



Local 4

International Union of
OPERATING ENGINEERS

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WINTER 2025

NEWS MAGAZINE

NOTIFIED MEETING

The Quarterly Notified Meeting will be held at 7:00 p.m., Wednesday,
January 21, 2026 at Florian Hall, 55 Hallet Street, Dorchester, MA.
The Officers will read their Quarterly Reports.

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OFFICERS AND PRINCIPALS

Michael J. Bowes
Business Manager

David F. Shea, Jr.
President

Christopher L. Carey
Vice President

James M. Marengi
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,
James M. Marengi, Tayla M. Rose,
David F. Shea, Jr.

Organizers

Ryan P. Mancini, Kevin W. Murray

Executive Board

Nicholas M. Gates, Patrick J. Hunt, Jr.,
Ryan P. Mancini, Kevin W. Murray,
Taylor D. Pires, Tayla M. Rose, Neal F. Ryan

Guard

Brian M. Murphy, Jr.

Conductor

Michael J. Cullen

Training Coordinator

Michael J. Carey

Office Manager

Amanda R. Johnson

Funds Administrator

Gregory A. Geiman, Esq.

Cover photo: Installation of Officers:

Back row L to R: James Marengi, Taylor Pires, Tayla Rose, Brian Murphy, Neal Ryan, Kevin Murray, and Michael Cullen;

Front row L to R: Nicholas Gates, Ryan Mancini, General President John Downey, Business Manager Michael Bowes,

Christopher Carey, David Fantini, Paul DiMinico, and David Shea.

MICHAEL J. BOWES

BUSINESS MANAGER'S REPORT



Brothers and Sisters,

As we get ready to celebrate another great holiday season, I hope this message finds you and your family in good health and high spirits. I'm happy to report that our members are hard at work at job sites across the region — and continue to give back to our community.

Local 4 is 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. Each year we are honored to make this important contribution to support veterans. Helmets to Hardhats is a critical resource that makes a significant impact on our community.

It was another successful year on the golf course raising funds for children's charities at the 8th Annual William D. McLaughlin Operating Engineers Local 4 Charitable Foundation, Inc. Golf Outing. This year, the foundation voted to give donations to the following organizations: KyleCares Foundation, Colin's Joy Project, The New England Center for Children, Why Me & Sherry's House, and Cradles to Crayons. Read more about the Annual Golf Outing on page 20. Thank you to all who participated and made this event such a resounding success!

This coming year we will host our first Family Picnic Day on September 27, 2026 at the Scandinavian Athletic Club Park in Shrewsbury. This picnic will raise funds for the Charitable Foundation which will benefit Local 4 families for future scholarships.

This September, we held the Installation of Officers at our monthly Body Meeting. We were grateful to have General President John Downey join us for such an important ceremony. You can find a full list of the election results on our website at [IUOELocal4.org/updates/election-results/](https://iuoelocal4.org/updates/election-results/). Congratulations to all!

I also want to extend my sincere thanks to Michael Simoncini and William McGuinness for your time and service on the IUOE Local 4

Executive Board. Your contributions have been invaluable over the years.

Our Local 4 sisters showed up in force at the 2025 NABTU Tradeswomen Build Nations Conference in Chicago this September. Over 6,000 tradeswomen and allies were in attendance; Local 4 was well represented. Our sisters attended a reception with IUOE General President Downey and engaged with others who are helping to advance women in the trades. Read more on page 23.

At the October Body Meeting, we recognized 5 members with 50 years of continuous service to our great Local. It is with true appreciation that I extend my congratulations to these members, whose decades-long dedication to our craft has made our organization what it is today.

Also in October, the Funds Office hosted its annual Healthy Living and Retirement Planning Fair at union-built Polar Park in Worcester. This family-friendly event is a highlight of the year and one that I look forward to every fall. Thank you to all who came out. I encourage you to visit Local4Funds.org for useful resources and the latest updates regarding your benefits!

