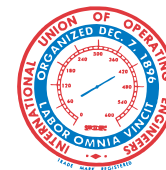


Local 4

OPERATING ENGINEERS International Union of



Louis G. Rasetta
Business Manager

office@iuoelocal4.org

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

July, 2008

NOTIFIED MEETING

THE QUARTERLY NOTIFIED MEETING WILL BE HELD AT 8:00 P.M., WEDNESDAY, JULY 16, 2008, 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, 2008 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.

IMPORTANT NOTICE

WORKING DUES INCREASE

From 1 ¼% to 1 ¾%

All members working under the Master Document have been sent a new dues deduction card to sign and give or mail to their employer.

Please call the office 508.533.1433 or speak with your Business Representative if you have any questions regarding this matter.

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

Dear Brothers and Sisters,

I hope that you are all well, and that you and your families are enjoying this beautiful New England Summer.

I am very happy to announce that we have reached an agreement with our

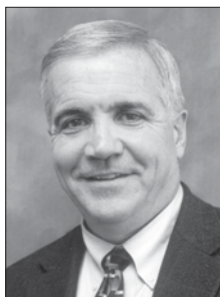
three main employer groups, which will extend out for the next three years. This agreement insures regular, significant increases throughout the term of accord. Also, it guarantees that we will have an adequate source of income for all of our fringe benefits funds. I would like to thank all of my Business Agents and Organizers for their hard work at assisting me in my pursuit of this contract. Their knowledge of the industry and their dedication to the members of Local 4 has served as an inspiration to me. Also, past Business Agents Paul Hayes and Norman Teed served important roles, providing the institutional memory of so many past resolutions. In addition, many thanks to our Office Manager Barbara Paine and Staff, for their tireless devotion to the completion and printing of our agreements. Rounding out our team, Fund Administrator Gina Alongi, Field Representative Jim Bucci and Apprentice Coordinator Bill Mooney provided excellent insight into the funding and needs of their respective departments.

Finally, and most importantly, I would like to thank the membership, for as I have said, it is you, the rank and file, who are responsible for this great contract. It is your skill, professionalism and dedication that the employers are paying for. Our great Union is made greater by each and every one of you. The work that you do everyday, and the manner in which you do it, are what sets us apart. I congratulate all of you, and I am honored to be able to represent you. . . Thank you!

In conclusion, I must ask all of the members to be certain to register to vote in our up coming National Elections. Labor's agenda must be included in the agenda of anyone who seeks office. I consider it the solemn duty of any Politician, to be aware of working people's needs, and to make these needs their top priority. Please help Labor's cause by registering to vote, and exercising that right at the polls this fall.

I wish everyone a safe, happy and prosperous year, and I look forward to speaking with all of you throughout the Season.

Fraternally,
Louis G. Rasetta





WILLIAM MCLAUGHLIN

With the summer now upon us, and the good weather finally here, I hope you and your families are well and enjoying this great time of year. Although the first six months of the year were not as prosperous as expected, I hope the second half brings more opportunities for the Operating Engineers.

Here are some of the current projects underway in the North of Boston area. In East Boston at Logan Airport, J.F. White and W.L. French are in the beginning stages of a 2 year \$35 million runway project. Also at the airport, Barletta Engineering is in the final stages of completing a roadway reconstruction project. The Dow Company is also present at the Central Parking Garage. Several Operating Engineers are employed at these sites. In Revere, A.A. Will has the site work at a new B.J.'s Wholesale Club. In Medford, George Cairns & Sons and Semper Diving and Marine are present on site at the construction of a multi-million dollar private housing development. Adjacent to this location, John Moriarty and James Stearns are erecting steel at Tufts Boathouse for a mixed-use office park. In Everett, at the Mystic Station Power Plant, O'Connor has just completed a small shutdown. Another is slated for the fall. In Cambridge, J.F. White and G. Donaldson are at M.I.T. where they are constructing a cancer research lab facility. McCourt Construction is close to the completion of a roadway reconstruction project on Vassar Street. Unified Construction has just started repair work on the B.U. Bridge. Many of our members are present at these sites.

