

Local 4

OPERATING ENGINEERS International Union of



Louis G. Rasetta
Business Manager

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July, 2009

NOTIFIED MEETING

THE QUARTERLY NOTIFIED MEETING WILL BE HELD AT 8:00 P.M., WEDNESDAY, JULY 15, 2009, AT FLORIAN HALL, 55 HALLET STREET, DORCHESTER, MA. THE OFFICERS WILL READ THEIR QUARTERLY REPORTS.

DUES REMINDER

DUES FOR THE CURRENT QUARTER, JULY, AUGUST AND SEPTEMBER, 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.



BUSINESS MANAGER LOU RASETTA

Greetings Brothers and Sisters:

I hope that you and your families are all well. It certainly has seemed like a “long time coming”, but thankfully, the summer season is finally here.

The most asked about subject lately has been “what is the status of the stimulus money, and how will it impact our employment opportunities?”

Let me assure everyone that we certainly are doing everything in our power to expedite the release of these monies, so that we can get all of our members back to work as soon as possible.

Thankfully, albeit somewhat late, the work situation is beginning to improve. In particular, the paving and bridge repair work appears robust, and a number of large road jobs are close to becoming reality. My hope, and my belief, is that the other segments of our industry such as water and sewer, site, etc. will also follow suit, and that Local 4 will enjoy a long period of excellent work opportunities.

At our Apprenticeship Department, I would like to congratulate both Brother Stephen Tappin on his becoming a Trustee of our program, and Brother Ed McLaughlin on becoming the Chairman of the Board of Trustees. I know that these two men will work diligently toward the continued success of this fine program.

On another positive note, June 1st marked the first day of our new wage rates. It is gratifying to know that in this slumping economy, Local 4's pay rates and conditions continue to improve. I envision even greater improvement as the economy of the country rebounds.

On the organizing front, Local 4 continues to increase our market share. In the last year alone, we have brought to the bargaining table over forty-three new companies, along with one hundred new members. The new companies will be providing work opportunities to our members well into the future, where previously these jobs would have gone non-union. Congratulations to all of the Agents and Organizers engaged in this all important endeavor.

In closing, I wish all of you and your families a safe and productive summer.

Fraternally yours,
Louis G. Rasetta





WILLIAM MCLAUGHLIN

With the summer season now in full swing, I hope that you and your families are well and are enjoying this great time of year. As we enter into the second half of the construction season, which is historically our busiest, I hope that it will bring additional opportunities for the operating engineers. We could

certainly use them!

I would like to keep you updated on some of the current projects in the north of Boston area. At Logan Airport, NASDI and WES Construction are currently underway with the construction of a new parking facility at the old Delta Airlines hanger. James W. Flett, Able Crane Service and O'Connor Constructors are in their final stages of completing a new pumping station for Massport. Amerphil is present at Terminal B on a parking garage restoration project. There are also two multi-million dollar taxi/runway projects currently underway. J.F. White and W.L. French are close to the completion of their two year runway job and McCourt Construction has just recently begun a \$12 million runway extension undertaking. A new Massachusetts State Police barrack is currently underway with MDR Construction performing the site work.

In the Somerville/Medford area, Bond Brothers is in the process of installing a 2 mile stretch of gas line for Spectra Energy. In Chelsea, J.F. White and Hub Foundation are in the beginning stages of constructing a \$112 million drawbridge. This three year project will also provide employment for Local 4. In East Boston, Barletta, Cruz Contractors and G. Donaldson Construction are working on a \$65 million sewer relief project for the M.W.R.A. All of these projects are providing opportunity for several of our members.

At Assembly Square in Somerville, work is scheduled to begin soon on a billion dollar redevelopment project. This 145-acre waterfront site will consist of a state-of-the-art Orange Line T Station, hotel, retail, residential and office space. This will transform this Mystic River location into a vibrant urban village with public parks and an accessible riverfront. Many of our members and contractors will benefit from this project.

Just a friendly reminder, please keep current with your union dues, payable quarterly.

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



KEVIN BENNETT

The Harvard Science Center has been one of the bright spots of the past year, with many of our members employed there by East Coast Slurry, Albert J. Welch, Marshall, S&F Concrete, Barletta and Capco Steel. Yet even Harvard University has felt the pressure of this economy, and plans are now in place to take down the five tower cranes and put the project on hold until further notice.



