

Local 4

OPERATING ENGINEERS International Union of



William P. Ryan
Business Manager &
General Vice President

office@iuoelocal4.org

16 Trotter Drive
Medway, Massachusetts 02053
Telephone (508) 533-1433
Fax (508) 533-1430

DUES REMINDER

April 19, 2004

DUES FOR THE CURRENT QUARTER, APRIL, MAY AND JUNE 2004, 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 job site.

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.

INTRODUCING - A NEW WEB SITE!!!

Local 4 will soon unveil a new web site. The web site will offer a clean and logical way to unite the Local Union, the Benefit Funds Office, and the Training Center. The Local's web site: www.iuoelocal4.org, will have links to www.local4funds.org, the web site for the Fund Office, and www.local4training.org, the web site for the Training Center. Once these sites are launched, they will give our members, Employers, and online visitors, a user-friendly approach to finding information about each organization.

The three web sites have been designed with consistent graphics and color schemes. Please keep in mind that the web sites are new, and while we aim to launch them in early spring, there will be some content and additional pages that will still be under construction.

The three sites are intended to be primarily informational, giving its users the options of downloading important documents, pursuing helpful links and a way to offer feedback about each site.

While touring these sites, please keep in mind that anytime the cursor hits on a link to a page, it will turn red, enabling the user to click on the link to receive more information. Many of the images on the pages also have links. Thumbnail pictures may be expanded by clicking on them.

Please be sure to pull out the enclosed bookmark and place it near your computer as a reminder to visit us at: www.iuoelocal4.org. We hope you find these web sites to be informative and helpful.

~ IMPORTANT NOTICE ~

Due to a scheduling conflict with the International Union's Biennial Safety Conference, the day and date of the April Notified Meeting has been changed.

THE QUARTERLY NOTIFIED MEETING WILL BE HELD ON TUESDAY, APRIL 27, 2004, AT 8:00 P.M. AT FLORIAN HALL, 55 HALLET STREET, DORCHESTER, MA. THE OFFICERS WILL READ THEIR QUARTERLY REPORTS.



MANAGER RYAN'S REPORT

At the March Membership Meeting I announced to the body my intention to retire at the end of this year. I will not seek reelection to office. (see next page)

On that same day, the Board of Trustees of your Annuity & Savings Plan selected a new provider to replace Putnam as the new administrator of our Plans.

After an exhaustive search, and a difficult decision choosing between three excellent companies, Springfield based MassMutual Financial Group (an affiliate of Massachusetts Mutual Life Insurance Company) was selected by the Board. While the task of replacing Putnam was daunting, the search process has permitted the Trustees to make many improvements and enhancements to the current Plan.

The required notice has been mailed to all Annuity Plan participants and should have been received at your home within the last ten days.

In addition to information being available to you by a voice response system, by prospectus and on-line, MassMutual and the Fund Office will conduct a series of investment education seminars across our jurisdiction. It is expected that your investments will be mapped over into the funds offered through MassMutual by Monday, May 3, 2004.



MANAGER'S REPORT CONTINUED

The following are the comments made to the Membership at the March 17th meeting.

Local 4 is facing some of its most difficult economic challenges in recent history. These challenges have caused hardship for some and have generated a sense of discontent and discomfort among the membership. When this happens, the first reaction is 'Get someone new at the helm. That will make everything better.' If only the answers were that simple.

The feedback I've been getting from my staff is that you, the membership, have been expressing a desire for a new leader.

I've been involved in Local 4 politics long enough to know that changing minds in a situation like this requires a great deal of effort. Frankly, at this point in my life, it's hard to even think of generating the energy necessary for such an endeavor, and still be able to run our wonderful Local Union.

The job of Business Manager is such a demanding job, that there is barely enough time to keep up with all of the responsibilities of the office, and still keep up with the politics of the Union. There are not enough hours in the week to do the job you demand of your Business Manager, and still get to the job sites and answer your individual questions.

So it is with great sadness that I announce my plans to retire at the end of this calendar year. I will not seek reelection in the August 2004 elections.

For the past eighteen years, I have worked tirelessly on your behalf - often to the great disadvantage of my family. I have implemented many new programs. I've brought financial stability to our great Union. I have created programs to take our work back from the non-union contractors.

I have done the very best a man could do, and I want to thank you very much for your continuing support.

