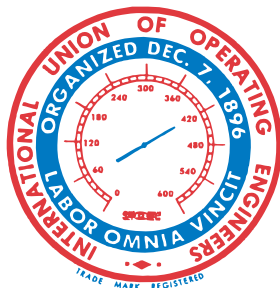


Merry Christmas And Happy Holidays



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

ORGANIZERS

JOHN J. GAFFNY, JR.
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

PETER R. BERNAZZANI
MICHAEL J. BOWES
PAUL C. DiMINICO
CHRISTOPHER T. FOGARTY
ANTHONY J. FUSCO
ROBERT D. LAFLAMME
PAUL D. MOGAVERO

GUARD

JOHN J. GAFFNY, JR.
CONDUCTOR
DAVID F. SHEA, JR.

NOTIFIED MEETING

THE QUARTERLY NOTIFIED MEETING WILL BE HELD AT 8:00 P.M., WEDNESDAY, JANUARY 21, 2009, 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, 2009 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.

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.



The Social Action Committee and the members of Local 4 support "Team Sheryl" at the UMass Medical Walk to Cure Cancer.



BUSINESS MANAGER
LOU RASETTA

Greetings Brothers and Sisters, and Best Wishes for the upcoming Holiday Season! I hope that you and your families are well.

As the year 2008 begins to draw to a close, I would say that it has certainly been an up and down period. Although reported hours have been generally good, I know that many of you have experienced reductions in the amount of hours worked. I am convinced that the economic problems facing our nation have resulted in this slow down in our industry. I remain confident, however, in the resiliency of our Great Nation, and I believe that we will persevere, and put these difficult times behind us.

I hope and pray that our new President will lead us in a new direction, where America's working people will garner the respect and dignity which they so richly deserve.

I urge everyone who is presently out of work to contact me or the Agents. We will do our best to place you out to work as soon as possible. Please be sure to have all of your licenses and needed certificates up to date.

On behalf of the Board of Trustees of our Health and Welfare Fund, and Fund Administrator Gina Alongi, I am pleased to announce significant increases in medical and dental coverage, beginning January 1, 2009. Please review the Health Line Correspondence being sent out, so as to familiarize yourselves with these improvements.

On a personal note, I would like to thank all of our membership for the support and loyalty which you have given to me and all of the Business Agents and Organizers throughout the year. Your enthusiasm, skills and dedication, make up the greatness of our Local Union. The large attendance at our monthly meetings serves as an inspiration to me, and as a personal motivation to always strive to improve the conditions for all of our members.

In closing, I again wish everyone a Happy Holiday Season, and a prosperous and safe New Year.

Fraternally yours,
Louis G. Rasetta



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 new change in government will help turn the economy around and provide employment for the working class and the members of the Operating Engineers, Local 4.

I would like to mention some of the ongoing projects in the North of Boston Area. In Cambridge at Kendall Square, W.L. French has begun the excavation for the future site of a new Church of Latter-day Saints. At a nearby location, McCourt Construction Co. is working on a utility and road reconstruction project. On Third Street, Bovis Lend Lease and James W. Flett are in the final stages of completing the construction of a private housing development. At M.I.T., Bond Brothers and J. Derenzo are present at the new 6 story media lab building. James Stearns has just begun with the steel erection for a new state-of-the-art cancer research laboratory. Several Operating Engineers are present at both of these locations. In Somerville, at the Assembly Square Mall, North American Site Developers (NASDI) is in the midst of a large renovation project to construct a multi-million dollar development. This will include retail, office space and condominiums. Gioioso Brothers has utility and reconstruction work on Somerville Avenue.

Often times, providing assignments for members can be somewhat challenging due to the lack of appropriate licensing and certification requirements. I highly recommend obtaining the 40 hour hazmat, 10 hour OSHA and the forklift certification. For our crane operators, the National Certificate for Crane Operators (NCCO). For further information, please contact the Engineers Training Center.

Just a friendly reminder that business representatives are available at our South Boston satellite office located at 147 W. Fourth Street. Telephone 617-269-1330, open from 6:30 - 8:30 a.m.

Monday – Kevin Bennett

Tuesday – Tom McCormack

Wednesday – closed (refer to Medway)

Thursday – Chris Fogarty

Friday – Bill McLaughlin

As always, thank you for your support.



KEVIN BENNETT

Let me begin by wishing you and your families a Merry Christmas and a Happy New Year.

