



Local 4

International Union of
OPERATING ENGINEERS

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WINTER 2020

NEWS MAGAZINE

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WILLIAM D. MCLAUGHLIN

BUSINESS MANAGER'S REPORT



Brothers and Sisters,

Happy Holidays! I hope this newsletter finds you and your family in good health and spirit throughout the holiday season — especially during these uncertain times. The global pandemic that has plagued the world has shed light on the fact that we should never take family, friends, and loved ones for granted. Please take the opportunity to exercise social distancing and other COVID-19 best practices for a safe well-being. As we close out this year and enter into 2021, I am optimistic that the work outlook will be steady for our local union and we will continue to practice COVID-19 protocol to keep our membership safe.

As noted in last month's PensionLine, the Board of Trustees decided it would not be prudent to provide the discretionary one-time supplemental check for 2020. This decision was ultimately based on unfavorable reportable hours and stock market returns as a direct result of COVID-19 with respect to project shutdowns and uncertainty on Wall Street. As the chairman of the Board of Trustees, I stood by this very difficult decision, which was in the best interest of our pension plan. I understand that this was unfortunate news for our retirees, but I hope you understand the circumstances. As we enter the new year, I am confident the Board of Trustees will take serious consideration with respect to issuing this discretionary \$1,000 check for 2021.

Thanks to all of you who attended this year's virtual retirement planning seminar. This well-attended event was hosted by

MassMutual, American Century Investments, and Cammack Retirement Group. This remote investment program could not be held at Gillette Stadium due to COVID-19 restrictions. We all know how important it is to gather socially for such events; however, this virtual presentation was held in the best interest of the health and safety of our members and families. Our safety is my number one priority. I look forward to hosting this event next year in person in Foxboro, Massachusetts.

Effective January 1, 2021, MassMutual will be purchased by Empower Retirement. This acquisition will be a benefit to our members who will gain the strong client focus and deep retirement expertise of both firms. This transition will be seamless to our members with very minimal disruption. For now, we are informed that all current pricing will stay in place and existing contracts will be honored, including the 3% guaranteed interest fund. The existing investment line-up will remain in place for participants to utilize and there will also be no "blackout" period of participant accounts concurrent with this transition. Please stay tuned...

I would like to thank my entire team, executive board, and the members of this great local union who dedicated so much of their personal time in helping our endorsed candidates seek election to public office. When the Operating Engineers endorse a candidate, it continues to be based on core labor concerns. These are candidates who support prevailing wage rates, collective bargaining, the right to organize, and who will fight "right to work" (for less) legislation.

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Such interests cover market share, job creation with respectable wages, conditions, and benefits, period. All of these items are for the well-being of our members, their families, and this organization. Your commitment and dedication in support of our labor-minded candidates was extremely necessary and crucial to the well-being of this great local and the labor movement. Your outstanding service can be taxing and difficult, yet your spirit, enthusiasm, and hard work certainly paid off. Congratulations on a job well done. May God bless America and the Operating Engineers Local 4.

Please be careful and be safe.

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

William D. McLaughlin

William D. McLaughlin
Business Manager
IUOE Local 4



MICHAEL J. BOWES

President

BUSINESS REPRESENTATIVE:
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As we move into the holiday season, the work in Boston is still moving along. I would like to wish you and your family a Merry Christmas and a Happy New Year.

Here is a look at a few jobs that are going on in the area. The Cabot Yard MBTA Red Line job with Lane Construction is still moving along with several members from the Hall working there. Northeastern University on Columbus Avenue is digging out the foundation with J. Derenzo, and the sheets were installed by Allied Pile Driving. Boss Steel has the iron on this 11-story science and engineering building. At 40 Trinity Place, Suffolk Construction has the Raffles Hotel job, G&C has the concrete on this job, and Boss Steel has the iron. J. Derenzo and HUB are still on-site as well. Children's Hospital on Shattuck Street is still ongoing. Liberty still has our hoist operators on two shifts. Alley Cat's mini cranes have been setting glass for Metro Glass. Tishman's Garden Garage is moving at a fast pace. S&F is doing the concrete, Maxim has its tower crane on-site, and Safeway has four hoists on-site now. This has been a great job for the operators out of the Hall. The World Trade Center is being renovated and Turner is the

general contractor. Select Demo is on-site now, Coastal Marine has the pile work, and HUB Foundation is also on-site doing some mini piles. The MGM Music Hall at Fenway Park has restarted. Gilbane is the General, Flett and Keller are on-site now, and Zichelle Steel has the iron. The Boston Arts Academy job on Ipswich Street is going strong with Marguerite Concrete on-site along with Hallamore. French has the site work, and Zichelle Steel hung the iron with Maxim's tower crane. The Beth Israel Hospital job on Brookline Avenue is ongoing with Stearns and the two Cornell Towers, Julian setting up two outside hoists, and HUB Foundation beginning to pull the bracing out of the lower floors. Maxim, Marr, and C.J. Shaughnessy's crane rental yards also seem to be steady in my area. All in all, the work still looks to be steady, at least for now.

On the political front, I would like to thank everyone who came out to hold signs and volunteer time for our endorsed candidates. Joe Biden is our president-elect and I am hopeful that he can unite our country again and protect our working-class values. Thank you for supporting and voting for our labor champions who will keep our union strong.

The winter months are a great time to stay current on all your certifications at the Training Center. Mike Carey and his crew of instructors are here to help with this, so please reach out to them. As an agent, there is nothing worse than to call someone out for a job and learn that they are not up to date on their certifications.

Thank you to all who attended the virtual retirement seminar in November. Although we missed gathering at Gillette Stadium, the information provided by MassMutual, American Century Investments, and Cammack Retirement Group was valuable for us all. I hope you take advantage of these resources.

In closing, I look forward to working with all of you now and in the future, and I appreciate your ongoing support. Again, I wish you and your family a Merry Christmas and a Happy and Prosperous New Year. Please stay safe during the COVID-19 pandemic. God Bless.

DAVID F. SHEA, JR.



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Vice President

BUSINESS REPRESENTATIVE:
CAMBRIDGE/NORTH OF BOSTON

As the 2020 construction season comes to a close, I hope that you and your families are doing well. Although our hours for the year are tracking to be down, all things considered, it has been a reasonably good year. The many projects that were already in progress prior to COVID have kept work steady despite a slowdown in new projects starting.

I write this newsletter the day after the announcement that Joe Biden has been elected President of the United States. This election has been the most polarizing election of our lives. Our union endorsed President-elect Biden; I have no doubt he will fight for working-class union families. He will protect our rights to organize, collectively bargain, and he will protect Davis-Bacon prevailing wage laws and Project Labor Agreements. Although there are many issues that we may disagree on, these core labor issues we all can support. Let's all move forward together, united in our common belief that a strong labor movement is good for the middle class and good for our country.