Serving as a General Officer of the International Union has brought honor to Local 4, and to me personally. That honor however, pales in comparison to the distinction of serving you. Notwithstanding that position with the International Union, being your Business Manager and working for you, has been the greatest singular honor of my life.

I love this Local Union and am grateful for the opportunities it has presented to me.

I wish the membership of Local 4, and the Administration you will elect in August, every good thing possible. I am proud to have been able to serve you. Thank you

I will give a complete accounting of my stewardship of the Local Union at our July 2004, Notified Meeting.



Changing of the Guard - Late in January the Local honored three retiring veterans. From left is Treasurer Paul Hayes, Office Manager Marie Colton, Membership Administrator Helen Nebiley with Manager Bill Ryan.



DAVID FANTINI

As we end our second consecutive hard winter, the work outlook in the area continues to be spotty. Modern's Route 3 Project has started to call people back to work. While they now have 30 operators on site, I don't expect the number of jobs this year to approach those of the last two years.

However, there is still a good amount of work to be done.

J. F. White Contracting has worked through the winter on the Haverhill Bridge Project. With the arrival of spring, they have had to scale back because of environmental issues. They may be forced to stand down for a couple of months. Moriarty continues work on their project with a small Marois Brothers crew on site, along with Salvucci Masonry.

Newly signed Carlin Contracting continues work on the Billerica Water Treatment Plant. Webster Engineering is doing the site work and J. L. Marshall is bringing the foundation out of the ground. This project has even more significance as of late. Carlin asked for and won this project using our Cooperative Trust. There were several of these projects recently bid and we have not been successful on any of them. Non-union companies have been cleaning up. These could have been great jobs for our people. We need to keep working with our Contractors to win these projects.

Last year the Trustees of our Annuity & Savings Plan decided to replace Putnam as our Annuity provider. Having recently been placed on this Board, I am very excited about the hiring of MassMutual as the new Annuity Plan provider. I think everyone will be extremely happy with them.

I would like to thank all of the members who gave up an evening and took the time to attend the Tewksbury Town meetings over the last couple of months. Your support has been greatly appreciated and hopefully, when the question finally goes to the voters, our efforts will pay off.



Flanked by President Lou Rasetta and Business Manager Bill Ryan, retired Business Agent Paul J. Hayes accepts a solid gold membership card.



ORGANIZING DEPARTMENT **CHRIS FOGARTY**

The Local's Business Agents and Organizers continue to move forward on the necessary, often difficult and sometimes unpopular task of organizing new companies. It's about creating a different mind set. "We've always done things this way, why do we have to change?" is a question I often hear. The answer is as simple as, 'We must continue to recapture markets or we will be left behind.' Without expanded work opportunities there are no jobs for you. Without jobs, there is no Local Union, no benefits and no future. A simple formula at best, but hard to translate in changing times. I recently read this quote in an organizing book: "*One must change tactics every ten years if one wishes to maintain superiority.*" - Napoleon Bonaparte

Spring is here. We are mindful of how difficult, not only this winter has been, but the last two winters as well. We will be looking for some fresh approaches toward organizing as some of the obstacles removed to help organize in the past are back in place.

Among the companies signed since the last NewsLetter are:

Precision Crane, Newton, NH - Business Representative **Lou Rasetta** signed this long established Local 4 Crane Company to a New Hampshire agreement.

Atlantic Crane Service, Dracut, MA - This is a new and aggressive crane yard looking to expand their association with Local 4 by taking in one new member and hiring one of our veteran operators. Organizer **Paul DiMinico** has confidence in the owner, and expects more work opportunities for our members in the near future.

Central Mass Crane Services, Roachdale, MA - Business Representative **Ron Burnap** and Organizer **Mike Bowes** teamed up to bring this crane yard into the fold, gaining more market share and more job opportunities.

Local 4 S. A. C. Scholarship Winners

\$2,500 - Kyle Sousa, son of Neil of North Dighton;
\$2,500 - Mary Rita Courtney, daughter of Tom of Worcester;

\$1,500 - Nicholas Murphy, son of James of Cohasset;
\$1,500 - Sonya Morse, daughter of Ron of Eddington, ME

The S.A.C. Committee Scholarships are for both the Freshman and Sophomore years of college. These Scholarships will be awarded at the AFL-CIO Banquet, to be held May 12, 2004, at IBEW Local 103's, Freeport Hall.