Harvard Science Center, Brighton, MA

As we began the 2009 construction season, I was optimistically anticipating an upturn in the economy. And although many projects have been stalled due to a lack of financing, I am now starting to see positive signs of some new construction being funded and work actually getting underway.

Washington Beech Hope VI - a \$33 million housing development in Roslindale - is currently being funded by stimulus money provided through the United States of America Recovery and Reinvestment Act. Approximately twelve of our members are employed on the site, through North American Site Developers, Derenzo and Donaldson Pile Driving. In total, this project should create 700 jobs for all Building Trades.

Three other new projects have begun in the city:

1. Boston Renaissance Charter Public School (Hyde Park), with A.A. Will Excavating.
2. Super Stop & Shop (Roslindale), JH Lynch Excavating.
3. Boston Conservatory, with James W. Flett and Donaldson Pile digging the foundation.

I recently met with John Rosenthal, a major real estate developer in Boston. Among his plans are the covering of the Massachusetts Turnpike near Fenway Park;

building a 36 floor high-rise and a 14-floor building; constructing a parking garage for 700 vehicles; and several smaller buildings with a price tag of \$500 million. Unlike the situation with the Columbus Center, John says that the financing is almost in place and construction will begin in 2010.

One final note about our Political Action and Social Action activities. When possible, I will personally deliver the checks to our beneficiaries, such as a \$1,000 donation to the kids at the Dana-Farber Cancer Institute, or the many checks we have presented to our Veterans organization and to local politicians. Please take the time to fill out both sides of your dues deduction Authorization and Political Action/Social Action cards every time you sign up with a new employer. Your dollars are going to worthy causes.

As always, thank you for your help and support. It is very much appreciated.



DAVID FANTINI

Dear Brothers and Sisters, as we move into the summer months, I hope this newsletter is finding everyone in good health. Hopefully the work will come along with the weather.

McCourt has begun work on the widening of Rte. 128 from Randolph to Westwood. This project should take a couple of seasons and provide for some work opportunities out of the hall.

After some tough negotiations with Kiewit over the conditions and use of the National Construction Agreement, work is well underway on the Brayton Point Cooling Tower project. We have a good number of Local 4 members already on site. This is another job that will produce jobs for the men and women of Local 4.

Quincy High School expansion has started. NASDI is just about done taking down some existing buildings, Donaldson is on site driving piles, and Lawrence-Lynch has the site and utility work.

Steel is starting to go up at the Taunton Courthouse with Imperatore Steel on site. A.A. Will has a small crew working. For such a large dollar job, work has been slow due to the constraints of the job's work area. There is very little room to do anything.

Sevenson Environmental is back to work on the New Bedford Harbor Cleanup project. This job has benefited from the President's stimulus package. The crew usually goes to work in late June, so the season has been lengthened by a couple of months.

Bechtel is among the 5 companies invited to bid on the next piece of work at Brayton Point. It is a \$400 million project slated for 2010. Bechtel has informed me they have a company policy that any crane operator employed by them must be CCO certified. So for all of our crane operators, if you do not have this certification, please make every effort to get to the Training Center.

Plymouth Rock Studios has told the Building Trades that work on their large 100% union project is still slated to begin this summer.

I hope everybody enjoys a healthy and prosperous construction season and I hope to see you at a meeting.

**CONGRATULATIONS TO THE
LOCAL 4 S.A.C.
AFL-CIO SCHOLARSHIP WINNERS**

\$2,500 – Ryan Keating

Son of Paul L. Keating III

\$2,500 – Susan Lightbody

Daughter of William J. Lightbody

\$1,500 – Randall Kilty

Grandson of John J. LoCicero

\$1,500 – Rebecca Romaniuk

Daughter of William M. Romaniuk

POWER LINE CONTACT

ELECTROCUTION IS STILL THE MOST COMMON CAUSE OF DEATH TO WORKERS INVOLVED IN CRANING OPERATIONS.