Due to the challenging economic times our country is facing, many of the mega projects in the Boston area have been postponed and work continues to move slowly. However, there are many people working very hard to obtain financing for these projects. The Boston Building Trades recently had a meeting with Mayor Menino to discuss our concerns with regard to the many construction projects being shut down in the city. The Mayor assured us that both he and his staff are working diligently with developers and financial institutions to get these mega projects back underway and ensure new job opportunities for our members.

Congratulations to the members of the Massachusetts delegation who were successful in the recent elections. The national results gave us hope for change, as President Obama and Vice President Biden will collaborate with the Democratically controlled Senate and House to make economic resurgence and job creation top priorities. This is good news for our members and families.

The ongoing projects in and around Boston include the Harvard Science Center, Russia Wharf, Fan Pier, South Boston Tunnel, Massachusetts General Hospital, The W Hotel, Tufts Dental School, Harvard's Arnold Arboretum, North Station apartment building, Clarendon Street office tower, Northeastern dorms, Fenway Park, Museum of Fine Arts, Genzyme, Boston University, Dana Farber Hospital, the reconstruction of Commonwealth Avenue and Kenmore Square, McCormack Court House and Post Office, and Harbor Towers. There are other, smaller projects proceeding as well.

I need to bring to your attention that smoking on the job is becoming an increasingly greater problem, given the health-conscious world in which we live. Our hospitals, universities, state and federal buildings and many private job sites have all banned smoking from the work area. On two different job sites one member was terminated and the other received a written warning for smoking. If you must smoke, please go outside the gate away from the job. Don't let your paycheck go up in smoke!

I realize 2008 has been a difficult year for everyone, but I am looking forward to a happy and successful new year. As always, I wish you peace and prosperity, and I thank you for your support and your hard work.



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.

As the Presidential Election is finally behind us, we are all very fortunate that the results went our way with the election of Barack Obama. Hopefully, now that we have a Democrat in the White House, he will strive to turn this deflated economy around. We do need a change and it's good to have the support of the Democratic Party backing our unions once again. I realize that work opportunities have slowed down a bit recently, but I feel confident that with this new administration, we can all look forward to a brighter future.

Here are some of the projects still underway in my area. Work at the Legacy Place project in Dedham remains steady with Suffolk as the G.C. and K. R. Rezendes in charge of the site work. Greystone Equipment is still erecting steel on the main building and Francis Harvey is still onsite with the concrete.

Greystone Equipment is still onsite erecting iron at the Newton North High School Project for the Dimeo Company. Site work continues with Ernest Guigli and Sons.

Further down 128 in Waltham, the new building for National Grid is taking shape as Prime Steel has finished erecting the steel. They have also just completed erection of a new parking garage on that site. Across 128, on Wyman Street in Waltham, the Columbia Company is starting the new Hobbs Brook Office Building Project, with Marois Brothers doing the site work. Roberts Dismantling Co. has just finished demolition of the old building onsite.

At the North Shore Mall Expansion project in Peabody, D.W. White remains onsite. Walsh Brothers is currently working at the new Nordstrom's Dept. Store doing some drainage work and landscaping.

The town of Beverly has just approved a new \$65 million High School Project. The bidding process is underway and I am currently awaiting the results. This project should provide numerous work opportunities.

Mattuchio Construction Co. has recently begun site work on the new Salem Courthouse Project.

Financial difficulties plague the Westwood Station Project, forcing J. Derenzo Corp. to lay off all but three of the machines on that project. Hopefully these issues

will be resolved in the near future and will get this project back on its feet again.

In closing, I would like to wish all of you a very Merry Christmas and a Happy and Prosperous New Year. As always, my sincere thanks for your support.



MICHAEL BOWES

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

Here is a little look into some of the new and ongoing work that is going on in the area. Borggaard Construction is still moving along on the Avalon job in Northboro, but the work they have in Berlin is coming to an end, and work for them is slow. J.F. White is just finishing up on the Rt. 146 job that has brought 3 years of good work to the members of Local 4. Marios Construction is staying busy in the area with work in Berlin on Rt. 62, Southboro at the Harvard Book Depository, and still at the Bristol Myers project to name a few. Walsh of Illinois is finishing up on Phase 1 of the Millbury Waste Water Treatment Plant and is going to start to gear up on Phase 2. J.H. Lynch is going strong in the area with the site work at the new Wal-Mart job, and was also recently awarded the Blackstone St. Roadway Reconstruction job.

The Bristol Meyers job at Ft. Devens is still moving along and providing some work. The Evergreen Solar job is in the finishing stages and also has been a good job. Also the Dow Company is going strong on the site work at the new Worcester State Hospital. There are also many other jobs going on in the area and I am out there looking for opportunities for the members of Local 4.

