health and spirit throughout the holiday season. As we enter into the new year, I hope it is a prosperous one for our local union. I am optimistic that the work outlook for 2011 will improve, as we were able to

elect our representatives in state government this past November. This will ensure a voice for organized labor and the working class members of the Operating Engineers.

Work in the north of Boston area remains steady. Although there are opportunities, I am fully aware there are a number of members still in search of work. As the economy is starting to show signs of renewal, the projected outlook for growth in the construction industry is in the medical, transportation and education sectors. Our local hospitals and universities along with aviation development will spend billions of dollars over the course of the upcoming year. Spaulding Rehab, Harvard University, M.I.T., accelerated bridge projects and Logan Airport to name a few. Work in this area is promising, so please stay tuned for further developments.

As we all know, unemployment benefits and extensions play a large role in the livelihood of a construction worker. It is a lifeline for our unemployed members and their families. At present, there is an urgent action request for the re-authorization of unemployment insurance. Please join the cause to retain these benefits by contacting your U.S. Senators and Representatives at 1-877-662-2889 and urge them to renew these benefits immediately. It is a must for our long-term unemployed members.

I would like to extend my sincere congratulations to Business Manager Lou Rasetta for being chosen as a recipient of the 2010 Cushing-Gavin Award. This nationally recognized honor is awarded to a highly distinguished individual who possesses wisdom, respect and character. The members of Local 4 should be proud to have Lou as the leader of this great local union.

I would like to express my gratitude and thanks for all of those who volunteered their time in helping out with the state-wide election this past November. Your dedication and hard work throughout the fall played a very large part in the success of this campaign. Once again, the members of Local 4 have come through...great job!

Just a friendly reminder, please keep current with your monthly union dues. Local 4 has the lowest union dues in the International at \$10 per month. So please make every possible attempt to remain in good standing.

In solidarity, as always, thank you for your continued support.



KEVIN BENNETT

As we enter this holiday season, there are signs of improvement in our industry. Over the past month I have attended several new groundbreaking projects in the Boston area. Liberty Mutual is building a new, 22-story, \$300 million high-rise office tower on

Berkeley Street. Massachusetts Mental Health is constructing a six-story building with a large parking area at Brigham and Women's Hospital. Boston University Medical Center is erecting a ten-story facility on Albany Street, and there is a \$26 million Yawkey MBTA train station being developed near Fenway Park.

The rebuilding of the Old Colony Housing Projects in South Boston has begun with Suffolk Construction. On-site we have NASDI, Allied Pile and AA Will starting the preliminary stages of this Stimulus Money Project. F.W. Webb is building a new facility in South Boston with Pompeo Excavation and Allied Pile on site. Fenway Park is undergoing renovations with Walsh Brothers, James W. Flett, NASDI, New England Restoration, and Marr Steel Erection. Massachusetts College of Art has begun a 22-story building with Suffolk Construction, Derenzo Excavation, and James W. Stearns Steel Erecting. A new ten-story Health and Wellness facility has started with Suffolk Construction and James W. Flett on Columbus Avenue. On the Charles River, we have CRC Company driving new wood piles and rebuilding the docks for the boat house. Washington Beach Housing in Roslindale has started phase two, another project funded with stimulus money, with Derenzo Excavation and NASDI preparing the site.

Congratulations to Business Manager Lou Rasetta, the recipient of the 2010 Cushing-Gavin Award. This is a prestigious honor, which recognizes outstanding Labor leadership, participation in numerous charities, community services, and the compassion shown to the men and women of the Labor movement. Lou is extremely deserving of this award.

U.S. Congressman Stephen Lynch, Governor Deval Patrick, Lt. Governor Tim Murray, Attorney General Martha Coakley, Secretary of the Commonwealth William Galvin, Treasurer Steven Grossman, State Auditor Suzanne Bump, and many other politicians in the commonwealth have all expressed their appreciation to the men and women of Local 4 for all your support and hard work on their behalf. I, too, thank you all for your help on phone banks, rallies, and the stand-outs at South Station. Every time we reach out for help, you're there.