Mountain View Landscapes, Chicopee, MA - Organizer **Mike Bowes** worked on the owner of this Company for nearly a year, selling the advantages that an association with Local 4 could have for his Company. I expect this Company to grow and augment their workforce with our membership.

Rosella Equipment Services, Mansfield, MA - Veteran master mechanic Tom Pales has broken out on his own and decided to make a go of it by making his skills available to a host of new people. His new Company will be supported by our members. We wish him luck in his new endeavor.

Flaherty Equipment, Newton, MA - Another brother member of ours is dipping into the water of company ownership and challenges. Mike Flaherty is looking to put his skills to use by pursuing repairs, certified crane inspections and field services to customers. Mike will be using our membership to help him as he grows.

E.T.I. Corporation, Lebanon, ME - This company performs a variety of tasks from site prep to pile driving and needs the help of a few good operators. The state of Maine is a tough market to penetrate and it is a glimmer of hope to see a company like this recognize the talent that Local 4 can bring forward.

D.C.R. Masonry, Burlington, MA - Fred Salvucci has had a long-standing relationship with Local 4 and has signed on this secondary company to an agreement.

E.F.S., New Jersey - This General Contractor arrived late in the season with job opportunities for three of our veteran members.

WHY ORGANIZE?

"YOU MUST EITHER REACH DOWN AND LIFT THEM UP, OR THEY WILL REACH UP AND PULL YOU DOWN"

Joseph Ettor, Lawrence, Mass. "Bread & Roses Strike"



JOHN PANARO

It has been a long cold winter that I thought would never end. With the winter frost and the slow economy, we have experienced a downturn in employment opportunities. The deep frost prevented our Contractors from working through the winter. The slow economy has affected the number of work opportunities available to the membership.

I have met with the Project Manager for Logan Modernization/Capital Programs and their budget for improvements at Logan Airport is 2.1 billion dollars over the next five years. This information is encouraging for all Local 4 members. At the moment, Logan Airport expects to start the Central Garage Renovation and Expansion this summer with Turner as the General Contractor. There is also the proposed Runway and Mid-Field Taxiway which is expected to start this summer. This contract has yet to be awarded.

Contractor G. Conway has started the excavation on a Stop & Shop/Target Store Project in Revere, located beside Suffolk Downs. New England Foundation is doing the piles. Small projects are starting to pop up everywhere and should bring work opportunities.

The J. Derenzo Company started the excavation on Wellington Place in Medford. They also have the work in East Boston where Dimeo is the General Contractor and BRC, our contractor, is setting the steel.

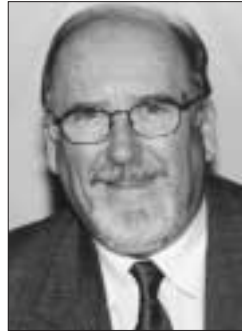
Cambridge is slow at the moment, but there is work in the planning stages for the coming year.

I attended the Training Center this winter to get my 10-hour OSHA certification. I recommend that everyone get the 10-hour OSHA training as it will soon become a requirement on many construction sites.

I ask all members who go to work in the area that I represent, to call and let me know where the job sites are, so I can better serve you, the membership.



Brothers Jack and Bob Daige help Local 4 expand its market share with the signing of Central Mass Crane Service.



BILL O'KEEFE

After an extremely brutal winter, work along the Route 128 Perimeter is slowly starting back. Most of the excavating jobs in the area were forced to shut down for the winter season. A few of the ledge sites and large fill jobs were able to continue with skeleton crews. Crane work on steel erection jobs was hampered by the extreme cold and wind.

The work outlook does not appear to be as strong as in the past few years. Many of our signatory site contractors are aggressively bidding work and some have projects starting in the near future. Bidding on road work and paving work continues to produce work for Local 4 members. Sewer projects throughout the area remain strong.

The Salem Power Plant saga continues. Two units were to be overhauled starting this spring. This project has been pushed back to early summer. The scuttlebutt now is that Brayton Point and Salem Station are going to be real money makers for their owners because they have long term, low cost, coal contracts, while the price of natural gas and fuel oil have risen dramatically. Along with many members of Local 4, I only hope that these jobs will start soon.

I'm saddened by Bill Ryan's decision not to seek reelection. Bill's dedication and tireless work on behalf of the members of Local 4 for the past 18 years will be hard to duplicate. Many of you know that I was an International Representative serving 38 local unions in Region I. Bill Ryan's reputation as a stand up, no nonsense Labor Leader, with innovative ideas, and a willingness to tackle tough issues head-on, gained him the respect of Business Managers throughout the country.