Many thanks to our members from Somerville that have participated in the efforts to pass a Somerville Responsible Employer Ordinance. Your continuous support was beneficial throughout this campaign. Due to your hard work, this Ordinance successfully passed. This will insure that the City has qualified contractors (such as our signatories) performing construction on their municipal projects. Once again, Local 4 has been recognized for our participation.

In April, I had the privilege to attend the I.U.O.E. 37th General Convention. It was an honor to represent this great Local Union in this capacity. I'm very proud to be an Operating Engineer.

I would like to congratulate Business Manager Lou Rasetta and his negotiating team for their outstanding efforts in securing a new 3 year Collective Bargaining Agreement for the membership of Local 4. Considering the current state of our economy, to come away from the bargaining table with this handsome increase is substantial. This will enable us to

continue with generous wages, conditions and benefits for our members and their families.

Just a friendly reminder...please keep current with your monthly dues.

As always, thank you for your continued support.



KEVIN BENNETT

Congratulations to Business Manager Louis Rasetta on our recently negotiated contract. In these trying economical times in the construction industry, twelve percent over three years and no major changes to our collective bargaining agreement is an impressive accomplishment.

Unfortunately with the state of our economy we have seen a decrease in work opportunities in the Boston area with some of the bigger projects on hold while developers work to secure financing. The South Boston Tunnel Project is up and running after a three-week shut down due to lack of tunnel segments. Driving the tunnel has gone very well with about three quarters of the tunnel completed. Excavation of Fan Pier Building One is complete and S&F Concrete has started the foundation walls. Russia Wharf has East Coast Slurry and A.A. Will excavating, and Massachusetts General Hospital has A.A. Will, Terra Drilling and Hub Foundation prepping for a new hospital wing. The W Hotel on Kneeland Street is coming out of the ground with Bovis Lend Lease and Capco Steel. Across the street Julian has a tower crane mounted on the roof of the Tufts Dental Building adding five new floors. Filene's has North American Site Developers changing the appearance of Downtown Crossing, and Albert Welch Company has three large projects under way — The Harvard Science Center in Brighton, Harvard Athletic Fields at Harvard Stadium and a new building in West Roxbury for the Harvard Arnold Arboretum.

Thanks to your support, I had the privilege of attending our 37th General Convention in April. We held discussions with many of the Locals from around the country about working conditions, wages, manning requirements, health & welfare, pension, and jurisdiction issues. After a full week of General Sessions, workshops and committee meetings, I left Las Vegas with a renewed sense of pride for Local 4. Without a doubt Local 4 is one of the premier Locals in this country and this administration is committed to keeping it that way.

A word of caution about cell phone usage during work hours — This is a concern of our contractors and quite

frankly it is a safety concern of ours. If you are operating equipment with a cell phone in one hand or tucked under your cheek and there is the unfortunate occurrence of an accident, your cell phone records can be subpoenaed. The recent collision of two MBTA green line trains yielded allegations that the operator was seen using a cell phone prior to the crash. Thankfully the Attorney General's Office confirmed the allegations were false, but it serves as a reminder to use caution and keep safety as a top priority.

As always, I appreciate your help and support. Many thanks!



DAVID FANTINI

Summer is finally here, but I think someone forgot to tell the State. Most of the state-funded work that I have been talking about for the last six months, that our contractors have been awarded, has not yet started. This, coupled with the price of fuel and the tough economy has gotten us off to a very slow start to the year.

It was once again an extreme privilege to be part of the team led by Lou Rasetta, that was able to secure Local 4 a three year contract that will keep the Local and our members financially secure going forward. To be able to do this in a down construction market and economy was truly remarkable - well done Lou!!