On the work front, Cambridge remains active with four ongoing projects at Cambridge Crossing. At Parcel H, Consigli

is the construction manager, and Boss Steel is erecting the iron. J.L. Marshall is doing the concrete work, and Marr has the hoists. At both Parcels EF and G, JMA is the construction manager, Prime is erecting the steel, G&C is doing the concrete work, and Marr has the hoists. At Parcel I, Boss is doing the steel, and G&C is doing the concrete. A.A. Will has done the site work on all of these projects. At Google, Stearns is erecting the steel, Dow is doing the site work, Julian has the hoists, and Massey is doing the glass. At MIT Site 3, Marr has the hoists, W.L. French is doing site work, and Xquisite is doing the landscape. At Volpe, Prime is erecting steel with Maxim's tower cranes and Derenzo has been doing the site package.

At North Washington Street Bridge, J.F. White is driving the sheets for the cofferdams, and Trevi Icos is doing the caisson work. Atlantic recently wrapped up the demolition of the old Bridge. At the Cambridge viaduct project, SPS is the general contractor, Select is doing the demo, and Railworks is dismantling and installing the track. At the Chelsea viaduct, Skanska/McCourt JV is the general contractor, Vinagro is doing the demo,

and Bay Crane has been doing the hoisting. In Waltham, at the Hobbs Brook project, Gilbane is the general contractor, Derenzo is doing the site work, J.L. Marshall is doing the concrete work, Marr has the hoist, and Blakeslee is setting the precast with Maxim's crawler crane.

I would like to congratulate this year's 50-year members on their great accomplishment. Although we were not able to celebrate this occasion in person as we usually do at our union meeting, we must recognize those who have helped pave the way to build our great Local. I would also like to wish you and your families a happy and healthy holiday season. 2020 has been a challenging year, but we will persevere and come out stronger for it. Thank you for all of your continued support. Merry Christmas and Happy New Year!



CHRISTOPHER T. FOGARTY

Recording Secretary

BUSINESS REPRESENTATIVE:
SHOPS/4E/CONCRETE PUMPS

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The start of the holiday season is upon us once again and the late-season push that we normally see is upon us, along with another sense of urgency to catch up from the early season shutdowns we experienced. Most companies adjusted to the new reality that we have faced with this pandemic as well as the employees who are to be commended for rolling with the punches. The rental industry continues to be strong and is getting busier than it had been in the earlier months. The shift to heat is starting even though the weather has been a bit mild. There has been a change in some of the equipment we are seeing out there. The popular, portable mini spider cranes with a reach of 100 feet and 10-ton capacity are filling a niche market with versatility. The rotating telehandler is another machine that is a hybrid between a telehandler and a crane or a hook with impressive lift capacities and reach that makes it quite the versatile machine. The larger rental companies are breaking into

this market with the availability becoming more. One non-union company, Empire from New York, has a big piece of our market. Please keep us informed if their mechanics are showing up to service these. The communication, eyes, and ears from the membership has been great. We can't be everywhere, so keep the lines open. It does not go unnoticed and is appreciated.

Not too much has changed in the concrete pumping industry. As of now, all companies are reporting they are extremely busy and feel they will continue to be for now with a little trepidation to the future. Surveyors are following suit. With the rest of the large projects being shut down early, there is a push on now and most are closing in on getting hours late in the season. I want to touch a little on the 4D shops that have been chasing the pension since 2007 when a change was made in the calculations. Because the number of 4D members had increased quite a bit, it was unsustainable for the pension plan to continue this way. An aggregate number had been established for minimum funding. What I mean by that is the money being paid was not sufficient to pay for a full amount of the accrual rate. It is great that over the years we have been able to get the rate to \$150 per year, but the bar kept getting higher for these members. The 4D members in these units have stepped up over

this time and understand the importance of having a full pension rate through sacrifice from wages. I'm happy to announce we have closed in on the goal on 90% of these contracts. Good job!

As I write this, we now have elected a new president, Joe Biden, and for us as operating engineers and union members, this is good news. I understand the noise and concerns of people out there and things have become divisive with social issues carrying the day. Please understand it is time to come together as Americans first and union members who enjoy great wages and benefits through collective bargaining. For us as union people, the importance of knowing the attacks on us behind the scenes at the NLRB has been relentless and the erosion of what our union forefathers fought for has been weakened. We will continue to fight for you as members, but remember the laws are set in Washington and we need allies now more than ever. Your wallet is the most important thing for you and your family.

Have a Merry Christmas and a Happy New Year! We have endured a historical year on many fronts, next year is a fresh start. God bless you and the Operating Engineers!

PAUL C. DIMINICO

Financial Secretary

BUSINESS REPRESENTATIVE:
MERRIMACK VALLEY / ESSEX COUNTY, MA & ROCKINGHAM, NH



As the winter season is moving in, work in the area remains steady. I hope all of our members are well and safe during COVID-19.

Suffolk has just begun putting up a fence around the medical building adjacent to the Lowell High School. Select Demo will begin shortly demoing the building. It's great to finally see some movement. Although I'm being told by Suffolk it will be a slow beginning before they move onto school property. I was also told by Suffolk that this will be a six-year job. I'm looking forward to getting some of our operators on the job in the near future.

In Andover, Amazon has begun setting up office trailers and fencing. This is a \$500-million warehouse. D.W. White has been awarded the site package and JDC has been awarded the demo package. The concrete work and precast has not been awarded yet, but it is looking good for our union contractors. I'm hearing that the demo package alone is around \$30 million. And I am looking forward for this job to get up and running!

Railworks has begun in Lowell replacing the track for the Scenic Railroad. The job has been restricted by the amount of crews they wanted to have, but hopefully when it gets up and going, they will get the ok to add at least another crew. Welch Corp. is doing the site work for the Lowell Court House parking garage and is getting close to completion. Newport is continuing a bridge and a new intersection adjacent to a garage. Also, ET&L has been steady on reconstructing

the Thorndike Street overpass that will lead into the new courthouse. J.R. Vinagro will be removing the overpass; they should be starting shortly. S&R Corp. is doing the site work at a parking garage in Lawrence. They are very busy in the Lowell area also doing the bridges on VFW Highway and on the Lowell Connector. Seabrook Station still has a handful of operators and they have called for a few more. They have some projects in the works and should be beginning shortly.

Atlantic Demo is close to completing the dismantling of the old Raytheon Building in Billerica. This site will become a warehouse for Home Depot. We are waiting on the bid results to come in to see who the steel and foundation contractors will be.