ANY OVERHEAD POWER LINE SHALL BE CONSIDERED TO BE ENERGIZED UNTIL THE ELECTRIC LINE OWNER OR THE ELECTRIC UTILITY SAYS IT IS NO LONGER ENERGIZED. LINE INSULATORS OR COVERINGS SHALL NOT BE RELIED UPON FOR PROTECTION.

OSHA REQUIRES THAT CRANE ACTIVITIES MUST MAINTAIN A MINIMUM CLEARANCE OF AT LEAST TEN FEET FOR POWER LINES RATED AT 50 KILOVOLTS OR LESS. FOR POWER LINES OVER 50 KILOVOLTS A FORMULA MUST BE USED TO DETERMINE INCREASED SAFE DISTANCES.

THERE ARE MANY REQUIREMENTS AND SAFETY PROCEDURES THAT NEED TO BE IMPLEMENTED AND FOLLOWED WHEN WORKING AROUND POWER LINES, SUCH AS TAGLINES, SIGNAL PERSONS, PRE-LIFT MEETINGS, PROPER GROUNDING TECHNIQUES, BARRICADES, TRAINING, POWER LINE EMERGENCIES, ETC.

CAREFUL PLANNING AND FOLLOWING PROPER PROCEDURES WHEN WORKING NEAR POWER LINES CAN PREVENT WORKER INJURIES AND DEATHS FROM OCCURRING.

WORK SAFELY,

**BILL LAFLAMME
CO-SAFETY OFFICER**



THOMAS MCCORMACK

With the summer season finally upon us, hopefully the warm weather will help to brighten things up a bit.

I realize the first half of this year was not as prosperous as we had hoped it would be. There are several projects still on hold and waiting for the developers to secure financing. The economy has been plagued in these troubling times, but seems to be slowly heading in the right direction. I still remain optimistic that the second half of this year will provide more work opportunities for our members. I continue to be vigilant in my efforts to seek out any and all work opportunities for those of you still unemployed.

Here are some of the ongoing projects in my area. In Salem, at the Courthouse project, Mattuchio Construction Co. is currently doing the site work, along with Marguerite Co. laying the foundation and concrete. Zichelle Steel has just moved its crane onsite to begin steel erection. Also in Salem, James Stearns Co. has started steel erection at the Salem State College dormitory project for Walsh Bros., along with J. Derenzo Corp. doing the site work and S&F pouring the concrete.

In North Beverly, Albanese Bros. are currently working on the installation of new drainage pipes and culverts for the town. The Hobbs Brook Office Building project in Waltham is still underway with Marois Bros. doing the site work for the Columbia Company. J. Derenzo Corp. is on site at Brandeis University performing the excavation for the new Waltham Brandeis Mandel Center for Humanities project. Over in Weston at the Corporate Center project, J. Derenzo remains onsite along with S&F Concrete. James Stearns Co. has recently started steel erection for the project.

Down the road in Lexington, R. Zoppo Corp. is working on sound barrier walls along Route 128. Hub Foundation is also onsite for the drilling. In Dedham, the Legacy Place project is nearing completion. All steel erection has been finished and K.R. Rezendes remains onsite. Also in Dedham, the Hebrew Life Community Center project is winding down. Northeast Contractors Inc. are still involved with the site work for the Suffolk Co.

The Newton North High School project continues with Ernest Guigli and Sons doing the site work for the Dimeo Co. Unfortunately, the Westwood Station project still remains shut down due to financial difficulties.

I hope this letter finds all of you in good health and I wish you and your families a safe and happy summer.



MICHAEL BOWES

As we start into the summer season, work has been slow moving. With that in mind, work looks to get better. I have several large projects that have been awarded, and are waiting to kick off.

Here is a look at some of the jobs going on in the area. Delta Gulf Corp. has started the Fitchburg lateral project, a 5.1 mile natural gas pipeline. Dow Co. is still working on the Worcester State Hospital job with Harvey & Son and soon to follow is Capco Steel. With the help of the Worcester Fitchburg Building Trades, the 146 Wal-Mart project is going 100% union with J.H. Lynch and Mackay Construction working there. NASDI has work going on in Fitchburg with the demo of the old Fitchburg Gas & Electric Power Plant bridges. D.W. White has just started their job in Gardner which is 2 bridge decks over Rte. 68, which is a \$7.7 million job. T&M Construction also has some work in Gardner at Haywood Hospital. L&M Holdings has several jobs in the area including Framingham on Central & New York Ave. Bridges, LLC is still going at the road reconstruction job at Quinsigamond College. Walsh's job at the Millbury Sewage Treatment Plant and the job at Bristol Meyers at Ft. Devens are both coming to a close. Both of these jobs have been great jobs for the men and woman seeking work out of the hall. Warner Bros. (a Local 98 company) has signed an agreement with us, and has work at Mt. Wachusett on the underground electric line to the summit of the mountain. P.J. Keating, Aggregate, and D&R Paving have several large jobs within the area as well.

