



Local 4

International Union of
OPERATING ENGINEERS

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Happy Holidays

FROM LOCAL 4



WINTER 2024

NEWS MAGAZINE

NOTIFIED MEETING

The Quarterly Notified Meeting will be held at 7:00 p.m., Wednesday, January 15, 2025 at Florian Hall, 55 Hallet Street, Dorchester, MA. The Officers will read their Quarterly Reports.

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W I N T E R 2 0 2 4

OFFICERS AND PRINCIPALS

Michael J. Bowes
Business Manager

David F. Shea, Jr.
President

Christopher L. Carey
Vice President

Christopher T. Fogarty
Recording-Corresponding Secretary

Paul C. DiMinico
Financial Secretary

David F. Fantini
Treasurer

Business Representatives

Robert A. Burr, Christopher L. Carey, Paul C. DiMinico, David F. Fantini, Christopher T. Fogarty, James M. Marenghi, David F. Shea, Jr.

Organizers

Ryan P. Mancini, Tayla M. Rose

Executive Board

Patrick J. Hunt, Jr., Ryan P. Mancini, James M. Marenghi, William T. McGuinness, Jr., Kevin W. Murray, Tayla M. Rose, Michael A. Simoncini

Guard

Nicholas M. Gates

Conductor

Taylor D. Pires

Training Coordinator

Michael J. Carey

Office Manager

Amanda R. Johnson

Funds Administrator

Gregory A. Geiman, Esq.

MICHAEL J. BOWES

BUSINESS MANAGER'S REPORT

Brothers and Sisters,

The winter is here and our members are hard at work on job sites across the region. As usual, Local 4 is also leading some key charitable initiatives as we approach the holiday season.

For starters, the Operating Engineers Local 4 Charitable Foundation is happy to announce six donations – totaling \$110,000 – which will support local veterans' organizations.

The funding was raised through the 7th Annual William D. McLaughlin Golf Outing. The organizations that will benefit include: Project New Hope, Veterans Inc., New England Center and Home for Veterans, House in the Woods, Massachusetts Fallen Heroes, and Seabee Museum & Memorial Park in memory of brother Charles “Carl” Bucci.

Bucci, a 71-year member of Local 4, served honorably in the Navy Seabees during World War II. He was Treasurer of Local 4 from 1959-1985, Business Agent from 1961-1985, and Trustee of the Health and Welfare Fund until his retirement in 1985.

Read more about the Annual Golf Outing on page 20 – and thank you to all who participated and made these donations possible!

Local 4 is also proud to announce our annual donation of \$10,000 to Helmets to Hardhats, an incredible organization that connects veterans with careers in the union trades.

The General Fund was pleased to make this contribution to support veterans and the continuation of a key program that truly makes a difference in our community.

Meanwhile, our Local was well represented at the 2024 Tradeswomen Build Nations conference in New Orleans. The conference was a great success, welcoming over 5,000 tradeswomen and allies. Local 4 members, alongside members of Locals from across the nation, participated in a reception with IUOE General President Callahan while at the conference. Read more about the conference and how our members are helping to advance the interests of women in the trades on page 25.

Fall was a busy season for our Local with our 50-year Member Ceremony, Healthy Living and Retirement Planning Fair, and Election Day activities all at full tilt. At our October Body Meeting, we had the honor of recognizing members with 50 years of continued service. Congratulations to the 37 members who received their 50-year pins. You can see all of our 50-year members featured on page 23.

October also brought us the annual Healthy Living and Retirement Planning Fair hosted by the Funds Office. The Fair highlighted some great new programs and provided a chance for Plan Participants to ask questions and to participate in important health screenings.



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Take a look at Local4Funds.org to get the latest news and updates regarding your benefits!

As we approach the holidays, I am happy to share a reminder that retirees will be receiving a one-time supplemental “13th” check, and that the contractual wage increase for all members will have taken effect starting December 1, 2024.

We wish you and your families a joyous holiday season with a very Merry Christmas and a Happy New Year! I look forward to serving Local 4 now and in the future, and I appreciate your ongoing support. Please reach out at any time if you need assistance or have any questions. Thank you for all that you do to make this Union great!

A handwritten signature in black ink that reads "Michael J. Bowes". The signature is fluid and cursive, with the first name being the most prominent.

Michael J. Bowes
Business Manager



DAVID F. SHEA, JR.

President

BUSINESS REPRESENTATIVE:
CAMBRIDGE/NORTH OF BOSTON AREA

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As we wind down the 2024 construction season, I hope you and your families are doing well. Work in the Cambridge/North of Boston area has been steady this year with ongoing projects and some new projects breaking ground.

We recently had our Healthy Living and Retirement Fair at Polar Park. It was well attended and, as always, a great opportunity for all of us to learn more about our physical, mental and financial health and wellness. Funds Administrator Greg Geiman and his staff do a great job putting together this event and if you have not already participated in one of these seminars, I recommend you do so in the future.

At our October body meeting we recognized our 50-year members. This is quite an accomplishment, and it was a great night as always. Congratulations to all.

The golf tournament was another great success, and a great time had by all. I would like to thank Business Manager Mike Bowes, co-chair Dave Fantini, Office Manager Amanda Johnson and Brianna Demers for their hard work putting this event together. With the generosity of our members and sponsors we raised \$110,000, which is being donated to six charities benefiting our veterans. This is a great cause, and I want to thank all our veterans for their service to our country.

At the work front, in Cambridge DW White is doing street utility work on Land Blvd. The Metropolitan Warehouse renovation project has Safeway on the hoists and Flett doing the site work. The Cambridge side of Harvard has several ongoing projects with Bond, Flett, Dow, Safeway, and Derenzo all doing work. WL French is winding down the site work at 200 Main Street. Black Dog Divers are working on the back of the Museum of Science. United Civil is doing site work at the Tobin School. In Wakefield, Vinagro is doing the site at the Northeast Vocational School. At Wakefield High School, Guigli is doing

the site and JL Marshall is doing the concrete. In Somerville, work is winding down at Assembly Row with Marr, AA Will and BrightView all on-site. Skanska is working on the bridge replacement project near Sullivan Square. Barletta is working on the MBTA bridge project and Boynton Gateway has Safeway and Derenzo on site. In Medford, WL French, Safeway and Phoenix Foundation are at the Riverside Ave. project. Bond and Amerphil are working at Tufts.

Please use the winter season to take advantage of the Training Center to renew and upgrade all your licenses and certifications. Training Coordinator, Mike Carey, and all of the instructors do a great job providing the skills training we need to be successful in our craft. This year many members utilized the high rail gradall training and it paid immediate dividends with all the MBTA rail replacement work that was done this year.

I wish you and your families a Merry Christmas and a happy New Year! Thank you for all your continued support throughout the year.

CHRISTOPHER L. CAREY

Vice President

BUSINESS REPRESENTATIVE: BOSTON AREA
LEGISLATIVE DIRECTOR



I would like to start by wishing everyone a happy holiday season and a happy new year. We are looking forward to another busy construction season in Boston next year.