W.T. Rich is the general for a new building going up for the MBTA at the Iron Horse Park, also in Billerica. Amerphil is currently working on the site. MBTA has purchased four parcels here and is planning on developing all of them. W.T. Rich has the Pawtucket Regional School in West Newbury, United Civil is moving quickly with the site work, and North American Crane has just begun hanging the steel. J.L. Marshall has just about finished the foundation work. This is a \$150-million school and will take three years.

Barletta has plans to start back up this coming spring on the Middlesex Turnpike expansion in Billerica. This is due to the 800 utility poles that Verizon needs to move over so that they can continue expanding the roadway. Marois Bros. has just about

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completed the fields for Billerica High School. Marois Bros. is also working in Wilmington at Analog Devices finishing up the parking lot and retention ponds. They also have the site work for the new Ryan School in Tewksbury where they have quite a few operators. J.R. Vinagro has been awarded the demo and is currently on the job crushing. Universal Steel has just begun unloading the steel for the new school.

J.R. Vinagro has just started a site job in Bedford. They have completed the tree clearing and have now begun the site work for an office building.

J.F. White is continuing to work on the MBTA Annisquam Bridge in Gloucester. They have shut down service and removed the tracks. J.R. Vinagro has just about finished removing the old bridge. HUB Foundation finished drilling mini piles. Black Dog will begin its second phase of dredging the channel.

In closing, I would like to wish all of you a Merry Christmas and a Happy New Year!

Please practice social distancing and stay safe. As always, if there is anything I can do for you, just give me a call. Thank you all for your continued support!



DAVID F. FANTINI

Treasurer

BUSINESS REPRESENTATIVE:
SOUTH SHORE AREA

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As another construction season comes to an end, I hope this newsletter finds everyone in good health and that you had a Happy Thanksgiving.

Work in the area remains very good. Catalano Construction continues work at schools in Westport, Taunton, Seekonk, and just picked up a job at UMass Dartmouth. Cardi Corp. is just getting going on a job in Middleboro. DOC has started work on a sewage treatment facility in Orleans. Marois Brothers have started work on the Sharon High School. Lawrence Lynch is finishing up at the Plymouth Airport and just won a big job at Otis Airbase and has multiple jobs all over the Cape and Islands.

Pilgrim Station in Plymouth, even though shut down, is still producing work. Holtec has taken over the facility and has multiple projects that are currently ongoing, preparing for the eventual decommissioning of the plant. Granite Construction, Williams Power,

Eastwind, and Lawrence Lynch are all currently on-site.

Sevenson Environmental has had another very good season on the New Bedford Harbor cleanup. They have started to slow down a bit, but we still have many operators on-site as we expect another good year next year.

It is great for Local 4 and the overall labor movement to have a labor-friendly president. Unfortunately, President-elect Biden can't undo the appointment of three anti-union Supreme Court justices. He can, however, undo some of the executive orders that President Trump had signed that put our healthcare and pensions in jeopardy as well as the use of PLAs on federal projects and legislation that paves the way for National Right to Work or the way Davis-Bacon rates are calculated. For anybody that thinks it doesn't matter, it's Massachusetts, for many years Local 4's agreement was a three-state agreement. As recently as the early 1980s, it didn't matter if you were working in Bangor, Maine or Berlin, New Hampshire or Boston, Massachusetts, you made the same money. Look at the difference in the rate now. It can be traced back to not having friends in political office!

We don't always agree with our elected officials, but thank you to the members who helped out on the numerous campaigns we had this fall. Although we weren't successful in every race, all of the candidates were very appreciative of our efforts.

I know June seems to be way off, but we all need something to look forward to! We will be looking to grow our charity outing even further. Hopefully, COVID will be behind us and we can use both courses at Stow Acres on June 5th. If you talk to anybody that has been to either of the outings we've had, they will tell you a great time is had by all. If you haven't participated in the past, I strongly encourage you to give it a try. You won't be disappointed!

Unfortunately, without an October meeting, we were unable to honor the 50-year members properly. For me, it is one of the highlights of the year. I was sad not to be able to participate in the ceremony. Thank you to all of the 50-year members for paving the way for this great Local!

As always, if I can be of any assistance to you, please don't hesitate to call. And I hope to see you at a meeting.

DAVID D. DOBSON, JR.

BUSINESS REPRESENTATIVE:
WORCESTER-FRAMINGHAM AREA



I hope you had a wonderful Thanksgiving and were able to spend some of this time with family and friends during these crazy times of COVID-19. I'd also like to wish you and your family a Merry Christmas and a healthy and prosperous New Year. Please be safe and follow all the suggested protocols set forth by the authorities so we can hopefully beat this pandemic.

We have a new President-elect, Joe Biden, who I'm sure will be more responsible in leading us out of this pandemic as well as getting the country more unified. I know Local 4 and all unions have a friend in Washington now, someone who we can count on and is actually a role model for our children and grandchildren.

I'd like to apologize to Greg Geiman for not mentioning him and his new role as Funds Administrator in the fall newsletter. Greg is awesome and the person I generally get in touch with any questions I have on the Health and Welfare side. Congratulations Greg, this is well deserved and I know you're the right person for the job.

Work in the area has been steady during these fall months, though some of the members in my area have reached out to agents from other areas to make sure they give themselves the opportunity to stay busy and get their 1,000 hours and beyond. We all continue to work together to get as many members their hours as we can. Hours have been down some this year because of COVID-19 and we have had to make some tough decisions for this season, including no 13th check for our beloved retirees, no sick benefit check for our ill and struggling members, as well as no holiday bonuses for the office staff.

Some new work starting in the area:

- D.W. White has started at the Edgemere property in Shrewsbury and, as usual, after just a few weeks, the site is unrecognizable. They are hitting it hard along with Cook Land Clearing.
- Marois is the apparent low bidder at the new elementary school in Gardner, MA.
- Marois has won the first phase of the new science building at UMass Medical with Shawmut East. Marois has done a water tie in and prepared the site for Shawmut's office trailer. The total package for this job is \$325 million.

Work continuing in the area includes:

- Polar Park with W.L. French and Manafort-Precision
- WPI with NCI doing site work, Maxim doing glass, Central Mass Crane setting rooftops and HVAC equipment.
- Amorello in Worcester, Webster, and Leominster
- Amorello won the first phase of the Galaxy Bio Tech job at the old Worcester State Hospital site.
- French doing site at Acton Gates School.
- ET&L at 140/290 Bridge, Route 62 Hubbardston
- MIG at Concord Rail Trail
- Marois at Holy Cross, BMS Devens, Village Street, Medway, and Westborough School
- Northern at Westminster Bridge on Route 12
- Cairns in Concord

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- Guigli at South High in Worcester, Veterans Housing in Natick, Balmer School in Northbridge, WuXi Bio in Worcester, and Needham Safety Complex
- Baltazar in Holden, Natick, and Framingham
- DOC in Natick for Keolis
- Dow and Manafort at Wellesley College
- JJ White at Medway Power with G. Greene
- T&M in Shrewsbury
- Caracas in Milford
- Borges on Hospital Drive in Worcester
- Lynch in Wellesley, Fitchburg Rail Trail

Please keep all your licenses and certifications current.