Some of the work coming up is the long-awaited City Square project, \$564 million, with the first piece of which has been let out, and awaiting the demo contract. Also, NASDI has the demo of the old New England Foundry in Worcester. Genzyme is moving ahead with Phase 3 at New York Ave. in Framingham. ET&L has the runway improvement project at Worcester Airport. Several bridge, sewer and water jobs in the area are also just waiting to start. There is also a lot of work to come at the UMass Medical campus in Worcester.

I would like to remind everyone if you are looking for work, to make sure you call all the Agents to seek work opportunities.

In closing, I look forward to working with all of you now and in the future, and wish all of you and your families a happy and safe summer season.



ROD GILLESPIE

Work in Maine is still very slow in the private sector. We have five operating engineers with Tetra Tech LLC on a hazmat cleanup job downeast at the Cutler Naval Radio Station. This job will go several weeks in duration. Even though we have not done a lot of

hazmat work in Maine, this is a prime example of why we need to keep up our hazmat certification, so when you get the call you'll be able to take the job.

In Presque Isle we have operating engineers off-loading windmill parts from the railroad siding that are destined for windmill projects in Quebec, Kibby Mountain, Oakfield and Lincoln. This work should go most of the summer.

The crane and equipment rental yards are at about 50% of where they were last year at this time, but it appears they are turning the corner as we move into the summer months.

Costello Dismantling has just recently started the deconstruction of the old American Tissue paper mill in Augusta. This job should employ several operators. These are troubling times for the paper industry. At one time Maine had thirteen paper mills operating, employing several thousand people, and now we are down to eight with some of those mills operating on a limited basis. We can thank NAFTA and some of the other world trade agreements for this.

Lane Construction has nearly one hundred operating engineers employed this summer. Just this week, Lane picked up a \$9 million road reconstruction job on Rte. 1A from Ellsworth north towards Bangor, and a third bridge deck replacement in Orland, to go along with the bridge work in Bangor and Lincoln. Lane also has their sights set on other bridge projects coming in the near future.

In the last few weeks, we in the Building Trades Council have met with the developers of the Calais LNG project proposed for downeast Maine. This is a \$750 million project in the planning stages and if approved by FERC, we should be breaking ground sometime in late 2010. I want to thank those operating engineers who came to the State House in Augusta to show support for the project. It was much appreciated.

Another project on the horizon is the Riverbank power project in Wiscasset near the Maine Yankee site. This \$2 billion project is a 1000 MW underground tidal storage generating facility. This work is also in the planning stages, and if approved could also start construction in late 2010. I know we have had a lot of large projects come and go and it's been disappointing to say the least. Hopefully one or both of these will get approved and funded so we can

put you operators back to work pulling the levers. I know these are tough economic times like we have been through before, and we will get through once again.

If you have free time on your hands, please get your CCO MA Hoisting License, Forklift and other certifications through the Training Center so you will be good to go when the time comes. Work safe, drive carefully and enjoy the summer.



PAUL DIMINICO

As the summer months are upon us, I hope everyone is in good health. There are a number of projects still awaiting start up.

There are many paving, road reconstruction and utility jobs in the area that have started. Newport Construction has ongoing work in Andover, Lowell and Ipswich. Brox, Aggregate, and Keating are paving throughout the area. Albanese Bros. just won two contracts in Dracut and Albanese D&S a large sewer contract in Lowell. Baltazar and Gioioso are still going between Tewksbury and Lowell.