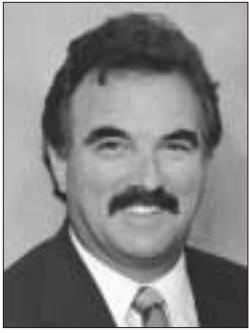
General President Hanley recognized Bill's intelligence and work ethic and nominated him for election as a General Vice President. I wish Bill and his family the best, and I know Bill will continue to contribute to society in any future endeavors he chooses.

~ PLEASE HELP ~

On January 3rd, returning home after a day of ice fishing, Organizer Bruce Green hit a patch of black ice on the Maine Turnpike. Bruce's pickup rolled over, and he was ejected.

Bruce suffered a broken neck that has left him disabled. At the April Meeting we will take up a collection to assist Bruce Green's family. Please come prepared to dig-deep.

If you would like to help, mail a contribution to the office. We will make certain it reaches the Green family.



ROD GILLESPIE

Work in Maine and New Hampshire is as slow as we have seen it in recent memory. In New Hampshire, there are no major projects currently underway in our half of the state. In Maine, the one major project still underway after four plus years, is the D&D Project, decommissioning and dismantling of Maine Yankee. We currently have twenty operators on site, with another year of work for many.

The most disturbing factor in Maine is that once again, a huge project has been turned down by the voters. On the heels of last years Casino defeat, the proposed \$350 million LNG Project in Harpswell lost by a margin of 400 votes.

Add this to the \$650 million Casino defeat last November and you are looking at \$1 billion dollars worth of construction, and hundreds of jobs for operating engineers in Maine, all lost at the ballot box.

The next battle ground will be the proposed \$450 million Sears Island LNG project at Searsport. Still in the early stages, but coming soon, opposition is already mounting. Between the wealthy folks from down south buying up the coast line, and the tree huggers in the woods, major economic development is at a stand still. It seems that all they want is bike paths and hiking trails. They don't care about property tax relief or jobs. They don't seem to need either.

Maine ranks thirty-eighth in the nation in per capita income. We're last in New England, and still sinking.

We all need to get more involved in local politics. Run for City Council or Selectmen. At the very least call your town selectmen, get involved, and tell them we need jobs, good paying Union jobs with health benefits.

Let your voice be heard.

On another note, Brother Bruce Green is out of the hospital after several weeks of recuperating from his tragic automobile accident and is home with his family. Best wishes go out to Bruce.

We recently held a Haz-Mat 8-hour refresher and a 10-hour OSHA course at the Union Hall in Clinton. Our thanks go out to the Local 4 Training Center for sending up the instructors and saving the Maine members hours of driving time. It is greatly appreciated.

In closing, hopefully things will pickup for work this spring and summer after having such a lackluster fall and winter. Work safe and drive carefully on the highways.



LOU RASETTA

Greetings Brothers and Sisters: I hope this NewsLetter finds all of you in good health and spirits. Over these last few months, I have had the pleasure of meeting many of you in my new area of coverage. I look forward to seeing all of you who are working on job sites in the Boston area.

It certainly is a relief to finally be seeing some signs of spring. As we all know, it has been a long, cold New England winter, and it has taken a hefty toll on our available work.

On the work front, it seems as though the contractors are finally convinced that the winter is over, as they have just begun to call for people. I am hopeful that we will soon have work opportunities for the many of you who have been laid off for these winter months.

Jurisdictionally, I am confident that we have made great strides toward protecting our rightful assignments. However, much work needs to be done to insure that all of our equipment is manned by Operating Engineers. The forklift, bobcat, and boom truck are all being pursued by other crafts.

I would like to acknowledge, Brother Andy Franzen, who recently donated bone marrow to a thirty-one-year-old woman. Severely ill with leukemia, she is now out of the hospital and doing well. Andy made this donation through the Bone Marrow HLA registry. This kind of unselfishness typifies the spirit of the Operating Engineers and I congratulate Andy for his kindness and generosity.

In closing, I wish you all a safe and productive spring season.



NORMAN TEED

Having survived what is the worst winter of harsh weather in memory, it seems as though old man winter isn't ready to walk away yet. Many Contractors I service in the area south of Boston are waiting for spring to break, or for projects to be released.