I wish you all a very Merry Christmas and a Happy New Year, and as always thank you for all your help and support.



DAVID FANTINI

As we approach the upcoming holiday season, I hope everybody is doing well and in good health.

I would like to begin by congratulating Business Manager Rasetta on being selected as the 2010 recipient of the Cushing-Gavin Award. This award is given to a labor leader that not only works tirelessly for the membership he represents, but also his community and church. Congratulations Lou, you definitely deserve it!

Congratulations to Jim Bucci on his recent retirement. Jim served the membership for many years and will certainly be missed. I wish you and your family all the best in retirement.

As if our business is not dangerous enough, the recent trend of pedestrians driving into our work zones has become more and more frequent. Just recently, Brother Randy Delgado was struck while working on Rt.128 in the Canton area. Randy was badly hurt and will have a long road to recovery. I would ask you all to keep Randy in your prayers.

I also need to thank everyone that helped with the November elections. The Business Manager has heard from every one of the candidates we supported and they all said the same thing: "Local 4 is the best". Whether it was a phone bank, sign holding, or labor walk we were there every time.

Work in the area continues to be steady, but not abundant. J.F. White has a small crew working in Plymouth with LM Holdings also on site. They will be replacing all the railroad ties from Plymouth/Lakeville to Braintree. This will be a good job for next season. Barletta is off to a very slow start at the Weymouth Air Base, but there is activity. When it does get going, it will be an excellent job for Local 4.

Congratulations to all of the 50-year members. You are the ones that have made it possible for us to enjoy the benefits we have today. It was an honor to share that night with you and your families.

I would like to mention Government Regulation I-9. This has to do with signing up as a new hire. You need to have two forms of I.D: driver's license, social security card, passport, or birth certificate. Your hoisting license is not accepted. Companies have begun to refuse to allow our members to sign up.

I hope everyone has a happy and healthy holiday. And hopefully we all enjoy a prosperous 2011.



THOMAS MCCORMACK

Dear Brothers and Sisters – as we approach the upcoming Holiday season, I hope this newsletter finds you and your family in the best of health.

With the November elections behind us, a special thanks go out to all those who donated their time with the labor walks, visibilities, phone banks, etc. Once again, by Local 4 answering the call to get the vote out, we were victorious in getting our candidates elected.

I would like to take this opportunity to congratulate our Business Manager Lou Rasetta on being the recipient of this year's prestigious Cushing-Gavin Award. It's great to see Lou being recognized for his strong leadership and perseverance. We are all very fortunate to have someone as dedicated as Lou guiding our Union through these difficult economic times. On a personal note, I consider it an honor and a privilege to be a part of his team.

Here's a look at some of the on-going projects in my area. The paving work on Route 128 in Woburn by Aggregate Industries is winding down for the season. In Salem, Newport Construction continues with utility repairs and reconstruction work on Bridge Street. In Saugus, on the river, RDA's crane, brought in by barge, is still constructing a temporary bridge for McCourt Construction. Once complete, the original drawbridge will be dismantled and completely rebuilt.

Work continues on the Nahant Beach Reservation Rehabilitation project by Pihl/RDA Co. Along Route 128 in Beverly, from Route 62 to 135, work is on going for the D.W. White Company widening Route 128 and for the installation of the sound barriers.

The McCourt project in Dedham, which should have been started by now, is being held up due to proper permit issues. I am very anxious to see this \$80 million project get started, as it should provide numerous work opportunities for our members. It involves the widening of Route 128, reconstruction of several bridges and installation of sound barriers encompassing Dedham, Wellesley and Needham.

In closing, as always, I would like to thank all of you for your continued support during these difficult times, and I would like to wish you and your families a very Merry Christmas and a healthy and prosperous New Year.



MICHAEL BOWES

As we move into the winter season, I would like to wish you and your families a Merry Christmas and a safe New Year to come.

I would like to congratulate Business Manager Lou Rasetta on receiving the Cushing-Gavin award. This is certainly a great honor and well deserved.