I would like to thank all the members who helped with the Mike Moore Campaign. Mike won the 2nd Worcester District State Senate seat by a wide margin. Mike gives us his promise that he will not forget Local 4.

With the winter months coming upon us, this might be a good time to get all the proper certifications that are needed from the Training Center. It would be a shame to miss possible future employment due to the lack of one of these certificates.

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



ROD GILLESPIE

The Presidential Election of 2008 is finally over, and because of your help, we have elected Barack Obama and Joe Biden to get this country headed in the right direction and put people back to work. I want to thank those of you who helped put up signs, and attended

rallies and political standouts on Election Day. In the end we all played a part in this historic election of the nation's first African American President, who will be a friend of the House of Labor, President Elect Barack Obama. In the state congressional races, Tom Allen came up short of Senator Susan Collins but Shelly Pingree won Tom Allen's old seat and Rep. Mike Michaud was re-elected, so no change in Maine as far as congressional seats in Washington DC. In the Maine House and Senate, the Democrats picked up several more house seats and two more in the Senate to have a majority in both houses for the next couple years. Again, thanks for your help.

As far as work goes, there are small pockets of short term jobs at best. The Westbrook Compressor Station is all but done, with only three operators left doing cleanup work. The station in Baileyville, with additional pipeline work is complete, as are the stations in Eliot and Searsmont. We are still awaiting word from Maritimes Northeast as to when Phase V will get started. Originally, five miles of 36" pipe in Richmond and additional compression at all seven Maine compressor stations was scheduled for 2009 and 2010, but with the economy in trouble the work may be pushed back.

The cost of asphalt has had a big impact on the paving industry this year as you well know from the price of all petroleum products. Because of the Maine DOT cutbacks, Lane construction crews finished earlier than normal this year in most areas. Hopefully with the decline in oil prices on the world market we can get some relief in the cost per ton of asphalt and get back to the business of building and repairing Maine roads.

Future projects to keep an eye on, Eastern Maine Medical Center in Bangor \$180 million, Maine State Pier project in Portland \$150 million and a \$350 million project in Westbrook.

In closing, I want to wish you all a very Happy Holiday Season and a more prosperous New Year for 2009. Work safe and drive carefully.



PAUL DIMINICO

As the winter season is upon us, I hope everyone had an enjoyable Thanksgiving.

The work outlook for next season shows potential. We are still moving forward on the power plants in Billerica and Lowell. Trinity Financial is planning on starting a job in downtown Lowell, a revitalization project of buildings, roads and canals with a price tag of around \$1 billion in a six-year time frame. The Tewksbury ramps are now in a pre-planning stage and Simon Malls still want to move forward on a Lifestyles Center. There are also a few bridge jobs coming out for bid in the Lowell and Lawrence area.

As far as ongoing jobs, S&R is getting closer to completion on the Newbury Bridge and the Lowell to Westford bike path. The Rt. 213 & Rt. 28 Bridge has just begun. French and Taibbi are moving along with two separate jobs at Philips Academy in Andover. Newport is moving right along with their downtown Andover job. Dow is also finishing up their Concord Road Billerica project.

I would like to let you know that the Building Trades have come together to help Dino Theodore, a man from Dracut, who is paralyzed and unable to get to the second floor of his home. He has been sleeping in his enclosed porch. The Building Trades decided to build him a bedroom and bathroom on the first floor. Brox Industries heard of what was going on and really stepped up and played a huge role in this project, from the demo, to digging the cellar hole, to supplying materials, manpower and the equipment needed to make this project successful. Newport Construction did their part, paving a new driveway and walkway, which will certainly help Dino out. I would like to thank them for all their help with this project. You truly made a difference in the life of Dino and his family.

Lastly, I would like to thank everyone for your support during the Presidential Election. Everyone spent a lot of time and effort on phone banks, holding signs, and knocking on doors. The results proved that all that hard work paid off!

I wish everyone very safe and happy holidays!



The Theodore residence after addition and new driveway.



DAVID SHEA

As the 2008 construction season comes to a close, I hope it has been a prosperous one for you and your families.

At long last we have successfully concluded our organizing drive at the Aggregate Industries Asphalt Plant in Chelmsford, MA. As of November 1, 2008, Aggregates last non-union plant is now signatory with Local 4. This campaign began in March when all eight employees signed cards. It included an N.L.R.B. hearing with a favorable ruling, a successful majority election, and a long negotiation process resulting in a signed agreement. I would like to thank fellow organizer John Gaffny and Business Manager Lou Rasetta for their hard work throughout the entire campaign.