It's been a bleak winter season for work opportunities for our signatory contractors, as well as our members who must depend on those Contractors.

I encourage all of our members who are seeking work to network with our brothers and sisters, and the Employers who may be reaching out for competent operators to employ when their work starts. Often, your Business Representative is the second or third choice with an Employer who is looking for capable equipment operators.

Call all of the Contractors you have been employed by in the past. Soliciting your own work has always been a protected right in Local 4's history.

Remember that all working members will soon be required to have a 10-hour OSHA Safety Certificate. This is also a good opportunity to upgrade your hoisting license; take the training to test for a waste water treatment plant operator's license; take the training for HazMat certification or forklift certification. Use the Training Center to acquire new skills on equipment you are not familiar with or competent on.

The more versatile you are, the more work opportunities you will have in the future. I also encourage members to investigate acquiring a Rhode Island hoisting license for equipment that you are competent operating. There may be work opportunities in our sister local's area this season, at which point they will be reaching out to us for licensed operators with the 10-hour OSHA certification, which is law in Rhode Island. The phone number for Rhode Island's Department of Labor and Training is 401.462.8554.

Contact a different Business Representative each week so that we are all aware of your availability and competency operating equipment. Also, be available when we reach out for help participating in getting candidates elected whom support our issues. This will be a critical year for organized labor to get men and women elected who are concerned about jobs, health care and affordable education for our children and grandchildren. We need to participate!!!

Good luck and good health to all!

What Serves Labor Serves America:

"All that serves labor serves the Nation. All that harms is treason to America. No line can be drawn between the two."

"If a man tells you he loves America, yet hates labor, he is a liar."

"If a man tells you he trusts America, yet fears labor, he is a fool."

"There is no America without labor, and to fleece the one is to rob the other."

ABRAHAM LINCOLN,
President of the United States



RON BURNAP

I'm writing this NewsLetter on the first day of spring. However, with 6 inches of new snow covering the ground, it doesn't look like old man winter is quite ready to let go.

For months, on Tuesday mornings, the Worcester hall has been full. At times it looks like we would never get our folks back to work. In my service area, I believe this year will be better than last. We have a number of jobs that are in the early stages of starting. There are also some projects that have to be completed from last year. Some of the new jobs that have started, and were mentioned in the last NewsLetter are:

E.T.&L. Corp. - Lancaster-Leominster Interchange Improvements;

J. H. Lynch Contracting - Connector Road, Route 20 and Pine Street, Shrewsbury/Grafton;

J.F. White Contracting - The Route 146 Relocation.

Marois Brothers has been successful in winning a 400,000 sq. ft. warehouse in Devens, and two Shaw's Supermarkets in Worcester. Also, Howard Borggaard has started work on a new Target Store in Leominster.

There are projects getting ready to go out to bid. In Worcester, the Court House is scheduled to be let this summer, along with a new Bus Terminal. Both will be done under a Project Labor Agreement.

Now is the time to go to the Training Center for the 10-hour OSHA certification, license upgrades, and/or to learn new equipment. Bill Mooney and his staff are there for our members. Skills learned at the Training Center will enhance and broaden job opportunities for you. Hope to see everyone on the job sites soon.

Hi, and welcome home to Brother Bruce Green.

LEADERSHIP

"Leaders

Are

Like Eagles.

They Don't Flock...

You Find Them

One At a Time"

IN RETIREMENT

We wish the following members many years of healthy and enjoyable retirement:


Richard P. Abrazinski	Robert E. Kelley
John F. Alberto	Alvin F. Magnett
Robert V. Alexander	Frank M. Marino
Jerold O. Anderson	Kenneth M. Matthews
Samuel E. Appel	David F. Marcel
Daniel J. Beane	Robert R. McCallum
Roland Bettencourt	John J. McNamara, Jr.
Roy E. Blaisdell	Angelo Medeiros, Jr.
Ronald J. Boutot	David P. Moreira
Russell A. Burke	John A. Nardone
William H. Cabral	Samuel Narvaez
Harold F. Cannon, Jr.	James H. Ouellette
Raymond Cardoza	Leo E. Ouellette
Bruno F. Caruso	Joseph R. Pellechia
Kenneth G. Collins	Edward A. Perry
Daniel D. Crowley	Paul A. Reynolds
John J. Davenport, Jr.	Robert A. Richards
Paul M. David	Thomas D. Seabury
Arnold W. Demus	Louis A. Segrini
Amos Diaz, Jr.	John Jay Shields, Jr.
Albert J. DiPronio	Lee Roy A. Silva
Richard R. Donaldson	Raymond E. Souza
Frederick W. Elliott	Charles E. Stankard, Jr.
Eugene N. Fasoli	Jose M. Tavares
Maurice L. Fournier	William A. Thompson, Jr.
Vernon B. French	Charles A. Tibbetts
Philip P. Gacicia	James M. Trainor
Alvin M. Gott	Herbert Vacca, Jr.
Kenneth L. Haskell	Virgil J. Veiga
Edward A. Hawkes	Lester G. Waterhouse
David S. Jones	Michael E. Wells, Jr.
George Kalashian	Cecil Whiteside