In closing, please take care of yourselves and your family during these uncertain times. I wish you all and your family a great holiday season and, as always, I look forward to seeing you on the job. Thank you all for your support!



ROBERT A. BURR

BUSINESS REPRESENTATIVE:
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Brothers and Sisters,

First, let me begin by offering my sincere wishes of safety and health for you and your family. As we move into the winter months, I would also like to extend Holiday Greetings to all of you.

In Maine's Congressional District 2, incumbent Congressman Jared Golden was re-elected, as well as incumbent Chellie Pingree in Congressional District 1. Our friend, Troy Jackson, won his re-election bid and will continue to be Majority Leader in the Senate. The Maine House of Representatives also will remain in our favor, maintaining all three levels of government. In Portland, voters backed four out of five referendum questions that included responsible contracting. The major business groups and the Chamber of Commerce spent a lot of money trying to kill these referendums. The Building Trades have tried to get responsible contracting passed through the City

Council and have hit a few roadblocks over the years. I am happy to report that it passed easily. There is a major rewrite of labor and building codes coming to Portland that includes apprenticeship, safety, wages, and benefits. Thank you to everyone that helped support our labor-friendly candidates and referendums.

The CMP Clean Energy Connect Project is ramping up for a start in mid-November. I've been in contact with IBEW and Northern Clearing, who will be doing the clearing and access roads. I'm providing a list of Operating Engineers from Maine. If you haven't reached out to me yet, please contact the Portland Hall at (207) 426-9910 with your availability.

- In Waterville, Maine, JDC Demolition is at Colby College.
- At Maine Medical Center in Portland, Hayward Baker is on site.
- Baldwin Crane is in Augusta at VA Togus.
- Shaughnessy Crane is in Portland with a Tower Crane at Cambria Suites.

Ongoing work includes:

- Cairns in Dover, New Hampshire is jacking under the rail.
- SPS New England is in Kittery, Maine continuing the rehab of the Piscataqua Bridge.
- Ferreira gas distribution is ongoing in Augusta.

- LMC is in Elliot and Westbrook, Maine finishing performing compressor station upgrades.
- The next phase of the upgrade in Westbrook is set to start in Jan '21.
- CHERNE is bidding on a Liquid Natural Gas Peak Shaving Facility in Westbrook, Maine. Cashman Preload Cryogenics is partnering with Spectra Energy to build the project.

In closing, because of the pandemic, we were not able to hold the IUOE Local 4 Annuity and Savings Plan event at Gillette Stadium. However, in its place, one was done virtually. It was great to see a good showing of our membership in these difficult times. Training Coordinator, Mike Carey, has given the green light on in-person training, as well as continuing to offer online classes. I'll work with Mike on a training class in Maine soon for a HazMat and forklift refresher and will notify you. Wishing the best in health and prosperity this holiday season and a Happy New Year! Thank you for your support.

In Solidarity,

Bobby Burr

CHRISTOPHER L. CAREY

ORGANIZER
LEGISLATIVE REPRESENTATIVE



“Aggressively pursue employers who violate labor laws, participate in wage theft, or cheat on their taxes by intentionally misclassifying employees as independent contractors.” This is a quote from President-elect Joe Biden’s webpage and this is the reason why it is so important to elect candidates that support us and our mission.

I would like to thank all of our members who came out to support our endorsed candidates. We were very successful during this election season getting labor-minded candidates elected. The Local endorsed 36 candidates and of those, 31 of them succeeded. We welcome a new Congressman into the 4th district of Massachusetts, Jake Auchincloss. Jake has told us that he wants to develop a proactive system with the unions across all 34 cities and towns he represents to create more union jobs. He has already provided introductions with developers in Newton so that we can begin building a relationship that will provide more opportunities for all of you.

As we move into 2021, I hope that some of the uncertainty in this country will settle down and we are able to open conversations back up with some of the

contractors that we have been discussing joining Local 4. I always look forward to the new year because it is a fresh start and a great time to organize a company. We recently signed New England Building & Bridge, who is currently working on a bridge job on Route 146 in Uxbridge. We also just received contracts back from DCL Fleet Services.

The Legislature has opened formal sessions back up because of all the interruption due to COVID-19. We are currently working on the FY2021 House Ways & Means Budget and all of the amendments that are proposed within it. By the time you read this newsletter, hopefully, the budget has passed with labor amendments included. We have already worked with the Massachusetts Building Trades to remove language from the budget that would water down prevailing wage laws and expand job order contracts that could have the potential to hurt us. This was once again an attempt from Governor Baker to set us back. Thankfully, we have a Massachusetts Ways & Means Committee that sees these issues our way. The Wage Theft bill has taken a step forward coming out of Committee with a favorable result.

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It was great to be on the Virtual Zoom Retirement Seminar with many of you. I always learn something new when I attend our annual seminar. I’m glad that we were still able to have this event and I thought it went well.

Congratulations to all of our 50-year members! Unfortunately, we were unable to get together and recognize this remarkable accomplishment, but I thank you for your service to this Local and wish you many more years to come.

In closing, I would like to wish you a Merry Christmas and Happy New Year! I hope that you and your family are staying safe and I look forward to a time where we can get together again.

LEFT TO RIGHT: Barry Medeiros, Business Representative David Fantini, Kenny McGowan, Lee Cardoza



Project Spotlight

ANCHORS AWEIGH AT WOODS HOLE FERRY TERMINAL

If you've ever traveled to Martha's Vineyard for a day trip or vacation, you know the easiest way to get there: by ferry. A quick, 45-minute trip takes passengers, cars, and cargo to and from the island year-round.

Many of these journeys begin at the Ferry Terminal in Woods Hole, Massachusetts. Here, Local 4 members are completing the third and final project phase of a \$70-million project to reconstruct and revamp the waterfront.

We're proud to be working with general contractor Jay Cashman, Inc. to construct three ferry slips, two passenger

loading piers, and stormwater improvements, which will allow for greater access to the Cape during the summer months. Each ferry dock will also have a modern terminal and passenger waiting area.

Local 4 operators are currently manning two cranes, one on a barge, to hoist piles into the ocean. The piles will form the foundation of the third passenger pier. The team is also quickly excavating dirt in preparation for site work.