It was an honor to recognize the 50-year members at the October body meeting. This group has been loyal and committed to this Local for 50 years of continuous service. I thank you for laying the groundwork for the generations after you.

The 2024 Healthy Living and Retirement Planning Fair was a huge success at Polar Park. It was nice to see many of you there. I think that many of our members took advantage of the many vendors that attended.

This year we raised over \$100,000 for veterans' causes at the 7th Annual William D. McLaughlin Golf Outing. It was a great event.

As we all know, 2024 is an election year and, as I write this, we do not know the results of the presidential election. As the country moves forward, my hope is that the developers in Boston will also move forward with some of their projects. Gillette is currently building their new headquarters in Andover. Once the move is complete, the plan is to develop the

31-acre site by the Fort Point Channel into a mixed-use community. Down the street from Gillette headquarters there is a 4-phase plan to develop the property along Dorchester Ave., from Cabot Yard to Andrew Square. There are several other exciting projects in Boston that are ready to go, such as Bay City in Dorchester, Fenway Center, and Fenway Corners by WS Development. I believe that we needed to get through this election and see the interest rates start to come down and we will see plenty of work in Boston for years to come.

Currently, we have several jobs ongoing. Parcel H in the Seaport is an interesting project because they capped a three-story underground parking garage in 2016. This fall they started work to bring it from a capped garage to a 17-story mid-rise. Turner Construction is working with AA Will, G&C Concrete, Stearns and Maxim Crane on the project. Turner is also overseeing the Mass General Hospital Project. Phase 1 is currently under construction with the steel topped off, but several Local 4 members are hard at work excavating underneath the building for six stories of parking. Related Beal begins to bring their building out of the ground at 22 Drydock Ave. We have members

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working for WL French, S&F Concrete and Boss Steel at that site. There have been a number of track shutdowns for the MBTA throughout the summer and fall. A few contractors have been successfully bidding this work. This is a change from what we were seeing under the Baker administration. These are demanding jobs that consist of 12-hour shifts, both days and nights, every day until the shutdown is complete. Our members have done a great job repairing the troubled MBTA track. I would also like to thank our Training Center Coordinator, Mike Carey, and the instructors for getting our members prepared to meet the needs of our contractors. The Gradall and track system has gotten a lot of good use.

Wishing you all a happy and healthy 2025.



CHRISTOPHER T. FOGARTY

Recording-Corresponding Secretary

BUSINESS REPRESENTATIVE:
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The busy summer has come to an end and the colder weather is starting the final push of the season. This year is ending on a different note for the equipment industry; it's been very hard to get a feel as to what the immediate future holds for the rental industry and dealerships. We have been on a great run for the better part of almost fifteen years of growth, with the interest rate fluctuation, inflationary pressures and an unprecedented presidential election everyone is in a wait and see mode. The potential for growth is still there but probably will be in a holding pattern until mid-year. Something the corporate rental companies must know with a new one coming to the area by the name of Equipment Share, they have already indicated they initially want to open three new locations and expand in this

area. They are a big outfit with over eighty locations nationwide and we will be negotiating with them in short order.

Here has put a temporary hold on their new Brockton location because of problems with the building, not because of the economy. They still plan to move forward with opening somewhere on the South Shore. Dealerships such as Woods CRW, Shawmut Crane and Komatsu dealer CN Wood, continue to be very busy with servicing the heavy construction industry. They seem to be benefitting from the capitol infrastructure bill projects in and around the region. A direct reason why elections have consequences is that these companies with our members would be scrambling right now if we did not have this work. Historically interest rates and private money have driven the economy, but the public capital investments are winning the day. There are still many big projects on the books to get going that are still on schedule as of now. The concrete pump industry is still in full swing and has not slowed down any. Most of the Field Engineers are employed now, and in the future the site of the Salem power plant

harbor project will be needing some surveyors. Thanks to Paul DiMinico for ensuring that Field Engineers are on that PLA project and not excluded.

Last month's monthly meeting was great; it was nice to see and honor the 50-years of continuous service members. I came up with a lot of these members through the years and learned from them how to be a good union member and get involved. I'm glad to see them doing well. Lastly, it was once again a great event this year at the Health and Welfare Fair at Polar Park in Worcester. The Health and Welfare Plan does a great job for the members, and it was good to see members actively involved in learning about their investments. As a union we have the best opportunities to secure our future for ourselves and our families – you should take the time to pay attention to it. I have spoken to many people who wished they had the opportunity; it is never too late.

Once again if there is anything I can do for you, please don't hesitate to contact me. Thank you for your support.

PAUL C. DIMINICO

Financial Secretary

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



As we enter the winter season, work in the area remains steady.

SPS and DW White have recently been awarded a \$377 million bridge job on Route 495 in Haverhill. SPS continues to move forward on the \$107 million Hampton Beach Bridge. The new bridge will span 1,300 ft. across the Hampton River with a height of 48 ft. above mean high water, which is tall enough for the region's large vessels to pass under it. The anticipated completion date for the entire project is June 2028. Also, SPS is progressing on their Route 107 Lynn/Saugus drawbridge job. They have begun the road work leading up to the bridge. Barletta is moving closer to completion on the Middlesex Turnpike expansion in Billerica. Flett is moving along on site work for Lawrence Middle School. Marois Bros Inc. has school jobs in Andover and Tyngsboro, and they have a site job in Wilmington for the new town hall.

McCourt Construction is still going strong with a handful of crews working on a utility job in Beverly. P. Gioioso

and Sons also have a few crews still going in Lynn. Newport Construction is progressing on its roadway reconstruction job on Route 3A in Billerica and is also making progress on another roadway reconstruction project in Salisbury. S&R also has a few jobs going in my area. They have a demo job in Andover for Market Basket, a job for Salem Housing Authority where 15 buildings are being demolished, a \$5 million bridge job for the town of West Newbury, and starting this spring they also have a \$44 million bridge replacement on Gorham Street over Route 495 and Westford Street over Route 495.

At Lowell High School J. Derenzo continues working on the site. They are also at the Haverhill Middle School and are doing a site job in Middleton for a new public safety complex which includes a new police and fire station.

WL French is currently working on-site for a public safety building in Lynnfield. They also have a handful of other jobs going on in the area. United Civil is

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doing the site work for the new Peabody Police Station.

DW White and JF White will begin the Windmill Storage Yard this January in Salem. This will include a warehouse being built, dock work, site work, etc. It will be another good job for our members. The Rourke Bridge in Lowell is still slated to bid in January of 2025, and a notice to proceed in March of 2025. The Seabrook Power Plant has completed the scheduled shutdown in October.

I would like to remind you to make sure your dues are current, and all your licenses are up to date.

I wish all of you and your families a great holiday season! As always, thank you for your continued support!