I am pleased to announce that our retirees will once again be receiving a one-time supplemental "13th check" this year and that the contractual wage

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increase for all members will have taken effect starting December 1, 2025.

Thank you to our Brothers and Sisters who supported labor-friendly candidates this election season. It's important to use your voice and consider the impact that politics can have on our livelihoods.

Wishing you and your families a Merry Christmas and a Happy New Year! Please don't hesitate to contact me if you have any questions or need support. I am proud to serve Local 4 and look forward to continuing to serve you. Thank you for your ongoing support and for all that you do!

Michael J. Bowes
Business Manager



Business Manager Michael Bowes with Business Representatives and Training Coordinator at the Northeastern States Conference.



DAVID F. SHEA, JR.

President

BUSINESS REPRESENTATIVE:
CAMBRIDGE/NORTH OF BOSTON AREA

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As we wind down the 2025 construction season, I hope you and your families are doing well. Work in the Cambridge/North of Boston area has remained mostly steady throughout the second half of the year. While the office/lab space building work has slowed down significantly, other areas like Logan Airport are beginning several new projects.

I would like to begin by congratulating brother Kevin Murray on his appointment as the new Organizer. Kevin has always been a hardworking, dedicated member of Local 4 both as an operator and an officer. I have no doubt he will be successful in his new position.

At our September Body Meeting, we had the privilege of having General President John Downey in attendance to swear in the newly elected officers. Also in attendance were Northeast Regional Director John Stevens and Northeast Representatives Albie Schaut and Tom McEvoy. We appreciate them taking time out of their busy schedules to make this a great night.

This year's William D. McLaughlin golf outing was another great success. Mother Nature gave us great weather and our generous members helped us raise approximately \$95,000 that will be going to several worthy children's charities. Thank you to everyone who helped to make this event a great time for all.

On the work front, Cambridge is still busy with several ongoing projects. At 585 Kendall, the towers came down this fall, but Fuse still has the hoists, and AA Will is in and out doing site work. At 290 Binney Street, AA Will is excavating the bottom floor of the up/down and Julian has the hoists. At the substation, AA Will is excavating the bottom floor as well, and Safeway has the hoist. At 121 Broadway, S&F Concrete is doing concrete work with Maxim's tower crane, Safeway has the hoists and Massey is doing the glass. At Volpe, JDC is demolishing the old transportation building with Julian providing a hoist, and Bay Crane in support with a large crawler. Trevi completed the slurry wall work and AA Will is doing the excavation. In the Kendall area, United Civil has a large duct bank job for Eversource that will be ongoing for several years. At Harvard, the Eliot House renovation has had Bond doing utility relocation, NorthStar and Benny's Brokk doing demo work, AJ Welch doing the site work, and HUB doing foundation work. Harvard also began work on a new building

project with Trevi doing the secant piles and W.L. French doing the excavation.

At Suffolk Downs, progress has been slow going with only W.L. French and Emanouil Inc. doing some work directly for HYM. The second building is rumored to be starting in January; I will believe it when I see it. At the Trident warehouse project, Derenzo is doing site work and LBG is doing the landscaping. Phase two is scheduled to begin next year, but may hinge on getting the current building occupied. Logan Airport has several large projects beginning. Skanska's parking garage has W.L. French doing the site work, Coastal Marine driving the piles, Phoenix Foundation doing the mini pile work, and Skanska Underpinning will be doing the caissons. This project will be ongoing for several years. J.F. White recently finished this year's phase one of pile driving work for McCourt's runway extension project. DOW has several projects ongoing and Derenzo has begun enabling work for Suffolk who has a large north gate area project that is still in the bidding process.

In closing, thank you for your continued support. I wish you and your families a Merry Christmas and a Happy New Year!

CHRISTOPHER L. CAREY

Vice President

BUSINESS REPRESENTATIVE: BOSTON AREA
LEGISLATIVE DIRECTOR



As 2025 comes to a close, I would like to take a moment to reflect on another successful year here in the Boston area. While we've seen a slowdown in vertical construction, we've successfully shifted our focus toward infrastructure projects, as well as ongoing work with our colleges, universities and hospitals. Our membership has remained strong and resilient and I'm proud of the work that we've accomplished together over the past year.