We also were part of the International Convention held in April. It was the first one I have attended and it was a great learning experience. It also opened my eyes to how good we have it here in Local 4. We sometimes lose sight of this, but talking to agents from other parts of the country, the wages, benefits and conditions we all enjoy are second to none!

There continues to be a good amount of ongoing work in the area, and our contractors continue to bid and win work. McCourt was low bidder on a \$45 million job on Rte. 128, just south of where SPS has been working for the last couple of years. ET&L, Aetna, Gioioso, Lawrence-Lynch, and J.H. Lynch have all won road and bridge work over the past couple of months.

I would like to thank John Gaffny, Dave Shea, and all of the members that came out, for their help on the Plymouth Rock Studios visibility. This is a very large job with a 100% union commitment.

I expect the second half of the year to be better than the first, much like game 4 of the NBA finals, and I promise I will do my best to get you to work.

Have a great summer and thank you all for your help and support.



THOMAS MCCORMACK

Dear Brothers and Sisters, it looks like summer has finally arrived. Hopefully the warm weather will help bring along more work opportunities for our members.

I recently had the opportunity to attend our 37th General Convention in Las Vegas. I would like to take a minute to express my sincere gratitude to all of you for electing me as one of your Delegates. This was a great experience, which I will never forget.

I would also like to congratulate our Business Manager, Lou Rasetta, for the outstanding job he did for our Union by negotiating such a fine contract in these difficult economic times. It was a great honor to be a part of the team and achieve our goals with the recently negotiated contract. I'm sure I speak for everyone when I say how extremely fortunate we are to have Lou as our leader and it is a privilege to work for him.

Work is ongoing along the 128 Perimeters. J. Derenzo recently started excavation at the Westwood Station project for the Moriarty Company. Over in Dedham, the Legacy Place project is underway with Suffolk Co. awarding the site package to K.R. Rezendes. Work continues at the Newton North High School project as BRI has started erecting steel on site for the Dimeo Co.

The Leahy Clinic expansion project at the North Shore Mall in Peabody is winding down. A.J. Welch is still on site with their excavation, and Universal Steel Erectors has just completed erecting steel on the project. Across the way at the North Shore Mall, Universal Steel is erecting iron for the new Nordstrom's Dept. Store as part of the mall expansion project. Steel is up at the Mass General project in Danvers and A.J. Welch is still onsite doing excavation.

Hopefully this ongoing work in my area, along with some of the other smaller projects, will provide more work opportunities for those members who are still unemployed.

In closing, I would like to wish you all a great summer season and hope this Newsletter finds you and your family in the best of health.



CHRIS FOGARTY

Summer is here, and I hope all is well while we enjoy this fine weather. I would like to take a moment to congratulate Business Manager Lou Rasetta and the negotiating team for engineering a great contract. Lou's dedication and leadership should be celebrated by all of us; it is inspiring for me to watch close-hand. The ratification of a new three year agreement with our major employer groups provides major increases over the next three years and the funding necessary to stabilize our benefits that we enjoy. I also would like to mention the ratification of the agreement with the Lane Corporation in the state of Maine. No easy task to get a fair and equitable contract when you see what your up against, where one company is the major employer of the union membership in that state.

Equipment is on the move with every jobsite getting into full swing. The spring had some less than spectacular results in rental revenue, and almost non-existent sales in the first half. By reporting this, you may be asking why should I care about rentals and sales? The movement of the equipment and the amount of hours worked by this industry is a leading indicator into the status of job opportunities and job growth for all of the Operating Engineers. The upside is that in recent weeks things have really started to move and a direct reflection of that is that operators are starting to get back to work.

United Rentals is major employer of over a hundred of our people with eleven locations in three states. We enjoy a healthy relationship with this employer. The one and only general rental location not represented by the Operating Engineers has closed its doors recently, and I would like to welcome the five new engineers into our ranks that will be moving into the Boston and Everett location.

The concrete industry has been on a rollercoaster ride for this past year. Seeing a very shaky start to the season with the downturn in housing, and the high fuel cost, this market is being hurt. With the amount of bigger projects slated to begin, some stability may be returning.