I would also like to commend the eight men who signed cards and are now proud members of Local 4. They remained united throughout this entire process even when many efforts were made to test their commitment to joining our union.

Some other recent signings are Minuteman Wood LLC, M.E. Smith, Inc. and Southern New England Steel Erectors Corp. These companies have already put some of our members to work and will continue to produce new job opportunities in the future. We are also currently speaking with several other viable companies and will continue to aggressively seek anyone doing the work of the Operating Engineers.

I urge all members who are out of work during the winter slowdown to use the time to upgrade their licenses and certifications. Having a forklift certificate, Hazmat 40, or C.C.O. can be the difference between working and sitting home.

I wish you and your families a happy holiday season.



Local 4 members do community service work at the Fatima Shrine in Holliston.



JOHN GAFFNY

The Holiday Season is here and I hope this newsletter finds you and your family in good spirits. The Presidential Election is now behind us and hopefully President-Elect Barack Obama will create opportunities for our members with his policies and

economic reform.

In the area of organizing, I am pleased to report that after an eight month organizing drive, we have finally come to an agreement with Aggregate Industries Chelmsford facility. This lengthy process starting with eight employees signing cards to be represented by Local 4. We then had to go in front of the National Labor Relations Board over whether one of the members of the bargaining unit was eligible to be part of the group. Eventually we won an election for the right to bargain and we successfully signed the only remaining non-union plant Aggregate Industries had left. I would like to welcome those eight new members into Local 4 and commend them on their solidarity through this long process. I would also like to thank fellow organizer David Shea and Business Manager Louis Rasetta for their work on this organizing campaign.

As always David Shea and I continue to aggressively seek work opportunities for our current members and continue to increase our current market share.

In closing, I would like to wish you and your family Happy Holidays and a prosperous New Year.

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: JACKIE BERGANTINO

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

WWW.MASSAFLCIO.ORG/EDUCATION/SCHOLARSHIP

THE DEADLINE TO REGISTER IS DEC. 21, 2008



CHRIS FOGARTY

With the Holiday Season now upon us, I hope everyone had a good Thanksgiving and is looking forward to a happy, healthy and prosperous Christmas season. As the New Year lies ahead, we need to remain hopeful while weathering this current financial crisis. Local 4 has been through the best and worst of times in its long history and we are still here. These times really reflect what the “brotherhood” of being Union really means. It is during these times that we must come together and rally around each other in mutual support. The demands for our qualified help will always be there, and when work gears up, we will be there to answer the bell.

Equipment houses and maintenance facilities are starting to slow down somewhat with the weather starting to change. In any slow down, the maintenance is the first thing to show a significant change. The rental industry is holding its own, with many companies opting to rent rather than own equipment today. Temporary heat is in a much better situation than last year. With the fuel cost down, many ongoing projects will continue through the winter.

This should help the concrete pump industry get jobs that otherwise would have been shut down due to heating cost. The industry held its own this year, but without being redundant, the industry is subject to the same ills that plague the equipment industry and everyone else.

It was good to see the support by all the members at the Notified Meeting and again two weeks later at the regular meeting. It really is a tradition in excellence that makes the Operating Engineers succeed. The quality of its members and the dedication of its Officers and staff make it all work.

Keep an eye out for the enhanced changes that are coming at the beginning of the year to Health and Welfare. The new changes will benefit all of us, so look for the Healthline Newsletter when it comes out and read it carefully.

The New Year will bring us all changes and new challenges as we navigate through uncharted waters. 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 in harms way that cannot

be home with their families in your thoughts. Merry Christmas and Happy New Year to all!



DAVID FANTINI

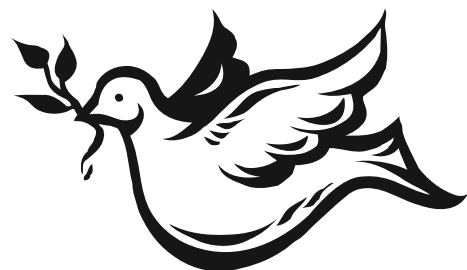
As we finish up another construction season I hope this Newsletter is finding everyone in good health.