IN MEMORIAM

We extend our deepest sympathy to the families and friends of the following deceased members:

Nicola Currao	John F. Marks
Albert J. DeNapoli	Norman J. Morrison
Thomas C. Donovan	Wilfred N. Ouellette, Jr.
Richard J. Foye, Jr	Roland Paquette
William J. Keating	Howard Quinn
James P. Kruzewski	Joseph M. Reid
Michael F. Manion	Gary E. Zopatti

Fraternally yours.


William P. Ryan
Business Manager

INTERNATIONAL UNION of OPERATING ENGINEERS - LOCAL #4

Wage Settlement June 1, 1999 - May 31, 2005

WAGE SCHEDULE EFFECTIVE 12/01/2003

MASSACHUSETTS

	<u>6/1/02</u>	<u>12/1/02</u>	<u>6/1/03</u>	<u>12/1/03</u>	<u>6/1/04*</u>	<u>12/1/04*</u>
GROUP I	30.57	31.12	31.50	31.50	32.68	33.86
Daily Rate (Per Hour)	34.37	35.04	35.55	35.68	37.01	38.33
GROUP Ia. (Boom Length)						
Over 150 feet	1.40	1.44	1.49	1.54	1.59	1.64
" 185 "	2.45	2.53	2.61	2.70	2.79	2.88
" 210 "	3.45	3.55	3.67	3.79	3.92	4.05
" 250 "	5.23	5.39	5.57	5.75	5.95	6.14
" 295 "	7.24	7.46	7.71	7.96	8.23	8.51
" 350 "	8.43	8.69	8.98	9.27	9.59	9.90
GROUP Ib.	34.37	35.04	35.55	35.68	37.01	38.33
GROUP 1c.	31.57	32.12	32.50	32.50	33.68	34.86
GROUP II	30.36	30.91	31.28	31.27	32.44	33.61
GROUP III	23.82	24.16	24.31	24.08	25.00	25.93
GROUP IV						
a. Fireman	26.90	27.34	27.59	27.47	28.51	29.55
b. Other than TC/Gradall	19.92	20.14	20.15	19.79	20.57	21.35
c. TC or Gradall	21.81	22.09	22.17	21.86	22.72	23.57
d. Daily Rate (TC)	23.68	24.01	24.15	23.92	24.84	25.76
e. Scow Rate	23.58	23.91	24.05	23.81	24.73	25.64
<u>Daily Rate Differential</u>						
GROUP II	2.72	2.81	2.90	3.00	3.10	3.20
GROUP III	1.72	1.77	1.83	1.89	1.95	2.02
<u>Tunnel Differential</u>	2.11	2.18	2.25	2.32	2.40	2.48
Health & Welfare	4.75	4.75	5.40	6.33	6.33	6.33
Pension	3.82	4.25	4.25	4.40	4.40	4.40
Apprenticeship	0.30	0.30	0.35	0.35	0.35	0.35
Annuity	3.00	3.00	3.00	3.00	3.00	3.00
Foundation for Fair Contracting	0.02	0.02	0.02	0.02	0.02	0.02
Joint Labor/Management Cooperation Trust	Add 2% of Wage and Benefits	Add 2% of Wage and Benefits	Add 2% of Wage and Benefits	Add 2% of Wage and Benefits	Add 2% of Wage and Benefits	Add 2% of Wage and Benefits

OTHER: Dues Assessment: 1¼% 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.

* HAZARDOUS WASTE: Engineers required to work in the HOT ZONE will receive a \$2.00 an hour wage differential.