The Field Engineers should be proud of the fact that at negotiations, the major employers agreed to consider our people when bidding on projects. A big step considering the state of things for the Field Engineers in recent years. While not perfect, it is a step in the right direction and it has taken considerable effort by all the Agents to get moving, and I would like to applaud them for all their efforts.

In conclusion, and most importantly, the work situation I see improving throughout the summer months. As we gear up, keep in mind that safety has no season. Always be diligent

and don't let your guard down. We work in the most dangerous environment in the world, so take care of yourself and those around you.



ROD GILLESPIE

Work around the state of Maine this summer has been decent, but still not where we have everyone working. Several Operating Engineers are chasing pipeline work in New York, Pennsylvania, Wisconsin and Texas. In Maine, Maritimes Northeast is expected to start Phase Five later this year, which involves four miles of 36" pipe in Richmond, and further expansion of the existing compressor stations. As of today, the Searsmont Compressor Station is down to cleanup on the site work with Northern Construction. Eliot is tied into the mainline and in cleanup mode as well. Westbrook has several weeks of work yet and Baileyville is well under way.

The two miles of 24" pipe in Baileyville is scheduled to kickoff early July with Schmid Pipeline Company who is doing the pipeline work on the other stations.

The operators with Lane Construction are very busy in all plants in eastern and northern Maine. Construction of Lane's new facility in Washington is ongoing with operators stripping the over burden to make room for blasting rock and placing foundations for the crusher and hot top plant. This plant will employ several operators for years to come when it's up and running sometime next year. The Boldt Company is in Easton, Maine at the Huber plant, they employ seven operators working on the Stran board conversion which is scheduled to go online in mid October. CCB Inc. has steel erection jobs ongoing in Brewer at the new Cancer Center for Eastern Maine Medical, and the new U.S. Customs border crossing in Calais with crane operators at each location.

I want to thank the Engineers Training Center for coming to Clinton on Sunday, June 1st, and conducting a Pipeline Training class for 30 operators. This class was much appreciated by all who attended.

In closing, I hope you enjoy the warm summer months ahead, work safe and drive carefully.



MICHAEL BOWES

As we start to move into the summer season work in the area is moving very slow. In the private market the slowing economy and the rising fuel prices have some people scared to start jobs. The first of July brings the start of the states new budget. Hopefully some of the jobs that have been awarded (but not yet

started) will get the go-ahead to move forward.

I would also like to say how proud I was to be part of the negotiating team for Local 4, and to say what a great job that Business Manager Lou Rasetta did for the members of Local 4. Our new contract has a 12% raise over 3 years that should help keep the members and the funds strong for the next 3 years.

Some of the jobs in the area are still moving and providing work for the members. The Sewer Treatment Plant in Millbury, Carlin Contracting and the Dow Company are moving forward on the Sewer Treatment Plant in Hudson. The demo of the old Worcester State Hospital is moving along with NASDI and his current operating engineers. The site work portion of that job has not yet been awarded. Bristol Myers at Ft. Devens is still bringing work opportunities as well. There are many other jobs that are going in the area, and I am there looking for future opportunities for the members that are still looking for work.

In the news, the long awaited City Square Project in downtown Worcester seems to be positive with some demo work hopefully starting in August. I would like to commend Organizers Dave Shea and John Gaffny on their hard work to get a signed contract with Badger Daylighting, a nationwide hydro-excavating company that has set up shop in the Leicester area. This should bring future jobs for our members.

I would like to remind any members that are looking for work to call all the Business Agents to seek work opportunities.

I would also like to take a minute to thank all the members in the area that have been helping with the Mike Moore for State Senate Campaign. Mike is a candidate for the 2nd Worcester District. Mike has promised Local 4 that if we help him, he will not forget what the members of Local 4 need in the future.

In closing, I look forward to working with all of you now, and in the future. I hope everyone has a safe and happy summer.