DAVID F. FANTINI

Treasurer

BUSINESS REPRESENTATIVE:
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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 on the South Shore continues to be very steady throughout the entire area. Down on the Cape, Coastal Marine has just begun a job at Rock Harbor in Orleans, CH Nickerson was low bidder on a treatment facility in Yarmouth, Marguerite Concrete is working several sites, and as usual Lawrence-Lynch has work all over the Cape. As you go along Route 3, Quincy remains extremely busy with the bus maintenance facility that is ongoing, several parking garages either under construction or just getting started, and work at two sewer treatment facilities. Northern General Contracting and Manafort Transit are both performing seawall work in Hull and Duxbury. Skanska is doing bridgework, and we have operators working at Pilgrim Station in Plymouth.

Fall River remains busy with the Route 79 project and the new Diman High School. Down I-195 in New Bedford we have MacKay

working at the new Foss Marine facility and WL French doing some site work where a new school will be built. Vineyard Wind is very slow right now due to the blade issues, but once that is rectified they will get back to work and will certainly be adding people looking to make up for lost time.

In Foxboro, the Krafts are getting ready to start on another building at the stadium. Suffolk has been awarded the job. In Taunton, Manafort Transit, Manafort Precision, and Hub Foundation are all working on the Route 24/140 interchange. After several years of no real progress, things are starting to get done.

Next season looks to be very good with the Route I-195/Route 18 interchange in New Bedford bidding over the winter. Many of our contractors have already bid and won work that they will be performing next year.

Great job by Business Manager Mike Bowes, Funds Administrator Greg Geiman and all responsible for putting on a great event at Polar Park. This year's Healthy Living and Retirement Fair was a huge success and very well attended.

Thank you to everybody who participated in this year's charity golf outing. Two full courses of golfers and numerous sponsors made for another successful year. After everything is settled, we will be giving \$110,000 to six different veterans charities. Special shout out to Business Manager Mike Bowes, Amanda Johnson, Brianna Demers, and my golf co-chair Dave Shea for all the hard work that goes into putting this event on. We look forward to seeing everybody again next year.

At our October meeting we recognized our 50-year members. I would like to once again

congratulate them and thank them for all they have done for the Local. Thanks as well to the membership for voting once again to give all our retirees the \$1000.00 bonus check. It makes me proud to be part of LOCAL 4! They are the ones responsible for all the great conditions we enjoy and it's all our jobs to uphold those conditions.

As the new school year gets underway it was great to visit the Training Center with Business Manager Bowes and the rest of the agents. I hope all the apprentices have a productive and safe school year. The 4 years will be over before you know it. Get everything you can out of it!

I know I have written about this before, but with the busyness of construction right now, it is imperative that you are up to date on all your licenses and certifications. The staff at both of our Training Centers will do everything they can to help you in this process. The tower crane is back up and the gradall with high rail has been invaluable getting operators up to speed with all the MBTA outages. The more licenses and certifications you have, the more potential work opportunities for you. I would also recommend getting your TWIC card (transportation worker identification credential). You need this to get into any facility where a foreign vessel may port. With all the pier construction and offshore wind work it has become far more prevalent.

As always if I can be of any assistance at all please do not hesitate to call and I hope to see you at a meeting. I wish you and your family a Merry Christmas, Happy Holidays and a healthy and prosperous New Year.

JAMES M. MARENGHI

BUSINESS REPRESENTATIVE:
WORCESTER-FRAMINGHAM AREA



Dear Brothers and Sisters,

After a busy construction season and some upcoming jobs funded by infrastructure funds, work stays consistent in my area! Make sure to stay up to date on your licenses and certifications for work opportunities.

The 7th Annual William D. McLaughlin Golf Outing was again a great success! With the members' generosity \$110,000 was raised for veterans' charities. Thanks to Business Manager Mike Bowes and Business Agents Dave Shea and Dave Fantini for all their hard work planning and putting the tournament together.

The Healthy Living and Retirement Fair was a great day with many vendors within our network of providers coming to talk to members. It was a big turnout and is always a good time!

At the October body meeting members with 50 years of continuous service to the Local were recognized. These members played a vital role in the amazing pay and benefits we get today.

We recently went to the Training Center in Canton to talk with the Apprentices. It was nice to meet and talk with all the new and returning students. Mike Carey and his staff do an amazing job and are always a phone call away to help!

Here is some of the work going on in my area:

- The Curtis Street apartments in the Great Brook Valley Neighborhood have a few companies including Marois, S&F, American Environmental and Cavalieri on-site. The GC is Dimeo. It's done in 5 phases and is 12 years of work.
- At the Tri-County Regional Vocational Tech High School in Franklin, Northeast Construction (NCI) has the pre-excavation and site work. It's a state-of-the-art 280,000 sq. ft. site with all new sports fields. This is a \$290 million dollar project and is good until 2027.
- The Medway Battery Storage Grid Project is 10.6 acres on Route 109 next to the Union Hall. Manafort has the job and McPhee is the GC.

Vinagro cleared the land, and Keller is there with a drill rig.

- Hudson is getting a new DPW operations facility and new salt storage at 1 Municipal Drive. A.F. Amorello has the site work and Astro has a crane setting the steel; this is a \$24 million project.
- Nashoba Regional High School in Bolton is a 3-year job at a value of \$240 million. Marois has all the site work.
- In Webster, they are doing a major overhaul of Bartlett High School. Derenzo is there doing work; it's a \$102 million dollar job.
- Going strong at the Newton-Weston Bridge bundle at the Mass Pike and 128 Interchange, is SPS/Walsh joint venture. It's a 6-year \$400 million infrastructure project.
- In Hopkinton, there is a \$51 million project at the Hopkins School. The job consists of a major addition and rehab to the existing school along with new parking lots and playing fields. AJ Welch has the job.
- F&D Demo continues taking down the massive Saint-Gobain facility in Worcester, consisting of 45 buildings getting demolished on 54 Acres. Manafort also has a job at Saint-Gobain; they are just getting started on a new administration office building.
- In Worcester, at Union Station, Judlau continues to work on the MBTA's new platform and overpass. On Hemans Street in Worcester, Borggaard is on a site doing 220 apartment units and 350 new parking spots – another job that was secured with the help of the Cooperation Trust. At Doherty Memorial High School, T&M continues the site work while American Environmental and M.O.N. have been on-site.
- In Norwood, FM Global is building a new office and research building along with a new parking garage which sits on a 40-acre site.
- In Needham, Flett is on-site and Marr has the hoist. They are building a new surgical center for Children's Hospital.

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- In Spencer, at David Prouty High School, they are rehabbing the existing school and putting up a new 130,000 sq. ft. building and all new sports fields. Marois and JL Marshall are there.
- In Westborough, Barletta has a \$466 million infrastructure job. JF White, Vinagro, Argo, Kelleher, HUB, Walsh Contracting, are some signatory contractors on-site.
- In Weston, United Civil continues work at Riverside Labs. PICK Crane has also been on site.
- In Oxford and Charlton, DW White has a 5 mile stretch of Route 20, it's an \$80 million job.
- In Marlborough, David G. Roach & Sons continues capping the landfill.

We are hosting Hazmat and Continuing Education classes in Worcester at the East Side Improvements Club in March. These classes are important to keep your licensing current. Please refer to the Training Center website for more details or call down to the Training Center.