We completed the Enterprise Research Campus for Harvard University in Allston, which includes four buildings — two for lab and office space, a residential tower, and a hotel/retail building. This marks the first phase of the project, with a second phase expected to begin soon. Harvard also has several other projects underway throughout the city, including work at the Business School, the Law School, and the construction of a new theater facility.

At Mass General Hospital the building structure is complete and the tower crane has come down, but our Operating Engineers remain on-site working for Marr, AA Will, and G&C Concrete. Phase two of the project — involving the demolition of the parking garage and the construction of a second tower — is scheduled to begin in 2026 if all goes as planned.

The South Station project has now wrapped up after years of construction, providing steady work and opportunities for many of our members. Huntington Towers, a 34-story residential building, currently employs members working for G&C, Liberty, and Metro Glass. At Innovation Square in the Seaport, steel erection and glass installation

have been completed, with interior work and hoist operations ongoing. W.L. French continues site work there as well.

The Mary Ellen McCormack Housing Development has completed its geothermal system, installed by Phoenix Foundation. Steel erection is finished and wood framing is now going up for the remaining floors. The Holocaust Museum downtown has begun steel erection, supported by one of Maxim's tower cranes. Many of our members also continue to work at 421 Park Drive for AJ Welch, Liberty, G&C Concrete, and BrightView Landscaping.

The upcoming year looks to be busy as well. Dana-Farber Cancer Institute is scheduled to begin demolition in January for its new cancer research center. The Matthews Arena will also be demolished over the winter to make way for a new athletic facility for Northeastern University. With several ongoing and upcoming projects ahead, I'm confident that 2026 will be another productive year for our Local.

I would also like to congratulate Kevin Murray on his recent appointment as Organizer. Business Manager Bowes made an excellent choice and I know Kevin will work tirelessly to strengthen and support our Local.

In September, we had the honor of welcoming General President Downey to our meeting to swear us in for another term. It was a privilege to be sworn in by our General President and I truly appreciate your continued support.

Our 8th Annual William D. McLaughlin Charitable Golf Outing was another great success — it was wonderful to see so

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many members come out to support a great cause. We raised significant funds for several deserving charities. I want to thank the entire golf committee for their hard work and dedication in organizing such a successful event. We look forward to growing the Charitable Fund to include a scholarship program for members' children and grandchildren. To support this effort, we'll be hosting a family picnic on September 27, 2026 in Shrewsbury — I hope to see you there!

In October, we attended the Healthy Living and Retirement Planning Fair hosted by our Health and Welfare Office at Polar Park. This event continues to be an excellent opportunity to learn, connect, and focus on our members' well-being.

I wish you and your families a wonderful holiday season and a happy New Year. Thank you for your continued hard work, dedication, and pride in representing our Local so well.



JAMES M. MARENGHI

Recording-Corresponding Secretary

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After a busy summer and fall, we are having a steady winter season. With the shorter days and colder temperatures this makes work a little more challenging. Please be safe out in the field, brothers and sisters.

In September we were honored to have General President John Downey at our Body Meeting to swear us in for the next term. General President Downey said how the turnout at the meeting was impressive and it shows the commitment our members have to the Local. Congratulations to everyone elected.

The 8th Annual William D. McLaughlin Charity Golf Outing at Stow Acres was once again a great event, raising money for children's charities. The money went to some great charities including: \$15,000 to KyleCares Foundation, \$15,000 to Cradles to Crayons \$15,000 to Colins Joy Project, \$25,000 to the New England Center for Children, and \$25,000 to Why Me & Sherry's house. This is just another way Local 4 is giving back. It was a great turn out with

great weather. Thank you to everyone who donated and attended.

The Healthy Living and Retirement Planning Fair was a fun event with many of our service providers in attendance. This is a great way to learn about the amazing benefits we receive, from financial information about our Annuity and Pension to our Cadillac health plan.