PAUL DIMINICO

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

There are many paving, road reconstruction and utility jobs in the area that have started. Newport Construction in Andover, Brox Paving on Rte. 495, Aggregate also on Rte. 495, and the Dow Company in Billerica just to name a few. It's also great to see Testa that just moved into Salem, NH to demo the Exit 1 bridges on Rte. 93. I hope that these jobs will offer some opportunities once they are up to full speed.

S&R is making progress on the Parker River Bridge where Hub Foundation Company just finished up drilling. S&R also just won a bridge job in Methuen at Rte. 28 over Rte. 213 that will begin shortly. They also have a bike path in Lowell and Chelmsford that has just begun.

I would like to thank everyone for their support and attendance at all the Billerica town meetings for the power plant. It is looking very good although we are still waiting on a final decision that should be coming any day. Also all of the long drawn out meetings in Tewksbury, Wilmington and Andover for the new exit ramps on Rte. 93 are finally starting to pay off with the ramps pre plan out to bid.

As you already know we have negotiated the next three year contract. This is an excellent contract in wages and holding on to the conditions that we have been accustomed to. It's another great accomplishment by Business Manager Louis Rasetta and all that participated.

The 37th General Convention was very informative and interesting. It was nice to get an idea of the conditions and obstacles that other locals deal with on a day-to-day basis. One of the many things I brought back is that Local 4 is one of the leaders in wages and conditions in the country. Each and every one of us should be proud of what we have all accomplished over the many years from our predecessors to the current time.

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



Business Rep. Paul DiMinico and Local 4 members with Niki Tsongas at the Democratic Convention for John Kerry at the Tsongas Arena.



DAVID SHEA

With the summer season in full swing, I hope you and your families are in good health and enjoying the great weather.

I would like to begin by congratulating Business Manager Lou Rasetta for the successful negotiation of our new contract. It will provide us with financial stability while maintaining the working conditions we all enjoy.

Organizer John Gaffny and I have been aggressively seeking to organize viable companies that will generate work opportunities for our members. We have recently signed Badger Daylighting Corp., a fast growing, international company specializing in hydro-excavation. They have several locations throughout the U.S. and have recently opened a branch in Massachusetts. This signing will create immediate jobs for our members.

Also, Quinn Brother's Iron Works of Essex have become signatory to our Master Agreement. They are a steel erection company which owns three cranes. They are planning to purchase a fourth crane and will be looking to put one of our qualified operators to work.

Some other recent signings are Berardi Equipment, LLC, Baystate Reclamation, LLC and JFM & Son General Contractors, Inc. These and other newly organized companies have put our members to work and will continue to create good jobs for Local 4.

As always, thank you for your calls and information on non-union contractors doing our work, and your continued support.

May you and your families have a fun summer.



JOHN GAFFNY

As summer arrives, I hope that this newsletter finds you and your families in good health. It has been a very exciting season for our Union. Firstly, I would like to congratulate Business Manager Louis Rasetta for negotiating

a solid three year contract for Local 4. We continue to set the precedent for wages and conditions for the Operating Engineers.

David Shea and I have been making steady progress on the organizing front. We have managed to sign multiple new companies in an effort to create more opportunities for our membership. We have continued to be highly visible on non-union job sites, speaking with operators, and meeting with contractors. Rest assured, we will be exploring every possible work opportunity available for our current members.

As Business Manager Rasetta stated at a recent meeting, we had a unanimous card signing at Aggregate Industries Asphalt Plant in Chelmsford, MA. This card signing led to a National Labor Relations Board election. The employees of that plant voted in favor of the union by an eight to one margin. We look forward to working out an agreement with Aggregate Industries that is amicable to both parties.

In addition, we recently signed Duramax, a water and sewer company out of New Hampshire that does work all over Local 4 territory. We are grateful to Business Representative Paul DiMinico for his assistance in facilitating this agreement.