In closing, as always, please reach out to me if there is anything I can do for you or your family. Thank you for your continued support.



ROBERT A. BURR

BUSINESS REPRESENTATIVE:
MAINE / NH-BELKNAP-CARROLL-COOS-STRAFFORD COUNTIES

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Brothers and Sisters,

Greetings, I hope you're well. As the winter and the holidays approach, may you and your families have a safe and prosperous holiday season. Brothers and sisters, we will be having our March body meeting in Portland, Maine again. This will take place on March 19, 2025. Please make every effort to attend.

Great to see everyone at the Local 4 Healthy Living and Retirement Fair at Polar Park in Worcester. Funds Administrator, Greg Geiman and his staff always do an excellent job with these events. There is always a lot of information along with health screenings, flu shots and more available to you and your family at this yearly event.

The Training Center's Tommy McEvoy came up to Portland, Maine for Hazwoper certification in October.

If you need this or forklift certifications, please reach out to the Training Center for this annual training here in Maine. Thank you, Tommy, for doing what you do brother!

Recently the 7th Annual William D. McLaughlin Golf Outing at Stow Acres was a huge success on such a beautiful day. More than \$100K was raised for various veteran organizations. Thank you for your generosity to get to this number. Congrats to Dave Fantini, Dave Shea, and office staff for another great golf tournament.

I joined Business Manager Bowes and staff to meet the new apprentices coming into the program. Training Coordinator, Mike Carey, and his team really do a fantastic job in Canton and Medway. Thanks for having me down to meet the new recruits.

After months of negotiating with developers and the GC, we have finally come to an agreement on the 89 Elm Street Housing Project. The PLA has been signed and site work should begin in November this year. Finally, thanks to Senate President Troy Jackson for his leadership and brute force in standing with us in the face of significant headwinds in the legislature and with the governor. They blinked. We didn't and neither did Troy, and while he's termed out as Senate President, we cannot lose his leadership in Augusta. We must not. Stay tuned for that.

Brooks Construction continues the 25 MW solar site in Leeds. Kiewit Foundation, Hub Foundation, and Mammoet are at Portsmouth Naval Shipyard. BluRoc continues to operate with over 40 operators in Bingham and Lewiston, Maine and Berlin, New Hampshire. Ironwood is also on the project using Local 4 operators through a reciprocal agreement with 104. In the Bangor area and Presque Isle, Northeast Paving is closing out a busy paving season. ACI Contracting is doing foundation work on some large turbines in Columbia, Maine. Michels Corp. in Millinocket, Maine is dredging. United Civil and Keystone Foundation are in Buxton, Maine. HDD Company is working for CMP in Moxie Gore around the clock.

In conclusion, wishing you and your family a Happy Holiday Season! I am looking forward to seeing all of you at a union meeting. Please keep up to date on all your licenses and certifications and take advantage of the training center to advance your skills. All the best and if there is anything I can do for you, please call.

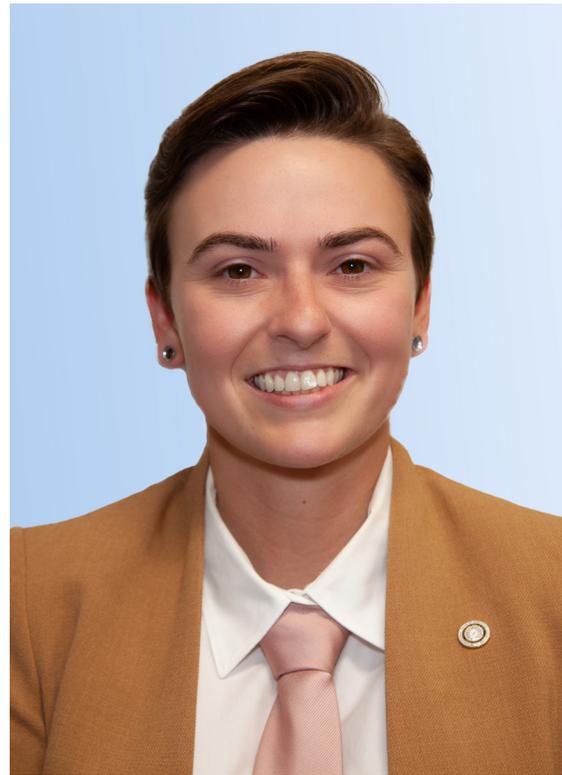
Stay safe and thank you for your support.

In solidarity,

Bobby Burr

TAYLA M. ROSE

ORGANIZER



Sisters and Brothers,

I'm hopeful this newsletter finds you and your families in good times and in good health, you had a great Thanksgiving and you're well prepared for the holiday season ahead.

I would like to begin by recognizing the 50-year members of Local 4 who were honored at our October 16 Body Meeting. Thank you for your continued service to the Operating Engineers and for being a vital part of what makes our Union so successful. I would also like to extend appreciation to all the members who voted in favor of funding the retirees' 13th check.

The Annual Golf Outing raised \$110,000 this year with the support of everyone who participated, and the proceeds will be going to charities that support our veterans and their families. The charities selected were Project New Hope, Veterans Inc., New England Center and Home for Veterans, Seabee Museum & Memorial Park, House in the Woods and Massachusetts Fallen Heroes. All of the proceeds raised will undoubtedly help our veterans. Not only is the outing a great way to connect with each other, but a great way to help the communities that surround us. Thank you, Local 4!

Thank you to the membership and the Executive Board for giving myself and 15 other Operating Engineers the opportunity to attend the NABTU Trades Women Build Nations conference. Operating Engineers had a great turnout this year with over 200 OE members in attendance within a crowd of 5,200 tradeswomen from throughout the U.S. and Canada. We heard from speakers President Joe Biden as well as U.S. Acting Secretary of Labor Julie Su and many more. We represented Local 4 proudly and came home feeling empowered and excited to get back to work.

It was a pleasure to see everyone at the Healthy Living and Retirement Fair! A special thanks to Business Manager Mike Bowes, Funds Administrator Greg Geiman, and his team for their efforts in organizing this event each year. It was a perfect day to get out to Polar Park, learn about our resources and benefits, while connecting with friends you haven't seen in a while.

If you are out of work this winter and would like to get a head start on some hours, please reach out to Ryan Mancini or myself to get you set up with a new signatory we have for snow removal. We will need about 30 Operators.

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We have also recently signed "Class Act Crane Services, Inc.", owned by Joshua McLarnon. Josh is a graduate of the Apprenticeship Program and has led a successful career working with Maxim Crane as a Tower Crane Technician. Now, he is a certified third party inspector on all types of cranes including Tower, Mobile, and Crawler Cranes.

Throughout the winter, we look forward to continuing conversations we have had with contractors this past year and forming new relationships to grow our Local. I wish you and your family well this holiday season. Please always feel free to reach out to me if there's anything I can do for you, or if you have any good leads on a company you'd like us to pursue. Stay safe and take care.