Here is a look at some of the on-going work that is happening in the area. Marois Bros. is working at the new high school project in Southbridge, along with their on-going work at the new recreation center at W.P.I. College. J. Derenzo is still going strong at the UMass Power Plant job in Worcester and at Caddy Brook Apartments in Charlton. ET&L and J.F. White have started on the 6 bridges that they have to raise for CSX in the area, and ET &L is finishing the Fitchburg and Southbridge landfill jobs. J.H. Lynch is finishing up on the Sam's Club job in Worcester, and is still working on the Norfolk and Bellingham projects. Construction Management & Consulting has been awarded the site work at the Grafton High School. This job will likely go through the winter months. Capco Steel and Prime Steel Erecting are going strong on the precast and iron at the new Recreation Center at W.P.I. College. Albert J. Welch is still moving along with the site work at the Albert Sherman Center, along with S&F Concrete and Hallamore Corp. I would like to mention the Building Trades have signed a Memorandum of Agreement with Ragnar Benson Construction and they have agreed to do the CSX project in Worcester 100% union. There are also many other on-going jobs in the area.

I would like to take a minute to congratulate Brother James Bucci on his recent retirement. Jimmy worked hard for the members of Local 4 and I wish him and his family good luck in the future.

In closing, I look forward to working with all of you now and in the future, and appreciate your support, and would like to wish everyone again a safe and happy holiday season.



PAUL DIMINICO

As the cold weather has just begun to set in, jobs in the area are still moving forward at a steady pace.

I would like to start off by congratulating Business Manager Lou Rasetta for being presented the Cushing-Gavin Award. This is a very prestigious award that Lou deserves for all his hard work and dedication!

The quarries are beginning to shut down for the winter. Brox Industries reports that their batch plant will stay open all winter this season.

Barletta has just started the demo phase of the Derek S. Hines Bridge (pictured below). Dow is working on the Route 97 bridge in Groveland, and is also doing the site work for the Lowell General Hospital. Just around the corner at UMass, NCI is still moving forward on the site work. The first phase of Appleton Mills is getting close to completion. There is still a lot of work to go out to bid for the downtown Lowell rehabilitation project.



S&R is finishing up the bridge for the Union Crossing project in Lawrence. They are also working on the Lawrence Duck Bridge, Sal's Pizza in Lawrence and the Tyngsboro Bridge.

I would like to congratulate James Bucci on his retirement and wish him and his family the best of luck!

In closing, as always if there is anything I can do for you and your families please do not hesitate to call.

I want to wish you all happy and safe Holidays!



ROD GILLESPIE

Congratulations to Business Manager Lou Rasetta for winning the 44th annual Cushing - Gavin Award on December 3rd in Boston. This award is given to an outstanding professional in the field of Labor Relations. This is a great honor for Lou as well as all members of Local 4 for

this achievement.

I want to remind those who have students graduating from high school next spring and plan on going on to higher education, that now is the time to be in contact with the Medway office and ask for a scholarship information.

In January, between the dates of January 3rd thru the 7th the Local 4 Training Center will be conducting a CCO class in Clinton at the Union hall. This is the time to get certified as a crane operator as the new federal regulations are soon to take effect. If you have not already contacted me on this, please do so ASAP as the class is filling up. In February of this coming year we will also be having a class for qualifying operators on Rigging and Tagging Cranes. This certification is also going to be a requirement in the future and should give members more work opportunities down the road.

The Lane construction crews are finishing up as the cold weather sets in, but by and large the folks in the paving industry had a good year and look forward to the spring of 2011. The steel erection at the Portland jetport is all but complete on that large expansion with Accord Steel. Voith Hydro LLC in Bingham, at the Wyman Station Dam, has been recently completed and work on Unit 2 will begin this spring after the high water has receded. The Calais LNG project that I have written so much about, has applied for their 5th extension with the BEP in hopes of securing financing so the project may go forward. The project is estimated to cost up to \$1 billion and would be a great project for Local 4, much needed jobs for all trades, and a new source of energy for the state of Maine. The Berlin New Hampshire power plant project has been pushed ahead with a tentative April start which should employ many operators for up to two years.