Although much of the construction on the Cape was halted due to the pandemic, the ferry terminal was deemed an



essential project. Still, Business Representative David Fantini noted that the project's time window, due to the tourist season, requires Local 4 members to rise to the challenge and excel.

"We can only work on this project from Labor Day to Memorial Day," Fantini said. "On a shorter timeline like this, it's especially critical that we are doing everything we can to ensure our operators are safe, efficient, and productive."

We expect the ferry terminal to be completed on schedule in May 2021, just in time for beautiful summer weather and trips to the Cape. Great work to all!

TOP LEFT: Lee Cardoza operates a CX350D excavator with Barry Medeiros.

BOTTOM LEFT: Crane Operators Alfred Piccirilli and Christopher Sheppard work with union piledrivers to hoist piles into the ocean.

TOP RIGHT: The Martha's Vineyard Ferry arrives at the second completed pier.

MIDDLE RIGHT: Project Superintendent Shawn Rebello of Jay Cashman, Inc.

BOTTOM RIGHT: Work is complete at the passenger waiting area at the second ferry slip.



LEFT: Business Representative Robert Burr recently with President-elect Joe Biden.



LEFT: President Mike Bowes, Guard James Marengi, Ryan Morrissey, Organizer/Legislative Representative Chris Carey, First-Year Apprentice Steve Hunt, Conor Malakie, and Nick Gates hold signs in Brookline for our newest Congressman-elect Jake Auchincloss.

Local 4 Votes

CONGRATULATIONS TO LOCAL 4'S ENDORSED CANDIDATES

The votes have been counted, and the voice of the American people has been heard loud and clear. We sincerely congratulate President-elect Joe Biden, Vice President-elect Kamala Harris, and all Local 4's winning candidates. From the reelection of Senators Ed Markey and Jeanne Shaheen to the many victories in the U.S. House and state senates, November 3 was a great day for working people.

Thank you to all who came out to support our labor champions this election season. Whether you voted, volunteered your time for a campaign, or helped spread the word to your neighbors and friends, your efforts did not go unnoticed.

Local 4 will continue to hold our elected officials of every political stripe accountable. Our call for safe working conditions, prevailing wage rates under the Davis-Bacon Act, increased investments in infrastructure, and secure retirements cannot go unheeded.

To view a complete list of Local 4's winning candidates, visit our website at iuoelocal4.org/local-4-votes

UPDATED MASS. WAGE SCHEDULE

INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4
 Wage Settlement June 1, 2018 - May 31, 2022
 Wage Schedule Effective December 1, 2020
 MASSACHUSETTS

	6/1/2018	12/1/2018*	6/1/2019*	12/1/2019*	6/1/2020*	12/1/2020*	6/1/2021*	12/1/2021*
GROUP I	47.08	47.58	48.18	48.73	49.33	49.98	51.08	52.23
Daily Rate (Per Hour)	55.09	55.74	56.49	57.20	57.95	58.75	60.00	61.31
GROUP 1a (Boom Length)								
Over 150 Feet	2.13	2.15	2.16	2.18	2.19	2.21	2.22	2.24
" 185 "	3.75	3.78	3.81	3.84	3.87	3.90	3.93	3.96
" 210 "	5.27	5.31	5.35	5.39	5.43	5.47	5.51	5.55
" 250 "	7.98	8.04	8.10	8.16	8.22	8.28	8.34	8.40
" 295 "	11.05	11.13	11.21	11.29	11.37	11.45	11.53	11.61
" 350 "	12.85	12.95	13.04	13.14	13.23	13.33	13.42	13.52
GROUP 1b	55.09	55.74	56.49	57.20	57.95	58.75	60.00	61.31
GROUP 1c	48.08	48.58	49.18	49.73	50.33	50.98	52.08	53.23
GROUP 1d	62.38	63.12	63.96	64.75	65.60	66.50	67.91	69.37
GROUP 1e	69.67	70.49	71.43	72.31	73.25	74.25	75.81	77.44
GROUP 1f	53.37	53.93	54.61	55.23	55.90	56.63	57.87	59.17
GROUP II	46.61	47.10	47.69	48.23	48.81	49.45	50.54	51.68
GROUP III	31.90	32.03	32.28	32.47	32.72	33.00	33.75	34.54
GROUP IV								
a. Fireman	38.83	39.13	39.54	39.89	40.30	40.75	41.66	42.61
b. Other than TC/Gradall	23.14	23.06	23.11	23.08	23.13	23.20	23.75	24.33
c. TC or Gradall	27.40	27.42	27.57	27.64	27.79	27.97	28.61	29.29
d. Daily Rate (TC)	31.57	31.70	31.94	32.12	32.36	32.64	33.38	34.16
e. Scow Rate	31.34	31.46	31.70	31.87	32.10	32.37	33.11	33.88
<u>Daily Rate Differential</u>								
GROUP II	5.00	5.08	5.16	5.24	5.31	5.40	5.48	5.56
GROUP III	3.16	3.21	3.25	3.30	3.35	3.40	3.45	3.51
<u>Tunnel Differential</u>	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40
Health & Welfare	11.00	11.50	12.00	12.50	13.00	13.50	13.50	13.50
Pension	12.25	12.35	12.35	12.45	12.45	12.45	12.45	12.45
Annuity	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
Apprenticeship	0.95	1.00	1.00	1.00	1.00	1.00	1.00	1.00
IUOE National Training Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Labor Management Cooperative Trust	0.61	0.61	0.61	0.61	0.61	0.61	0.61	0.61

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, IUOE National Training Fund, Social and Political Action Committees and Dues Deduction.
- * Of the 61 cents payable to LMCT, 10 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.

Training Corner

MICHAEL J. CAREY

TRAINING COORDINATOR

Greetings Brothers and Sisters,

I hope you and your family are doing well and staying safe as we head into the holiday season.

I would like to thank Business Manager Bill McLaughlin and Benefits Administrator Greg Geiman for putting on a great virtual retirement planning event. It was an informative night for all members, and from a training perspective, it is important for the apprentices to start thinking about planning for the future.

The Training Center remains busy. Apprentices are continuing their classwork remotely with the safety of all our members in mind. Field training on Saturdays has continued to be a success. First and second-year apprentices have been hard at work in Canton with the majority of first-year apprentices having passed their CDL B tests. Third and fourth-year apprentices have been in Medway continuing to prepare for the NCCCO tests, with many having already completed practical tests.