RYAN P. MANCINI

ORGANIZER

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Brothers and Sisters,

I hope that you and your families are doing well. We've almost completed another stellar year full of work and play. While I drive through our areas looking for non-union contractors who fit the bill of the signatory contractor, I see our members at work everywhere. It is awesome and humbling to see the amount of work we have and the diversity of equipment and capabilities that our operators put forth every day.

If you attended the 7th Annual William D. McLaughlin Golf Tournament, then you already know what a great time it was. The weather was perfect, the turnout was great, and as usual, we raised a lot of money for a host of veterans' charities. I was given the opportunity to hand-deliver one of the charity checks to House in the Woods in Lee, Maine. The work they do there is incredible including guided hunting trips, fishing trips, and more catering to our veterans. The lodge itself is beautiful and well thought out and they have accommodating services for all vets including those that are disabled. Thanks to

Business Manager, Mike Bowes and Business Representative Bobby Burr (both veterans themselves) for allowing me to join them in Lee. Visit HouseInTheWoods.org to learn more. To all our vets, thank you for your service to our great nation.

I got to talk with this year's class of apprentices and they gave me confidence in the future of our great Local. I believe they will take the task of becoming competent operators and proud union members seriously and represent Local 4 properly. Good luck to all of them and the rest of our apprenticeship. If I can help you in any way, please call me anytime.

We can look at our 50-year members who set a great example and standard of what an operating engineer is and should be. We can all rely on them for advice and inspiration because they have led the way for us as did so many before them. Thank you and congratulations to all.

The healthy living event was again a success. It's great to see so many familiar faces along with the camaraderie that we all share. As usual it's full of good information about what we receive as union members. Thanks to Mike Bowes, Greg Geiman and the staff of both the Health and Welfare department, and the Local 4 office for all the hard work that they do to prepare this event for us.

Now for some organizing, there are a few large-scale organizing efforts. We're working alongside the International, which I am proud to be a part of. I'll speak on Covanta, they operate transfer stations, incinerator plants, and landfills around the country. We have partnered with our sister Local 877 the

Stationary Engineers in this endeavor. Tayla and I have been to many of the facilities that they supervise with varying results from the employees. Some welcome us looking to better their lives and work conditions while others are either too scared to talk or just can't comprehend the benefits of collective bargaining. We have two sites that are currently in negotiations. It is a slow and tedious process and the team we are negotiating against is not giving ground easily. I do believe if they understood the productivity, work ethic and dedication to our craft that we bring, they might accept us with open arms. We are making progress in each meeting one small article at a time. The men and women we are attempting to represent are so far pleased with what we have tentatively agreed upon. Hopefully we can get these sites wrapped up before the summer and add to our already robust ranks while bringing new opportunities to our membership.

The other company I prefer to leave nameless for the time being, we see them throughout our area and there is promise. I am hopeful that I'll have an update for you in the Spring edition of the magazine. Another notable mention is ProPump Services out of Fall River, Paul Olivera is an owner operator who is just getting started. He was recently working at Union Station in Worcester and I wish him the best of luck. If you see him on the job, introduce yourself and welcome his company.

In closing I hope you all had a fun and food filled Thanksgiving and a Merry Christmas to come. Thank you for your continued support and I'll see you at the next body meeting.

From the Funds Office

GREGORY A. GEIMAN, ESQ.

FUNDS ADMINISTRATOR



All of us at the Funds Office wish you and yours a happy and healthy holiday season, and a prosperous 2025!

As of January 1, 2025, the Health & Welfare Plan's new pharmacy benefit manager will be Optum Rx. Prescription drugs cost the Health Plan a lot of money each year; the amount the Plan spends on drugs increases about 10% every single year. That is why the Plan Trustees undergo periodic assessments of pharmacy benefit managers, to determine which of them will provide the Plan and its participants with the best pricing while maintaining a strong level of service.

The switch of pharmacy benefit managers should have very little impact on you and your family. Copays for different tiers of drugs remain the same as before, as do the deductible for the Supplemental Plan and the annual out-of-pocket maximums. Drugs that are currently excluded under the Plan will remain excluded. Your experience will largely remain the same, except that you will receive, and need to use, new pharmacy ID cards beginning January 1. In the meantime, please keep using your current pharmacy ID card. The vast majority of members can keep going to the same pharmacies they've always gone to, whether it's CVS or any other pharmacy.

While there are minor variances between what drugs have been on CVS/Caremark's formulary and what drugs are on Optum's formulary, these minor differences will only affect 1.4% of all drugs. If a drug you are taking is affected, you will get advanced notice so your doctor can switch you to another drug that is covered on Optum's formulary. In fact, if you take a drug currently that is not on Optum's formulary, you will

be given a grace period until April 1, 2025 to make the change, during which time you can keep taking the same drug at the same copay. If your doctor believes you need to remain on the drug you've been on for reasons of medical necessity beyond April 1, 2025, you will have the right to appeal coverage of that drug.

The Plan will utilize the Optum Rx specialty pharmacy and mail service program, and the PrudentRx copay program for specialty medications will be replaced with Optum Rx's variable copay assistance program. The 30% coinsurance penalty for not purchasing certain specialty drugs through the PrudentRx program will be removed; however, the specialty drug copay of \$200 will remain for those that do not sign up through Optum's variable copay assistance program.

Further, the CVS Transform Diabetes program, as well as the Livongo for Hypertension programs, will be discontinued at the end of 2024. They will be replaced with new programs for the management of chronic conditions such as diabetes, including the Local 4 Life program.

"Local 4 Life," our new homegrown wellness program, is for Local 4 eligible participants and dependents, only, and is run out of your Funds Office right here in Medway. It is your program! The Local 4 Health and Welfare Plan's social worker, Karen Larsen, is teaming up with a squad of nurses, diabetes educators, registered dietitians, and health coaches at TrestleTree to bring you and your families individualized physical and mental wellness plans to fit your individual needs. TrestleTree, founded in 2001, has had great success across many industries in motivating people to make practical and achievable lifestyle changes.

CONTACT

 (508) 533-1400

 ggeiman@local4funds.org

They can help you lower your HbA1C, blood pressure, weight, or cholesterol, to stop smoking, and to work on stress management. They can fit you with glucometers, blood pressure cuffs, scales, and any other tools you might need to start the journey to better health. There is no member cost share for coaching or durable medical equipment when you are signed up through the Local 4 Life program.

Local 4 Life offers you individualized lifestyle coaching (stress, nutrition, exercise, weight, smoking cessation) and chronic condition management (diabetes, hypertension, metabolic syndrome). You can get started today by contacting Karen at **508-533-1400**.

As part of Local 4 Life, we will also be emphasizing your preventive care in the coming year. Your preventive care, including an annual physical, two annual dental cleanings, and any age-appropriate cancer screenings, is a vital part of your overall wellbeing! What's more, preventive care is absolutely free to you. But, just in case you need a little more incentive to get that preventive care in 2025, any participant or dependent 18 years of age or older that has all of their wellness visits by the end of the year will be entered into a raffle for one of three \$500 gift cards.