In closing, I want to wish everyone the best over the coming holidays and a prosperous new year in 2011. Work safe and drive carefully.



CHRIS FOGARTY

I would like to open by congratulating Business Manager Lou Rasetta for receiving one of the highest awards given to a labor leader, the Cushing-Gavin Award. It is given by the Labor Guild in recognition to one who brings professionalism, competence, vision and integrity to sensitive labor relations work. Lou works tirelessly on behalf of Local 4 and its membership. We should all be proud as he is one of our own and is being celebrated by the whole industry.

Also, I would like to thank the members who actively participated and gave up their personal time to help support Local 4 in the recent elections. Many of you gave your own time to phone banks, rallies, holding signs and just getting the word out for those who needed support and it showed in the election results.

The last three months have been better than I have seen in the last three years for a late season push. Some rental equipment has been in short supply over these months leading into winter and so far does not appear to be slowing for the foreseeable future. Most companies have been forecasting that the winter will be the worst we have seen in years, but so far there has been nothing to indicate that the end of the world is coming. Many rental companies have re-hired and look forward to putting more people on in the spring, which is contrary to their own predictions, so go figure.

Temp heat is in a much better situation than last year, with the fuel cost down, many on-going projects will continue through the winter. The Concrete Pump industry had seen a major change since 2000, with a secondary market agreement put in place to help level the playing field for this industry. The time has come to revamp this agreement and bring it to 2010 standards. Through cooperation in this industry we will work on negotiating an agreement that will keep the industry moving forward.

Field Engineers are feeling the effect also, with the change from big projects to many small jobs, it has been difficult to land Field Engineers on long-term projects. But, with many projects on the horizon this will be changing soon. Many of the field Engineers have taken advantage of our training center to broaden their skills.

The New Year will bring us all much needed changes and new challenges as we navigate into the future. The spirit of the Operating Engineers is alive and well! Please keep a few things in mind over the Holidays. Work safe, drive carefully and keep our brothers and sisters in harms way that cannot be home with their families in your thoughts. Merry Christmas and Happy New Year to all!

SAFETY CORNER

First of all, I would like to wish to you and your families a very joyous and happy holiday season.

Our last few "Safety Corners" have talked about the new OSHA crane standard, and this edition will not be much different. The main reason for this standard to rate so much attention is because of the size and scope of the new document. The old crane standard (1926.550, now replaced) consisted of about four pages in the Federal Register. The new crane & derrick standard "1926 Subpart CC" consists of about forty-two pages in the Federal Register. The following is a brief summation of some of the more important requirements/changes in the new rules that have taken effect November 8, 2010:

*Ground conditions - the controlling entity ensures the ground is safe to support the equipment and informs the operator of underground hazards

*Synthetic slings - adds requirements for use of synthetic slings in rigging

*Assembly/disassembly - must be directed by a person (a/d director) who meets the criteria for a competent/qualified person

*Crane inspections - 1- after repairs, modifications and post-assembly 2-before and during each shift, 3-monthly-each month the equipment is in service 4-annually, by a competent person

*Wire rope inspection - 1- before each shift 2-monthly 3-annually

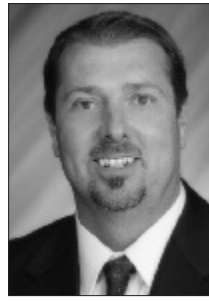
*Safety devices - they are required and must be operational at all times, but temporary alternative measures may be implemented during repairs

*Power lines - the old ten foot minimum rule when working near power lines has been replaced with a new twenty foot minimum rule. This new standard provides a number of employer options for cranes working near power lines. If the crane could get within twenty feet of a power line, the employer must use one of three options: Option 1 – De-energize and ground Option 2 - Ensure twenty foot clearance Option 3 - Ask utility for voltage and use Table A (minimum clearance distances)

Operation - Operators are not allowed to be distracted by other activities, such as the use of cell phones

These are just a few highlights of the new crane standard. To get more information on these regulations, please feel free to contact the Engineers Training Center at 1-781-821-0306.