Several good-size projects have started since the last Newsletter. Daniel O’Connell and Sons has started work on the much-awaited Taunton Courthouse with A.A. Will on site. There is a P.L.A. on this project and it will be done 100% Union. Gioioso was the low bidder on the site package at Brayton Point, I wrote about that in the last Newsletter. The job needs to be completed by February so Kiewit can get started on the cooling towers. With the aggressive schedule it should create some opportunities out of the Hall. McCourt has begun work on the widening of Route 128 in the Canton area and they expect to work thru the winter, weather permitting. This should be a three-year project. With the tourist season over, work has started back out on the Islands. R.D.A. has two projects ongoing and M.I.G. Corporation is getting ready to start a bridge job they won a couple of months ago.

The Town Meeting in October for Plymouth Rock Studios could not have gone any better. Town committee overwhelmingly approved the project and even with the bad economy they are very eager to get started. I would once again like to thank everyone who helped with this campaign.

As always, I urge all of you to make good use of the Training Center. With changes coming in the laws, it is extremely important that the members of Local 4 have all of the licenses and certifications to take advantage of any potential work opportunity during these tough economic times.

I wish everyone a happy and healthy Holiday Season and as always hope to see you at a Union Meeting.



CONGRATULATIONS TO OUR 50 YEAR MEMBERS

Attaining Honorary Life Membership



Thomas F. McNamara



Louis P. Bettencourt Jr.



Gary D. Morse



Allan L. Drown



Clifford E. Read



William F. McLaughlin



Robert L. Venezia



James G. McCormack

**Richard J. Lizine
Donald E. Nadeau**

**Joseph A. Merusi
Lawrence C. Ray**

**SAFETY CORNER
AVOID THE FREEZE**

Working outdoors poses challenges in the winter months. Colder temperatures and wind chill can lead to cold-related illnesses if workers are not properly prepared. According to OSHA, hypothermia and frostbite can strike even when temperatures are above freezing. Take the following precautions to avoid overexposure to winter weather:

- Wear several layers of loose clothing with a base layer made of a wicking material to help keep moisture away from the skin. Covering your head and mouth will help protect your lungs and prevent heat loss.
- Go indoors to a warm, dry area for frequent short breaks to warm up and avoid fatigue.
- Be sure to stay hydrated with beverages such as sports drinks; avoid caffeine and alcohol.

Some warning signs of frostbite include a tingling, numb sensation in the affected area, most commonly the fingers, toes, ears and nose. Skin may feel hard to the touch and take on a pale, waxy-white color.

Have a SAFE winter.
Safety Officers
Bill LaFlamme and Bill O'Neil

IN MEMORIAM

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

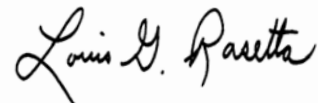
- | | |
|----------------------|-----------------|
| Anthony P. Altobelli | Thomas Mahon |
| Paul P. Andrade | Frank M. McLean |
| Alfred DePaulo | William Meade |
| Andrew J. Guerini | Albert Paradiso |
| Marco E. Lucente | |

IN RETIREMENT

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

- | | |
|-----------------------|----------------------------|
| Joseph J. Cardoza | Edward J. Rappazini, Sr. |
| Charles A. Cordischi | Robert J. Reynolds |
| John F. Farrell, Jr. | Donald L. Rigoli |
| Moise F. Gadoury | Kevin J. Salvador |
| Warren T. Gassler | Frederic Smithell |
| Robert J. Lavertue | Raymond R. Stewart |
| Nicholas J. Mandella | Carroll I. Timberlake, Jr. |
| Joseph G. McCann, Jr. | |

Fraternally yours,



**Louis G. Rasetta
Business Manager**

INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4

Wage Settlement June 1, 2008 - May 31, 2011

WAGE SCHEDULE EFFECTIVE 12/01/2008

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	37.97	39.09	40.34	41.59
Daily Rate (Per Hour)	42.37	42.49	43.76	45.02	46.44	47.86
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	43.76	45.02	46.44	47.86
GROUP 1c	37.86	37.86	38.97	40.09	41.34	42.59
GROUP II	36.56	36.54	37.65	38.75	39.99	41.24
GROUP III	27.07	26.81	27.63	28.45	29.37	30.30
GROUP IV						
a. Fireman	31.54	31.39	32.34	33.30	34.37	35.45
b. Other than TC/Gradall	21.41	21.00	21.65	22.31	23.04	23.78
c. TC or Gradall	24.15	23.82	24.55	25.28	26.11	26.94
d. Daily Rate (TC)	26.85	26.59	27.40	28.22	29.13	30.05
e. Scow Rate	26.71	26.44	27.25	28.06	28.97	29.88
<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	9.05	9.05
Pension	6.75	7.43	7.43	7.43	7.43	7.43
Apprenticeship	0.70	0.75	0.75	0.75	0.75	0.75
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.