Training Corner

MICHAEL J. CAREY

TRAINING COORDINATOR



Greetings Brothers and Sisters,

I hope you and your families are all enjoying a safe and healthy winter. The holiday season and New Year are right around the corner and the winter months are a good time to get caught up on any licensing or certifications that may need renewing. Please check our website or this newsletter for a list of classes at the Training Center. If you are looking for seat time over the winter months, please call the Training Center office and we will do our best to schedule a convenient time to come in for any of the cranes or dirt equipment.

Congratulations to Business Manager Mike Bowes and Funds Administrator Greg Geiman, as well as Greg's team in the Funds Office on an excellent Healthy Living and Retirement Planning Fair. It was nice to see so many members at union-built Polar Park in Worcester. There were numerous Health and Welfare partners on hand and fun activities for kids. It was a nice event to stay up to date on any changes to the benefits and take full advantage of retirement planning. Great job to all that made the day happen.

The 7th Annual William D. McLaughlin Charitable Golf Tournament was

another huge success on a beautiful day again this year. It was great for everyone to come out on a Sunday at Stow Acres and fill both courses. Thanks to the Golf Committee for their hard work creating an incredible tournament that raised over \$100,000 for veterans' charities.

The Training Center has been busy this fall and winter. November was an especially busy month as we were open for applications to the Apprenticeship Program. We once again received a lot of interest in the program with approximately 600 appointments booked to fill out an application. The application period is now closed, and we are processing the applications that we received. This is the first step in the process; we expect to be interviewing potential candidates that have completed all steps in March or April with the JATC.

With the support of Business Manager Mike Bowes and the Training Fund Trustees we have been fortunate to be able to continue to upgrade the equipment at the Training Center. We have had Sitech out in Canton outfitting the newly purchased Cat D6 Dozer with Trimble GPS. We are excited to work with Sitech as we will be tailoring training opportunities in

CONTACT

 (781) 821-0306

 mcarey@local4training.org

GPS for the apprentices and journey members. This is something we have done in the past with rental equipment, but I'm happy to have a more long-term training opportunity in GPS at the Training Center.

Congratulations to all the 50-year members that were recognized at our October Body Meeting. It was a large turnout and always great to see the members and families of those that helped pave the way for the Local with 50 continuous years of service.

I hope you and your families enjoy a happy and healthy Holiday Season. Merry Christmas and Happy New Year!



Safety Corner **UPDATE**

CO-SAFETY OFFICER

CONTACT

📧 pcarpenter@local4training.org

This month's "Safety Corner" discusses operator injury that occurs when entering and exiting your machine and best practices to avoid these types of injury.

Safely entering and exiting your machine cab before, during, and after your shift is an essential part of workplace safety. Most operator injuries happen when entering or exiting your machine. Be aware of your surroundings to avoid slips, trips or falls. Make sure your boots are clean and clear of mud or slick substances that might increase the danger of slipping. If you have items to bring in the cab with you, such as a lunchbox or radio, set them on the machine's entry platform before climbing on the machine, and secure them once inside the cab. Move slowly and deliberately facing your machine, maintaining three points of contact when entering and exiting. Use footpads, steps, and handrails at all times. The steps and handrails provided on heavy equipment make it relatively simple to access the operator's cab and reduce the free climbing necessary to get there.

Although they work well for the intended purpose, steps and handrails sometimes contribute to accidents when they

become damaged or worn and when other factors such as oil, water or ice are on them. Slips and falls from these access points often result in contact with various machinery parts, as well as the ground. Operator complacency usually is a contributing factor in these types of injuries. Avoid contact with machine controls when entering or exiting the cab. When operating, get in a comfortable position to prevent injury and reduce fatigue – and always wear your seat belt.

Stay Safe!

Peter Carpenter

Co-Safety Officer

Source: cat.com/toolboxtalks



Project Spotlight

NEIL R. UNDERWOOD MEMORIAL BRIDGE

With only 18 miles of coastline, New Hampshire has the shortest coastline in the United States, but it still attracts hundreds of thousands of visitors each year. New Hampshire communities are heavily impacted by seasonal traffic headed toward Hampton Beach – a popular tourist destination, particularly in the summer. Local 4 is currently working to improve one aspect of the traffic backup there, alongside general contractor SPS New England, Inc.

The Neil R. Underwood Memorial Bridge spans 1,200 feet across the inlet of Hampton Harbor connecting Seabrook to Hampton. Its current design as a bascule bridge means that traffic is paused to allow boats through below the bridge. This adds to the already significant traffic and causes delays to police, fire, and ambulances responding to emergencies. Local 4 members are performing crucial work to update the bridge, originally built in 1949, with a new design that will serve the public better.



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1: Aerial view of Local 4 operators on-site at the Neil R. Underwood Memorial Bridge connecting Seabrook, NH and Hampton, NH.

2: Travis Ryan operates a CAT 138 for SPS New England, Inc.

3: Peter Perkins operates a telescopic handler for SPS New England, Inc.

4: Paul Lussier, Jr. operates an American Terex HC275 for SPS New England, Inc.

5: Operator George Welch (left) and Apprentice Christian Billingsley (right) on a Liebherr LR 1200.

6: Business Agent Paul DiMinico (left) with Apprentice Anthony DiMinico (right) on-site in Hampton, NH.

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LOCAL 4 AT WORK

Local 4 members have been busy this season. Take a look at some of the projects and events our Operating Engineers have been involved with over the past few months.

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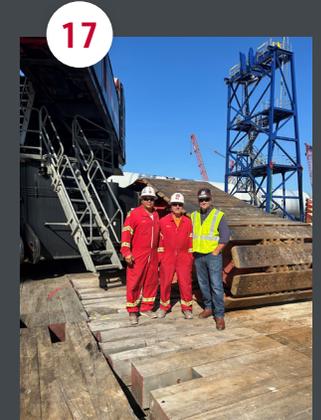


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1: Adam Dowgielewicz working for HUB Foundation on the I-495 / I-90 interchange job.
2: Operators working in Buxton, Maine for United Civil and Keystone Foundation.
3: Billy McGuinness for Maxim Crane at Maine Medical in Portland, Maine.
4: L to R: Kyle Desruisseaux, David Ranley and Edward Proteau working for Vinagro clearing the land for the new Battery Storage Facility in Medway.
5: Gary Mewhiney working at the Exelon Power Station in Medway.
6: Twanya Lawson operating an excavator for McCourt Construction at the Cummings Highway Road reconstruction project.
7: Operator Michael Whitmyer and Oiler Michael Ekstrom complete the South Station tower.
8: Operators Mike Fischer (during his last week on the job before retirement,