BE SAFE
BILL LAFLAMME
CO-SAFETY OFFICER



DAVID SHEA

As this construction season winds down, I hope you and your families are well.

I would like to begin by congratulating Business Manager Lou Rasetta for receiving the Cushing-Gavin Award. It is given annually to a labor leader who exemplifies characteristics such as moral integrity, professional competence and dedication to the labor movement. This award is a great honor for both Lou and Local 4 and it illustrates how fortunate we are to have him as our Business Manager.

I would also like to congratulate Brother James Bucci on his recent retirement. Jim has worked diligently as the Health and Welfare Field Representative since 1985. Enjoy your retirement Jim.

On the organizing front, we recently reached an agreement for a two-job project with a significant general contractor. This GC has a site division with 30 operators and this was the first step towards a full agreement.

I am always looking for organizing leads. If you have any information on any contractors please don't hesitate to call.

There are new OSHA standards regarding hoisting, rigging and signaling. I recommend all members take advantage of the Engineers Training Center for these and any other certification available.

As always, I appreciate all of your support. I wish you and your families a Merry Christmas and a Happy New Year.



***Congratulations to our 2010 Fifty Year Members
Attaining Honorary Life Membership!***



*Pictured above are our 50-Year Members with Family and Staff at the
October Body Meeting*

**Mark E. Bertelsen, Roger A. Caron, Joseph P. Deegan,
Edward F. Dembro, Alfred DiMascio, Jr., Joseph A. Dussault,
David P. Grafton, Robert E. Kelley, Matthew F. Kennedy,
Russell D. Langford, Walter E. McGinley, Jr., Dennis W. McLaughlin,
Angelo M. Molinaro, Chester A. O'Brien, Leo E. Ouellette,
Paul E. Pepin, John O. Pia, Robert J. Poisson, Riccardo P. Ricci,
Barry D. Roy, Louis A. Segrini, Jeremiah J. Sheehy**

IN MEMORIAM

The Officers and Members of the Local offer their sincere condolences to the families and friends of the following:

- | | |
|-------------------------|---------------------|
| Joseph E. Aucoin | Alphonse Perrone |
| Antonio C. Carvalho | Richard A. Phillips |
| Richard D. DeBoyes | Joseph P. Rojee |
| Alfred DiRocco | Alvin D. Simpson |
| Michael P. Ierardo, Sr. | Anthony Susi |
| Robert L. McGowan | Vincent J. Tringali |
| Harry Pasquantonio | Charles H. Verrochi |

IN RETIREMENT

We wish a long, healthy and well-deserved retirement to the following:

- | | |
|---------------------------|----------------------------|
| Marco Albanese | Allen J. McDunnah |
| Ronald D. Brossi | Michael L. Napolitano |
| James P. Bucci | Robert T. Perry |
| Glenn M. Ceurvels | Daniel R. Prezioso |
| David C. Cummings | Kenneth J. Rathier |
| James D. Cummings | Ernest M. Schreiter, Jr. |
| Gregory A. Davis | Lawrence J. Silipigni, Sr. |
| Thomas K. Davis | John R. Spain |
| Anthony W. Ellis | Roger M. Tavares |
| Thomas W. Evans, Jr. | Robert L. Trapasso |
| Thaddeus W. Juszczak, Jr. | Thomas Vitiello |
| John C. Marotta | Francis N. Zechello |

Fraternally yours,

**Louis G. Rasetta
Business Manager**

THE JACKIE O'NEIL MEMORIAL SCHOLARSHIP FUND

PLEASE CONTACT FOR APPLICATION AND INSTRUCTIONS:

THE UNION HALL, IUOE LOCAL 4

16 TROTTER DRIVE

MEDWAY, MA 02053

508-533-1433

DEADLINE FOR SUBMITTING AN APPLICATION IS:

JANUARY 28, 2011



S.A.C. SCHOLARSHIP REMINDER

**THE SOCIAL ACTION COMMITTEE SCHOLARSHIP APPLICATIONS MUST BE MAILED TO:
MASSACHUSETTS AFL-CIO,
389 MAIN ST, SUITE 101, MALDEN, MA 02148
ATTN: MEGHANN CONNOLLY**

THIS YEAR SCHOLARSHIPS WILL BE OFFERED TO MEMBERS' SONS, DAUGHTERS AND GRANDCHILDREN

NOTE THAT THIS YEAR THE SCHOLARSHIP WILL BE FOR FRESHMAN YEAR ONLY

<http://www.massafclcio.org/scholarship-program>

THE DEADLINE TO REGISTER IS DEC. 13, 2010

INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4

Wage Settlement June 1, 2008 - May 31, 2011

WAGE SCHEDULE EFFECTIVE 12/01/2010

MASSACHUSETTS

	<u>6/1/2008</u>	<u>12/1/2008*</u>	<u>6/1/2009*</u>	<u>12/1/2009*</u>	<u>6/1/2010*</u>	<u>12/1/2010*</u>
GROUP I	36.86	36.86	37.36	37.78	38.28	38.78
Daily Rate (Per Hour)	42.37	42.49	43.15	43.71	44.38	45.05
GROUP 1a (Boom Length)						
Over 150 Feet	1.91	1.95	1.99	2.03	2.07	2.12
" 185 "	3.36	3.42	3.48	3.55	3.63	3.72
" 210 "	4.72	4.80	4.90	5.00	5.11	5.23
" 250 "	7.15	7.28	7.42	7.57	7.74	7.92
" 295 "	9.91	10.08	10.29	10.49	10.73	10.97
" 350 "	11.53	11.73	11.96	12.20	12.48	12.76
GROUP 1b	42.37	42.49	43.15	43.71	44.38	45.05
GROUP 1c	37.86	37.86	38.36	38.78	39.28	39.78
GROUP II	36.56	36.54	37.04	37.44	37.93	38.43
GROUP III	27.07	26.81	27.02	27.14	27.31	27.49
GROUP IV						
a. Fireman	31.54	31.39	31.73	31.99	32.31	32.64
b. Other than TC/Gradall	21.41	21.00	21.04	21.00	20.98	20.97
c. TC or Gradall	24.15	23.82	23.94	23.97	24.05	24.13
d. Daily Rate (TC)	26.85	26.59	26.79	26.91	27.07	27.24
e. Scow Rate	26.71	26.44	26.64	26.75	26.91	27.07
<u>Daily Rate Differential</u>						
GROUP II	3.72	3.79	3.87	3.94	4.03	4.12
GROUP III	2.35	2.39	2.44	2.49	2.54	2.60
<u>Tunnel Differential</u>	2.89	2.94	3.00	3.06	3.13	3.20
Health & Welfare	8.80	9.05	9.05	9.05	9.35	10.00
Pension	6.75	7.43	8.00	8.70	9.10	9.20
Apprenticeship	0.70	0.75	0.79	0.79	0.84	0.84
Annuity	3.00	3.00	3.00	3.00	3.00	3.00
Labor Management Cooperative Trust	0.53	0.53	0.53	0.53	0.53	0.53

OTHER:

- * Dues Assessment: 1 3/4% deducted from total Wage and Benefit Package.
- * Social and Political Action Committees, \$0.05 per hour.
- * The Local may, at its option, utilize parts of these increments for increases to Health & Welfare, Pension, Annuity, Social and Political Action Committees, Dues Deduction and the Foundation for Fair Contracting.
- * Of the 53 cents payable to LMCT, 2 cents will be remitted to the Foundation for Fair Contracting, and 5 cents will be remitted to the Industry Advancement Fund.
- * **HAZARDOUS WASTE:** Engineers required to work in the HOT ZONE will receive a \$2.00 an hour wage differential.