As the end of the year approaches, it would be a great time to check your licenses and certifications. Please reach out to the Training Center for any classes you may need to stay current on your licenses and certs. The Training Center will still be offering Continuing Education and Forklift recertifications through Zoom. We plan to do this to keep our membership as healthy as possible through the winter months. We are, however, having classes in person for those who prefer not to take a Zoom class. Please call the Training Center to be put on a list for these classes as we need to keep class sizes small due to COVID-19 restrictions. We have started in-person HazMat refresher classes now that the International Training Center in Crosby, Texas is open to process those recertifications. We are trying to first



accommodate those members who had their HazMat expire during the COVID-19 shut down, and again, class sizes must remain small for CDC and state guidelines.

There is a list of all the classes being offered on our website. As always, please call the Training Center and we will be happy to make you an appointment with an instructor, whether for classroom work, NCCCO recertification, or for seat time on any equipment you may want to get some practice on. Please make note that the tower crane in Medway will be coming down temporarily for maintenance. Please call the Training Center to schedule a test if you have been thinking about taking a tower NCCCO practical test.

Lastly, I wanted to thank instructors Tom McEvoy and Peter Carpenter. They were recently involved in a charitable project with some of the other building trades to build a disability ramp for a girl who was involved in an accident. Peter and Tom did a great job as always and made Local 4 Proud.

In closing, on behalf of the Engineers Training Center, we look forward to working with all of our members and wish you and your family a happy and safe holiday season, Merry Christmas, and Happy New Year!

CONTACT

 (781) 821-0306

 mcarey@local4training.org

Safety Corner UPDATE



CONTACT

📧 pcarpenter@local4training.org

Greetings Brothers and Sisters,

With a couple of changes at the Training Center recently, I would like to take this opportunity to congratulate Bill LaFlamme and wish him well in retirement. I would like to thank John Gaffny for his leadership and guidance during his time as Coordinator and wish him luck in returning to the field. I would also like to welcome the new Training Coordinator, Michael Carey, to the Engineers Training Center and I look forward to working with him.

The following is a reminder to operators on forklifts about the hazards involved during material handling and some solutions to reduce the hazards involved:

Forklifts

Hazard: Approximately 100 employees are fatally injured and approximately 95,000 employees are injured every year while operating powered industrial trucks. Forklift turnover accounts for a significant number of these fatalities.

Solutions:

- Train and certify all operators to ensure that they operate forklifts safely.
- Properly maintain haulage equipment, including tires.
- Do not modify or make attachments that affect the capacity and safe operation of the forklift without written approval from the forklift manufacturer.

- Examine forklift truck for defects before using.
- Follow safe operating procedures for picking up, moving, putting down, and stacking loads.
- Drive safely. Never exceed 5 mph and slow down in congested or slippery surface areas.
- Prohibit stunt driving and horseplay.
- Do not handle loads that are heavier than the capacity of the industrial truck.
- Remove unsafe or defective forklift trucks from service.
- Operators shall always wear seatbelts.
- Avoid traveling with elevated loads.
- Assure that the rollover protective structure is in place.
- Make certain that the reverse signal alarm is operational and audible above the surrounding noise level.

Stay safe out there!

Peter A. Carpenter, Jr.
Co-Safety Officer



From the Funds Office

GREGORY A. GEIMAN, ESQ.

FUNDS ADMINISTRATOR

CONTACT

☎ (508) 533-1400

✉ ggeiman@local4funds.org

I want to congratulate Business Manager Bill McLaughlin and his entire team for the hard work and dedication they demonstrated this election season to ensure that the interests of labor would be protected. The members of Local 4 should know that their elected leaders go above and beyond for them, to ensure that the economic interests of operating engineers are represented at every level of government.

Strong leadership requires selflessness. A good leader must be concerned with things bigger than oneself and one's own personal gain. Strong leadership also requires foresight. A good leader cannot just be concerned with today's easy answer; he or she must also be concerned with the effect that today's decisions will have on the future. He or she makes hard decisions for the right reasons, based on what is best for the whole. He or she is ready to stand behind and accept responsibility for those decisions. He or she transparently communicates those decisions and does not hide from them or deflect responsibility.

I am fortunate to be the Administrator of the Local 4 Funds for any number of reasons, not the least of which is the opportunity to serve an outstanding membership of hard-working men and women and their families. But I am also fortunate to work for various Boards of Trustees that – through their actions – exemplify strong leadership. The Boards of Trustees that oversee each of the Local

4 Benefit Funds are each comprised of three labor representatives (your Business Manager and Business Agents), and three management representatives. They are “fiduciaries” to these Funds. In other words, every decision they make must be in the best interest of the Fund that they oversee.

My job is to provide the Trustees with the information that they need to make their decisions. Some of those decisions are easy because, after all, the good news is always easy. Lowering copays is easy. Approving a member's appeal is easy. Providing retirees with a supplemental check is easy. But the easy thing is not always the right thing. The right thing requires selflessness, foresight, and taking responsibility.

Why do I bring this up now? As 2020 draws to a close, the Trustees have had to make several difficult decisions based upon a tremendous amount of information from me and our great team of plan professionals, and after much careful deliberation. The Trustees' decisions were made not for convenience or deferment, but to act now to protect the best interest of the Funds and their participants today and tomorrow. The Trustees did not kick the can down the road – they acted now. They demonstrated strong leadership.

The Health and Welfare Plan Trustees, mindful of the ever-increasing cost of medical care and prescription drugs, eliminated out-of-network benefits and made very slight adjustments to the Plan copays and deductibles, beginning January 1, 2021. With these decisions, the Trustees will put the Plan in a better position to weather any storms ahead. At the same time, they were able to approve some great new innovations to the Plan – such as PrudentRx for specialty drugs and Blue Distinction Centers for musculoskeletal surgeries – that will benefit both the Plan and its participants.

Similarly, the Pension Plan Trustees were faced with the difficult decision of whether to

support the provision of a supplemental check for retirees this year. Ultimately, the answer was no. It was not the right thing to do in a year that saw a decrease in contributions to the Pension Plan, a decrease in hours for the active members of Local 4, a difficult roller-coaster year for the Plan's investments, and an inability for the membership to meet and to vote on an allocation of their wages to support the supplemental check. For the Trustees, it was a difficult decision to make and, even more, a difficult decision to have to communicate to the Plan's respected retirees. This is not happy news for anyone. But again, it was the best thing for the Plan and its participants.

You may not always agree with the decisions made by the Boards of Trustees that oversee these great benefit funds. But please know that every decision they make is for the right reasons, with selflessness and foresight, and with the acceptance of responsibility. In other words, with strong leadership.

I wish each one of you a happy and safe holiday season and the very best of everything in 2021.

Gregory A. Geiman, Esq.
Administrator

As of January 1, 2021, MassMutual will become Empower Retirement. Nothing will change for you: same investment options, same great service, and the same commitment to your retirement education. Please feel free to reach out to the Funds Office with any questions or concerns.