congratulations!), Scott Karlberg (Stuart), and Kevin Palmer on Barletta's Middlesex Turnpike job in Billerica.
9: Hoisting & Portable Engineers Local 4, Apprenticeship & Training Program in the 70th Annual Woburn Halloween parade.
10: Connor O'Brien and Kevin Murray working side-by-side at Wyman Gordon in Worcester.
11: In Bangor, Maine Maxim Operator Jason Yannelli setting precast for DN tanks.
12: In Uxbridge, Gary Brooks working for Borggaard at the new Big Y.
13: Matt Cole working for Northeast Contractors, Inc. at the New Tri County High School in Franklin.
14: Maxim tower techs, Josh Hebb and Steve Beaudoin, completing the erection of Stearns tower crane at 585 Third Street. On the tower are Joe "Big City" Flammia and Apprentice Billy Murphy. Greg Thibault and Jon Caron

assisting with Bay's crawler. Frank Diaz and Garrett McCormick on 2nd tower.
15: Maxim Crane setting precast for DN tanks in Bangor, Maine.
16: Operator Mike McCarthy and Apprentice Colby Suzio setting steel at the MBTA bus maintenance facility in Quincy.
17: Operators Randy Delgado and Barry Medeiros with Business Agent David Fantini next to Mammoet's Liebherr 11350 in New Bedford.
18: Thank you to all the members that helped to hold signs at Webster Square in Worcester for Sheila Dibb.
19: Operators Joe Joyal and Bill Wilson working for Northern General Contracting on a seawall in Duxbury.
20: United Civil and Keystone Foundation in Buxton, Maine.

7TH ANNUAL WILLIAM D. MCLAUGHLIN GOLF OUTING & CHARITABLE DONATIONS

The Operating Engineers Local 4 Charitable Foundation is happy to announce six donations – totaling \$110,000 – to support local veterans’ organizations as a result of the 7th Annual William D. McLaughlin Golf Outing.

- \$25,000 to Project New Hope
- \$25,000 to Veterans Inc.
- \$25,000 to New England Center and Home for Veterans
- \$20,000 to House in the Woods
- \$10,000 to Seabee Museum & Memorial Park in memory of member Charles “Carl” Bucci
- \$5,000 to Massachusetts Fallen Heroes

Carl Bucci, a 71-year member of Local 4, served honorably in the Navy Seabees during World War II. He was Treasurer of Local 4 from 1959-1985, Business Agent from 1961-1985, and Trustee of the Health and Welfare Fund until his retirement in 1985.

These organizations support veterans in our communities by providing them with essential tools and resources for life after service. Thank you to all who made these donations possible!

1: Local 4 representatives presenting a donation to the Seabee Museum & Memorial Park in North Kingstown, RI in memory of member Charles “Carl” Bucci who served in the U.S. Navy and later joined Local 4.

2: Ryan Mancini, James Marengi, David Fantini, Michael Bowes, David Shea, and Christopher Carey present a \$25,000 check to Veterans Inc. based in Worcester, MA.

3: Robert Burr, Michael Bowes, and Ryan Mancini present a \$20,000 check to Paul House, Executive Director of House in the Woods in Maine, which provides programs for veterans to support their wellbeing.

4: Representatives of the OE Local 4 Charitable Foundation presenting a check to the staff and veterans of Project New Hope in Worcester, MA.





INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4

Wage Settlement June 1, 2022 - May 31, 2027

Wage Schedule Effective December 1, 2024

MASSACHUSETTS

	6/1/2022	12/1/2022*	6/1/2023*	12/1/2023*	6/1/2024*	12/1/2024*	6/1/2025*	12/1/2025*	6/1/2026*	12/1/2026*
GROUP I	52.38	53.28	54.28	55.03	56.03	57.03	58.33	59.78	61.08	62.53
Daily Rate (Per Hour)	61.68	62.80	64.02	64.99	66.22	67.48	69.01	70.72	72.25	73.95
GROUP 1a (Boom Length)										
Over 150 Feet	2.25	2.27	2.28	2.30	2.31	2.33	2.34	2.36	2.37	2.39
" 185 "	3.99	4.02	4.05	4.08	4.11	4.14	4.17	4.20	4.23	4.26
" 210 "	5.59	5.63	5.67	5.71	5.75	5.79	5.83	5.87	5.91	5.95
" 250 "	8.46	8.53	8.59	8.66	8.72	8.79	8.85	8.92	8.98	9.05
" 295 "	11.69	11.78	11.86	11.95	12.03	12.12	12.20	12.29	12.37	12.46
" 350 "	13.62	13.72	13.82	13.92	14.02	14.12	14.22	14.32	14.42	14.52
GROUP 1b	61.68	62.80	64.02	64.99	66.22	67.48	69.01	70.72	72.25	73.95
GROUP 1c	53.40	54.33	55.35	56.13	57.15	58.18	59.51	60.98	62.31	63.79
GROUP 1d	69.83	71.15	72.56	73.73	75.16	76.64	78.37	80.30	82.03	83.96
GROUP 1e	77.99	79.50	81.10	82.46	84.10	85.80	87.73	89.89	91.82	93.98
GROUP 1f	59.38	60.44	61.61	62.52	63.70	64.89	66.36	68.01	69.48	71.12
GROUP II	51.82	52.70	53.69	54.43	55.41	56.40	57.68	59.12	60.40	61.84
GROUP III	34.26	34.73	35.30	35.62	36.17	36.67	37.52	38.47	39.33	40.28
GROUP IV										
a. Fireman	42.53	43.19	43.96	44.47	45.23	45.96	47.02	48.19	49.25	50.43
b. Other than TC/Gradall	23.80	24.02	24.34	24.41	24.71	24.92	25.52	26.18	26.77	27.44
c. TC or Gradall	28.88	29.22	29.67	29.86	30.28	30.63	31.35	32.15	32.87	33.67
d. Daily Rate (TC)	33.87	34.33	34.89	35.20	35.74	36.23	37.08	38.02	38.86	39.80
e. Scow Rate	33.58	34.04	34.59	34.89	35.43	35.91	36.75	37.68	38.52	39.45
<u>Daily Rate Differential</u>										
GROUP II	5.64	5.73	5.81	5.90	5.99	6.10	6.19	6.30	6.40	6.51
GROUP III	3.56	3.62	3.67	3.73	3.78	3.85	3.91	3.98	4.04	4.11
<u>Tunnel Differential</u>	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40	3.40
Health & Welfare	14.25	14.50	14.75	15.00	15.30	15.55	15.55	15.55	15.55	15.55
Pension	12.80	12.90	12.90	13.15	13.15	13.25	13.25	13.25	13.25	13.25
Annuity	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25	3.25
Apprenticeship	1.00	1.00	1.00	1.00	1.00	1.10	1.10	1.10	1.10	1.10
IUOE National Training Fund	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Labor-Management Cooperation Trust	0.61	0.61	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.