Amber Blue Inc. is a site contractor that is currently doing work for one of our signatory contractors. They have already created a handful of work opportunities for our members over the last few months.

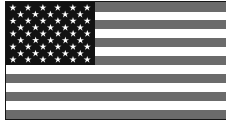
David and I would urge you to continue to contact us with any information pertinent to organizing, as it is your efforts that often jumpstart relationships with new contractors. We continue to be grateful for our members' hard work and dedication to the organizing efforts.

I hope that you and your family have a profitable and enjoyable summer!

**CONGRATULATIONS TO
BROTHER RALPH GRANDE**

Ralph Grande, Fleet Service Manager, is taking on a new role for Bechtel Equipment Operations. This new expanded role is critical to the ongoing success of Bechtel operations given the expanded number of projects they have been awarded. Ralph will take on the role of Project Support Manager. Ralph has invaluable years of experience in the industry and has extensive equipment experience. Bechtel commended Ralph on his dedication and the excellent and tireless effort he has put forth in the establishment of the operation and the service support of projects.

Ralph, Local 4 is proud of you and wishes you much success in your new position.



REMEMBER TO VOTE!

AS AN OPERATING ENGINEER THERE ARE MANY REASONS WHY YOU SHOULD VOTE IN THE 2008 ELECTIONS...
*** YOUR JOB**
*** YOUR WAGES**
*** YOUR RETIREMENT SECURITY AND PENSION**
*** YOUR HEALTHCARE COSTS FOR YOU AND YOUR FAMILY**

IN MEMORIAM

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

- | | |
|---------------------|--------------------|
| Henry L. Annese | Willard F. Fougere |
| Francis H. Barnes | Earl R. Langford |
| Anthony F. Cogliano | Donald A. Marcotte |
| Gary R. Dovholuk | Roger L. Pearson |
| Alfred L. Drown | Harold L. Staples |

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

\$2,500 – Charles Tangerini
 Son of Charles B. Tangerini

\$2,500 – Anna Doten
 Daughter of Stephen W. Doten

\$1,500 – Eric MacLean
 Son of Robert G. MacLean

\$1,500 – Carolyn Ryder
 Daughter of Michael W. Ryder

IN RETIREMENT

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

- | | |
|---------------------|-----------------------|
| Joseph A. Gallo | Gerald H. Paquin |
| Carolyn R. Hammond | Francis J. Rines, III |
| George E. Harrison | Garth H. Smith |
| Randolph B. Higgins | Richard J. Spencer |

CONGRATULATIONS TO THE JACKIE O'NEIL MEMORIAL SCHOLARSHIP WINNERS FROM THE BUILDING TRADES TRAINING DIRECTORS ASSOCIATION

\$1,000 – Amanda Leigh Bucci
 Daughter of James P. Bucci

\$1,000 – Alisha L. Pavao
 Daughter of Octavio M. Pavao

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 06/01/2008

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	37.84	38.95	40.07	41.32	42.57
Daily Rate (Per Hour)	42.37	43.47	44.74	46.00	47.42	48.84
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	43.47	44.74	46.00	47.42	48.84
GROUP 1c	37.86	38.84	39.95	41.07	42.32	43.57
GROUP II	36.56	37.52	38.63	39.73	40.97	42.22
GROUP III	27.07	27.79	28.61	29.43	30.35	31.28
GROUP IV						
a. Fireman	31.54	32.37	33.32	34.28	35.35	36.43
b. Other than TC/Gradall	21.41	21.98	22.63	23.29	24.02	24.76
c. TC or Gradall	24.15	24.80	25.53	26.26	27.09	27.92
d. Daily Rate (TC)	26.85	27.57	28.38	29.20	30.11	31.03
e. Scow Rate	26.71	27.42	28.23	29.04	29.95	30.86
<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	8.80	8.80	8.80	8.80	8.80
Pension	6.75	6.75	6.75	6.75	6.75	6.75
Apprenticeship	0.70	0.70	0.70	0.70	0.70	0.70
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.