HELPING HANDS



Instructors Tom McEvoy and Peter Carpenter, in collaboration with other local building trades, help to install an access ramp and deck for a little girl in New Hampshire who was involved in an accident.



LOCAL 4'S MOBILE NEWS NETWORK

Sign up for Local 4's Mobile News Network and encourage your fellow members and relatives to sign up and follow important news and events.

To receive updates, text **ENGINEERS** to **833-923-2538**.

Get started by scanning this code with your smartphone's camera.





ABOVE: Veteran and Local 4 Apprentice Jose Navarro served two tours of duty in Iraq before joining our ranks.

HONORING THE VETERANS IN OUR RANKS

When individuals apply for Local 4's Apprenticeship Program, we look for men and women who are motivated, responsible, punctual, and team-oriented. It's no coincidence that these same qualities are demanded of our country's service members. Veterans bring years of leadership and valuable skills to the workforce. However, far too often, veterans return home and struggle to find employment that provides the wages and benefits needed to support their families.

As a Union, we must ensure our veterans are provided with career opportunities when they transition to civilian life. That's why Local 4 partners with Helmets to Hardhats (H2H), a national nonprofit organization that has paired over 25,000 active-duty military service members, veterans, National Guard, and reservists with high-quality union construction jobs.

Second-year apprentice Jose Navarro is one of many outstanding veterans and H2H program members in our ranks. His path to becoming an Operating Engineer has been a surprising one.

After high school, Jose joined the Marine Corps. He completed boot camp at Parris Island, finished infantry school at Camp Lejeune, and then was deployed twice in 2005 and 2007. He achieved the rank of E-5 Sergeant.

While Jose found his time as a Marine gratifying, he was also eager to return home and build a family with his wife Vilma. After his honorable discharge, Jose used GI Bill benefits to attend truck driving school. He enjoyed the work, but it wasn't a great fit.

"The pay was ok," Jose said. "But I wasn't earning any real healthcare or retirement benefits. And the job also meant long nights, far away from my growing family."

One day while making a delivery, Jose noticed a man operating an excavator and asked him, "How can I get a job like yours?" The Local 4 Operating Engineer told Jose about Local 4 and Helmets to Hardhats.

Jose credits that brief conversation and the day that he learned of his acceptance into Local 4's Apprenticeship Program as turning points in his career. He is currently

learning to operate a crane with East Coast Slurry under the supervision of Operator Matt O'Neal. Most importantly, he enjoys his work and is excited about his future.

"The discipline and dedication that I gained as a Marine helps me every day on the job," Navarro explains. "I now have a rewarding career ahead of me as a crane operator with pay and benefits to match. I am so grateful to Local 4."



To our veterans past and present, thank you for your service and patriotism to our country. We are forever grateful for the sacrifices you and your families have made to keep us safe. And we will stand by you, no matter what.



LEFT: Andrew Franzen pictured with his son Dylan and father-in-law and Local 4 retiree Larry McCormick.

Member Spotlight

SAVING A STRANGER: ANDY'S STORY

Every three minutes, someone in the U.S. learns they have a form of blood cancer. For many, their only chance of recovery is a bone marrow transplant. However, finding a matching donor is not always easy, even when a family member volunteers. Often the patient's survival depends on the generosity of strangers.

Local 4 Member Assistance Coordinator and Training Instructor Andy Franzen, who became a donor in 2003, asks his Brothers and Sisters to consider how they can save a life by joining the National Bone Marrow Registry. Here is Andy's story in his own words.

Andy's Story

In 1991, I gave a blood sample during a bone marrow donor drive, hoping to match an old friend's son. His son had leukemia and needed a bone marrow transplant for his treatment. Thankfully, a match was found for him, but I was not that match.

They tell you that the odds of you matching the patient you are donating for are slim to none. So don't get your hopes up. According to BeTheMatch.org, "The likelihood of finding a match for a patient in need of a transplant ranges from 23-77 percent depending on patient ethnic background." Those are decent odds when you think about

it. People play the lottery with only a one in 300 million chance of winning.

Though you probably won't match "your" patient, you could potentially match someone else in need. That is why the donor registry staff will ask you to become part of the national registry. If you match someone else, someone you may or may not know, would you be willing to donate marrow to them? For some people, that is a tough question. It is easy to say you would gladly donate for a friend's kid, but would you donate to a total stranger? Thankfully, many people answer that question YES.

I answered that question "YES" at that drive in 1991. Over the next decade, I was a potential match for four patients in need. Four times, I was called in for further testing to see if I would be THE match. Many factors go into the evaluation, including DNA testing and crossmatching. They want to make sure you are the best donor for the patient as there is the potential that the donation could be rejected by the recipient's body. It wasn't until 2003 that I was determined to be THE best match for a patient, a 30-year-old woman.

The date was scheduled. I was to go into Mass General and complete the donation process.

My part was easy, a few appointments, a few days off from work. The patient's part was not. She had to endure quite a bit to get to this point. We did not meet. The donation was anonymous. My mother was very impressed with the whole process. Mostly because I was put up in The Phillips House overnight, where "all the celebrities go." I was put under anesthesia for the procedure as they took the marrow from my pelvic bone. I went home the next day. The National Marrow Donor Program let me know some time later that the transplant was a success.

About a year later, I received a thank you letter from the bone marrow recipient. I still was not told who she was, and that is okay. The donation was a success, and that is all that matters. I received a phone call once a year for about 10 years from the National Marrow Donor Program to check on me to see if I had any complications, which I did not.

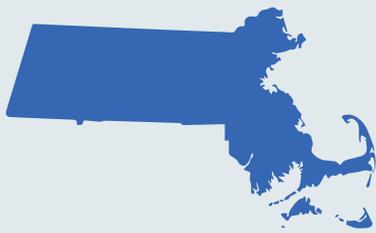
If there is one takeaway from reading my story, please register to be a donor. Registering is easy. Visit join.bethematch.org. The National Marrow Donor Program will send you a kit to collect your DNA. There is a cost to register, but it is worth the chance to save a life. Take it from me; it is a great feeling. – Andy Franzen

STAYING SAFE ON THE JOB

A COVID-19 UPDATE

As the number of daily COVID-19 cases and hospitalizations continue to rise across our region, we must be vigilant in protecting ourselves, our families, and our co-workers. Many of these safety precautions have made both our work and the holiday season more challenging. However, these changes are necessary for us to overcome this pandemic.

Please read the guidance for your state of residence. Note that these policies, most current at the time of publication, may be subject to change. For the most up-to-date COVID-19 guidance, please refer to your state and local governments.