50-YEAR MEMBER CELEBRATION

This year, we proudly recognized 37 Local 4 members for their milestone accomplishment of 50 years of continued service to our great local Union. Congratulations, and thank you, to the following members on this remarkable achievement:

- | | |
|------------------------|--------------------------|
| Timothy Ahern | Albert R. Moulton, III |
| Timothy F. Bailey | Michael L. Napolitano |
| Paul A. Bartolini | Joseph A. Neri |
| Paul E. Buckley, Jr. | John C. Panaro, Jr. |
| James E. Caron | Edward J. Rappazini, Sr. |
| Michael A. Cassesso | Dennis S. Rock |
| Michael J. Chaisson | Paul J. Ruggiero |
| Stephen W. Cleverly | Brian G. Skorohod |
| Richard K. Cooper | Brian R. Stentiford |
| Stephen Corey | Arthur N. Taylor |
| Robert J. Couture | Robert L. Trapasso |
| Paul S. Crisileo | Ian W. Trefry, Jr. |
| Joseph Damiano | |
| Daniel DePiano | |
| James E. Dewing | |
| Frederick P. Dryden | |
| Donato Federico | |
| Robert A. Flammia | |
| Anthony M. Grande, Jr. | |
| Gerald N. Grande | |
| Stephen P. Hickey | |
| Edward S. Jurewich | |
| Donald L. Kinney | |
| Jeffrey G. MacKinnon | |
| Warren H. Mahota, Jr. | |



MARCH 19, 2025 - PORTLAND, MAINE MEETING ANNOUNCEMENT

Please join us for a Body Meeting on Wednesday, March 19, 2025 at 7:00 p.m. at the Ocean Gateway Terminal Building, 14 Ocean Gateway Pier, Portland, ME 04101. This is an opportunity for you to share your voice with Local 4 leaders and connect with your Union brothers and sisters. The Body Meetings for January and February will take place as usual at Florian Hall in Dorchester at 7:00 p.m.

REGISTRATION DEADLINE FOR MA AFL-CIO SCHOLARSHIPS

Be sure to register for the Labor History Exam and submit your application for MA AFL-CIO's scholarship opportunities before the deadline. Details about the application and eligibility can be found here: MassAFLCIO.org/Scholarships

Deadline: Friday, December 20, 2024



HELMETS TO HARDHATS ANNUAL DONATION

Local 4 is proud to announce our annual donation to the Helmets to Hardhats program, which is a crucial resource for veterans looking to start a good, union career after their years of service to this nation. This year, we made a donation of \$10,000 to the program. Patrick Berthiaume, a veteran and member of Local 4, had the opportunity to speak at the Mass Building Trades Unions' Helmets to Hardhats Fundraising Event in November.

Learn more about the program by visiting HelmetsToHardhats.org



2024 NABTU TRADES WOMEN BUILD NATIONS CONFERENCE - NEW ORLEANS

Local 4 was very pleased to sponsor travel, lodging, and tickets for 15 women to attend the 2024 NABTU Trades Women Build Nations conference in New Orleans, LA. This more than doubled our representation from last year's conference in Washington DC and we are immensely proud of that growth. Our Union sisters represented our Local well among the 5,200 tradeswomen and allies in attendance. One of the highlights, according to the group, was attending the Operating Engineers reception with IUOE General President Callahan. At such a large conference, this reception provides a nice opportunity to interact specifically with other Operating Engineers from across the U.S. and Canada.

As a Local, our goal is to provide an open and welcoming space to all who are ready to dive into our trade and put forth their best work. It is encouraging to see NABTU's annual conference continue to grow, and see Local 4 participating, getting to know trades sisters from other locals, and bringing back a renewed sense of empowerment, motivation, and energy from the experience. The conference also provides time for sisters within Local 4 to get to know each other and learn more about other machines and parts of the trade. Thank you all for representing our Local so well at this year's conference!



TOP LEFT: Heather Daly, Sarah Cote, Tayla Rose, Kim Alves, and Nikkia Brown representing Local 4 in the banner parade.

TOP MIDDLE: Michele Kelley, Heather Daly, Tayla Rose, Nikkia Brown and Delilah Shaw walking in the banner parade.

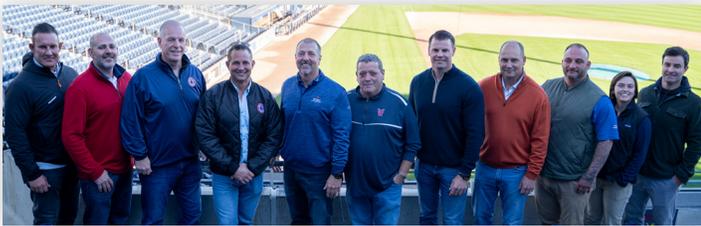
TOP RIGHT: Christine Callahan, Candace Waldie, Qiana Johnson and Victoria Johnston holding a Local 4 banner.

BOTTOM LEFT: L to R: Victoria Johnston, Nikkia Brown, Jacklynn Leavens, Qiana Johnson, Michele Kelley, Heather Daly, Tayla Rose, GP-James Callahan, Delilah Shaw, Christine Callahan, Candace Waldie, Gina Petrillo, Sarah Cote, Bethany Perry, and Kim Alves at the IUOE reception.

BOTTOM RIGHT: Jacklynn Leavens, Christine Callahan, Bethany Perry, Candace Waldie and Victoria Johnston in the banner parade.

HEALTHY LIVING & RETIREMENT PLANNING FAIR

Thank you to all who put on a successful 2024 Healthy Living and Retirement Planning Fair at Polar Park this October. Our members and their families had a great opportunity to learn more about their benefits, including health and wellness as well as financial information. Flu shots and other screenings were also available at this event, and many of our members were able to take advantage of these offerings. We are already looking forward to next year!



2024 APPRENTICESHIP GRADUATION

Local 4 celebrated the 2024 Apprenticeship Graduating Class, which consisted of 23 graduates. Congratulations to all, and thank you for your hard work!



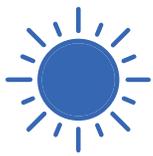


IN MEMORIAM

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

Kent D. Aspden, Sr.	Enrico Franciosa	Wesley R. Landry	William E. McGrath	Ronald D. Paquette
Timothy F. Bailey	John A. Gauthier	Gerard A. LaValley	Dennis W. McLaughlin	James T. Putnam, Jr.
Kenneth G. Baker	Donald H. Hayes	Richard J. Lizine	Daniel J. Medeiros	Neal R. Rand
John T. Carroll	David A. Hogan	Ralph E. MacKinnon	Don David Mitchell	Steven R. Schoff, Sr.
Frank J. Ciccolella	Peter A. Hudon (Uncle Pete)	James R. Macomber	David A. Morgan	David Seely
Anthony DeFino	James P. Kenney	Alvin F. Magnett	Mark R. Motta	Richard M. Stapel
Kenneth W. Fleming, Jr.		Edward D. Mattuchio	Peter W. Murphy	Ralph L. Violandi

PLEASE REFER TO OUR WEBSITE FREQUENTLY FOR CURRENT OBITUARY AND SERVICE INFORMATION (IUOELCAL4.ORG/IN-MEMORIAM).



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!

Leigh E. Ambrose	Steven M. Cove	Robert A. DiPronio	Scott A. Khoury, Sr.	Guido Pesce
John D. Arruda	Richard W. Cowperthwaite	Douglas A. DuBrule	Ari O. Lage	Edward G. Pimental
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