George Cairns has a \$26 million job starting shortly on Rte. 93 in Londonderry NH, which is being funded from stimulus money. This is a much-needed job in the southern NH area. Testa has a few jobs that will be starting in the Lowell area. They have the demo of four buildings to make room for the new courthouse. The courthouse has an estimated \$100 million price tag that will be going out to bid shortly.

Both Pihl and MIG are gearing up in Lawrence and Lowell on bridge rebuilds. S&R is currently working on Rte. 213 in Methuen. They are moving forward with the old Rte. 28 bridge, now removed, with a temporary bridge in place. They also recently won the Tyngsboro Bridge and the Lawrence Duck Bridge.

Trinity Financial has pushed the Downtown Lowell project back to a start date of July 17th. They are planning on having a groundbreaking ceremony on July 1st. I believe once this job is up and running, there will be many job opportunities available for our members. The IRS building in Andover is looking to expand with a \$100 million addition. We are working to get a P.L.A. on this job. Nikki Tsongas has written a letter that Ted Kennedy and John Kerry have signed onto expressing their interest in a P.L.A.

I would like to wish all of you and your families a happy, healthy and safe summer!



CHRIS FOGARTY

Unprecedented is the only word to describe what is happening out there today. We read it, see it on television and seems to be the topic of every conversation today. The Economy, we can't escape from what has befallen us as a society and a Local Union. The pinch is being felt in all walks of life, we are not alone. With that said, I am still an optimist and believe we can get out from under this cloud with prosperous days ahead. My reasoning for the optimism comes from the membership. I have seen sacrifices made to help brother and sister members and have relied on the senior members to remind us of similar times in the 60's and 70's, when tough times were upon us. The common theme is that we survived and then prospered; history has a way of repeating itself.

The Equipment Industry is holding on tight like everything else. Fleets have downsized a bit, and some have taken the opportunity to buy new equipment at low prices in anticipation of work. ATS Equipment will be opening a new facility in Auburn, MA and have already hired some Local 4 members. I would like to wish them luck with their new location. Rental rates are at an all time low and seem to be plummeting to the bottom with no end in sight. I hope someone blinks and puts an end to this madness because it is not good for this industry at all. The recovery process here will take a lot longer than coming out of a recession and could possibly never recover.

The Concrete Industry is hit or miss like everything else these days. With so many good size jobs slated to go, and nothing happening, it is easy to be anxious. The feeling that some of the pump companies have is when it returns it may come all at once. I hope they are right.

Field Engineers are starting to trickle back to work on some projects already in progress. With stimulus money and a few bigger jobs that need to get financing in place, more Field Engineers could soon be needed.

In closing, please remember our brothers and sisters in harms way during Fourth of July as we celebrate the birth of our great nation. We are a Local with a long history and these are the times when being a part of a brotherhood really has true meaning. I would like to thank those members that have helped each other in saving jobs for some, or just lending a hand to those in need.



JOHN GAFFNY

Summer is finally here, and I hope this newsletter finds you and your family in good spirits.

On the organizing front, David Shea and I have signed several new companies. One of those companies is Global Environmental Solutions Inc.

This company is based out of Portland, Maine and has signed on to our standard Short Form Agreement, as well as the National Pipeline Agreement. They have employed several of our current members and are working on a pipeline in the Lunenburg area. They are working as a subcontractor to Delta Gulf, and plan to aggressively seek other work in our area and across the country. Another company that has recently signed is Mass Industrial Services LLC. They have several vacuum trucks that are working for our signatory contractors. This signing should create work opportunities for our members. Mill City Contracting and Landscaping is another recently signed contractor that does paving, utility and site work in both the prevailing wage and private markets. This contractor is currently working and pursuing work in our area. This signing should also provide work for our members. Other recently signed contractors are JMB Excavating, Badd Bros., P.J. Mawn Excavating, and Centaur Construction Services LLC.

As always, David Shea and I continue to try to create work opportunities in the area of organizing. During this difficult economy we will try to create as many work opportunities for our current members as possible. Thank you for your continued support and information about potential organizing leads.