Massachusetts

- As of November 6, 2020, the Commonwealth of Massachusetts has increased restrictions, including a statewide face-covering mandate.
- Everyone over the age of 5 will be required to wear a face-covering in public that covers the nose and mouth.
- There is a limit of 10 people for indoor gatherings and 25 people for outdoor gatherings. Violators will be fined \$500.
- There is also a new stay-at-home advisory, which requires residents to stay indoors between 10 PM and 5 AM with the exception of work and commuting.



New Hampshire

- As of November 20, 2020, there is a statewide mask mandate, requiring face-coverings in all indoor public spaces.
- As of November 13, 2020, new travel guidance has been issued. If residents are traveling outside of New England, they are asked to quarantine for 14 days upon their return, or quarantine for seven days upon their return, followed by a negative COVID-19 test.



Maine

- As of November 5, 2020, there is an Executive Order requiring face-coverings in public.
- Indoor gatherings have been limited to a maximum of 50 people.
- As of November 16, 2020, Massachusetts travelers going to Maine will have to quarantine for two weeks. To avoid quarantine, travelers must produce a recent negative COVID-19 test. Maine health officials are also urging travelers from Massachusetts to get tested and get results 72 hours before going to Maine.



ONLINE UNION DUES PAYMENT

The screenshot shows the IUOE Local 4 online dues payment interface. At the top left is the IUOE Local 4 logo, which includes the text 'INTERNATIONAL UNION OF OPERATING ENGINEERS', 'ORGANIZED DEC. 7, 1896', and 'LABOR OMNIA VINCIT'. To the right of the logo, it says 'International Union of Operating Engineers Local 4'. Below this, it says 'PROVIDED BY EZPAY'. The main heading is 'Union Dues Payment'. There are three input fields: 'Member Full Name *' with a red asterisk and 'Required' label, 'Member Registration Number *' with a red asterisk and 'Required' label, and 'Amount *' with a red asterisk and 'Required' label. A green 'Next >' button is below the fields. A 'Note' section states: 'Payment information will not be retained by Xpress-pay without your permission. Sensitive account information is never forwarded to the recipient.' A 'Privacy Policy' link is at the bottom right.

INSTRUCTIONS

- Visit iuoelocal4.org
- Click **Pay Dues Online with EZPay/Xpresspay – Union Dues Only** on the homepage
- Enter your name, registration number, credit card number, and the desired payment amount (\$45, \$90, \$135, or \$180)
 - An asterisk * indicates a required field, please fill in all information completely to ensure accurate processing.
- Complete the steps and your dues will be credited the next business day.
- Your receipt will be sent to you in accordance with your payment.

The online portal will only accept union dues payments, not working dues. For working dues, members should call 508-533-1400.

PLEASE NOTE

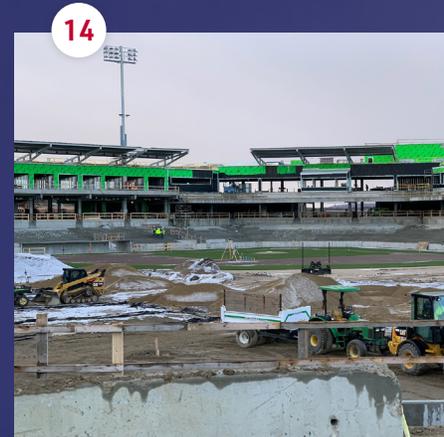
There is a 3% convenience fee that is collected by EZPay and not Local 4. To avoid this fee, we recommend you pay your dues with a traditional form of payment.

Send check, cash, or money order mailed or delivered to:

**IUOE Local 4 Union Hall
16 Trotter Drive
Medway, MA 02053**

LOCAL 4 AT WORK

From the Cambridge Crossing development to the new Sharon High School, our members have made significant progress on job sites around the region. Take a look at the many projects our Brothers and Sisters have been working on this Fall.





1: Hallamore 275-ton crane at Worcester County House of Correction with Mike Carrabba and Brian Murphy
2: Cambridge Crossing
3: J.F. White and Atlantic Demolition at the North Washington Street Bridge
4: Operator Michael Salvador and Oiler Jordan Mota working for G&C Construction on Stewart Street in Boston.
5: Atlantic Demolition at the North Washington Street Bridge
6: The new Lowell Courthouse and ET&L Thorndike Street Overpass Reconstruction

7: D.W. White broke out the scrapers for the South Coast Rail project in Fall River.
8: American Crane hanging steel and United Civil doing the site work at Pawtucket Regional School.
9: Keller installing stone columns alongside Marois Bros. at the new Sharon High School.
10: Maxim Crane 2250 with Heather Daly and AJ McCullough, also on-site Chris Merrill, John Ahern, Darin Witt, and Andre Wilmot for Vinagro Site
11: SPS at the Cambridge Viaduct project

12: Norman Barton and First-Year Apprentice Tyler Dempsey on a 4100 Ringer at North Washington Street Bridge
13: Operator Mike Delongchamps running a grader for Manafort in Freetown.
14: Polar Park moving ahead towards completion with W.L. French and Manafort-Precision.
15: SPS New England continues work on the Route 24-44 interchange in Raynham.

A LOOK BACK IN TIME

From left of the picture clockwise: Local 4 leadership Al Morrell, Walter Ryan, Carl Bucci, Charlie DeRosa, Larry Salvucci, James Grande, Sr., Joe Grande, Jimmy Griffin, and Matt Kennedy in the early 1960s.





IN MEMORIAM

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

Albert S. Belisle

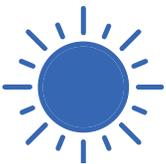
Arthur B. Leone

Shane F. Silveria

Frank W. Generazio

Jeffrey Palmer

Stephen C. Waite



CONGRATULATIONS RETIREEES

Local 4 would like to extend their congratulations to the following members who have announced their retirement. Congratulations on starting this next chapter of your life!

Carl J. Borella

Karl O. Heine

Allen L. Schoff

Richard A. Boudreau

Martin H. Hietsch, Sr.

Harold V. Shute

David L. Campbell

James V. Lentine

Scott A. Sinclair

Jose B. Chaves

James E. Mace, Jr.

Robert A. Stevens

Alan R. Chesnulevich

Peter D. MacKinnon

Richard Tacy

Frank J. Christiani

Frederick W. Manzi

Steven M. Tedesco

Richard A. Crabtree

Kenneth R. McGill

David F. Terry

Luis G. Duca

Mark L. Parr

Mark D. Wooles

William W. Fennelly

Christopher R. Rand

Robert H. Gormley

Michael W. Ryder

Thank you for your dedication and service to our great Local Union.

Fraternally yours,

William D. McLaughlin

Business Manager and Vice-President, Massachusetts AFL-CIO