JACKIE O'NEIL MEMORIAL SCHOLARSHIP



*Pictured left to right
Training Director Bill Mooney
Local 4 member Gary Spencer and Mrs. Maureen Spencer
\$1,000 recipient Chelsea Marie Spencer
\$1,000 recipient Alisha Lynn Pavao
Mrs. Caroline Pavao and Local 4 member Octavio Pavao
Local 4 President Bill McLaughlin
Mrs. John O'Neil*



DAVID SHEA

At last summer is here, and although the construction season has gotten off to a slow start, I am hopeful that we will see more construction jobs for our members in the second half.

Organizer John Gaffny and I have had a very productive spring with over a dozen new signings in the last three months. These companies do work in a variety of our jurisdictions including water & sewer, site work, crane rental, vacuum truck, excavation, pipeline, etc.

Proia Construction Inc., a water & sewer contractor from Needham, has a couple of crews working in Watertown and has already put one of our members to work.

Atlantic Dismantling and Site Contractors, out of Wakefield, are currently working on a road job in Worcester and just won the bid on a school in New Bedford. They are also aggressively bidding several other projects.

Foxboro Transport & Contracting LLC, is currently working in Dedham doing site work, and also does sewer emergency work for the city of Taunton.

Some other recent signings are JMB Excavating, Badd Bros. Inc., Centaur Construction Services LLC and P.J. Mawn Excavating Inc. These recent signings and others have already put several of our existing members to work and will generate many more jobs going forward.

Organizer John Gaffny and I will continue to create every work opportunity we can through organizing. We are currently trying to reach an agreement with a major site contractor that could immediately put several of our members to work.

As always, thank you for your continued support and may you and your families have a great summer.

IN MEMORIAM

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

- | | |
|-------------------------|-----------------------|
| Louis A. Barufaldi | Michael J. Molinaro |
| Frank D. Belsito | Brendan J. Murphy |
| Eugene A. Bertuzzi, Jr. | Franco C. Petrillo |
| Thomas E. Borges | Arthur J. Piccirilli |
| David E. DiCarlo | Armando Puccetti, Jr. |
| Jack E. Eddy | Neal Randall |
| Myron Lewoczko | Exyste Thibault |
| Joseph H. Madore | John White |

IN RETIREMENT

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

- | | |
|-----------------------|--------------------------|
| Douglas A. Baldarelli | William F. Marks |
| Carroll Bubar | Craig Miller |
| Leo Burke, Jr. | Kenneth L. Paige |
| Ronald C. Burnap | Gordon E. Pelletier, Jr. |
| Charles Capone | Thomas C. Posa |
| William A. Chase | Antone P. Roderick |
| Dana L. Crawford | Antero Rosa |
| Peter J. Cyr | Robert C. Smith |
| Charles A. DiMinico | Victor A. Smith, Jr. |
| John V. Fonseca | Daniel F. St. Jean |
| Roger D. Haines | Anthony J. Taddeo |
| Charles E. Hodgkins | Thomas L. Tooker |
| David E. Knight | Allen E. Wright |

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 06/01/2009

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 | 38.48 | 39.73 | 40.98 |
| Daily Rate (Per Hour) | 42.37 | 42.49 | 43.15 | 44.41 | 45.83 | 47.25 |
| 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 | 44.41 | 45.83 | 47.25 |
| GROUP 1c | 37.86 | 37.86 | 38.36 | 39.48 | 40.73 | 41.98 |
| GROUP II | 36.56 | 36.54 | 37.04 | 38.14 | 39.38 | 40.63 |
| GROUP III | 27.07 | 26.81 | 27.02 | 27.84 | 28.76 | 29.69 |
| GROUP IV | | | | | | |
| a. Fireman | 31.54 | 31.39 | 31.73 | 32.69 | 33.76 | 34.84 |
| b. Other than TC/Gradall | 21.41 | 21.00 | 21.04 | 21.70 | 22.43 | 23.17 |
| c. TC or Gradall | 24.15 | 23.82 | 23.94 | 24.67 | 25.50 | 26.33 |
| d. Daily Rate (TC) | 26.85 | 26.59 | 26.79 | 27.61 | 28.52 | 29.44 |
| e. Scow Rate | 26.71 | 26.44 | 26.64 | 27.45 | 28.36 | 29.27 |
| <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 | 8.00 | 8.00 | 8.00 | 8.00 |
| Apprenticeship | 0.70 | 0.75 | 0.79 | 0.79 | 0.79 | 0.79 |
| 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.