At the beginning of the apprentice school year, we went to the Training Center to speak to the apprentices. We spoke on the importance of staying involved, keeping attendance, and utilizing everything the Training Center has to offer. The Training Center is a gateway to a rewarding career.

I want to thank everyone who helped with sign holding for Candy Carlson for Worcester City Councilor. We need to continue to help these candidates who have the same views on working values. The members who came to this weekly sign holding were coming after work and driving a distance to help.

In March we will be holding Continuing Education and HAZMAT refreshers in Worcester at the Eastside Improvement Club on Shrewsbury Street. We'll have a meal after the classes, so come hungry! You can find the dates and sign-up details on the Local 4 Training website.

Here are some of the ongoing jobs in my area:

In Clinton, Ernest Guigli & Sons has the site work on the new 136,000 sq. ft. Jr. High School. J. Derenzo is in Hopkinton at the \$160 million Elmwood Elementary School. Derenzo also has a massive

job in Littleton at the old IBM world headquarters. It's a 13-year, three phase job on a 41-acre site that will consist of housing, retail, restaurants, office and manufacturing space. W.L. French is in Norwood at the new hospital doing the site work. JL Marshall is also on-site. Marois is at MathWorks in Natick, and Amquip has a 999 setting the steel. McCourt has a bridge replacement and interchange improvements job at Route 27 and Route 9 — this is a 5-year project. SPS/Walsh has the Newton/Weston bridge bundle, which is making great progress. Some of our signatory contractors on-site are Select Demo, Brox, Hub Foundation, W.L. French, Independent Concrete, Astro Crane, and Flaherty Equipment. In Hopkinton and Westborough, Barletta has the \$460 million 495/I-90 Interchange improvements project. Amorello continues to work at the Roosevelt School in Worcester where they are making drainage improvements and an overflow lot to relieve congestion. MDR is in Shrewsbury doing an expansion to Mountain View Cemetery. Flett is in Newton at Boston College working on new dorms and administration buildings. Select Demo is also on-site; this is an \$80 million project. In Wrentham, Baltazar is moving forward with a \$50 million project where they are adding a new on-ramp onto 495 to ease congestion from the outlets.

In closing, thank you for your continued support and if I can help you or your family, please reach out to me. Have a wonderful holiday season!

PAUL C. DIMINICO

Financial Secretary

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



As the winter season is upon us, work in the area remains steady.

I would like to begin by mentioning how great it was to have our General President, John L. Downey, install the Officers at our September Body Meeting. It was truly an honor to have the General President attend a packed meeting under the great leadership of Business Manager Michael J. Bowes. I would like to thank the members for your continued support, presence, and dedication to Local 4. Also, I would like to congratulate Kevin Murray on becoming an Organizer. Kevin is doing a great job for the Local.

J.F. White has started a pile path project in Lawrence and, depending on the weather, plans to expand their workforce. If you're currently out of work and are experienced in operating a rubber-tire excavator, feel free to give me a call.

Welch Corp has a major site project underway in Andover for the Gillette Company, which is relocating its razor fabrication facility. The company is also working on a project at UMass Olney Hall, where Select Demo recently completed the demolition of the old building.

Skanska USA Civil Northeast Inc. has begun construction on the \$300 million Rourke Bridge project in Lowell. J.R. Vinagro has been on the job doing the tree clearing for the laydown yard. The Rourke Bridge has a completion date of November 2028.

SPS and D.W. White continue to make steady progress on the \$377 million bridge project on Route 495 in Haverhill. SPS is also advancing on the \$107 million Hampton Beach Bridge, employing several operators and apprentices. Hub Foundation has completed drilling for

the bridge's support system, with overall project completion expected by June 2028. SPS is also working on the Route 107 Lynn/Saugus Bridge, scheduled for completion in summer 2026. The old temporary bridge still needs to be removed.

Barletta is moving closer to completion of the Middlesex Turnpike expansion in Billerica and it should be completed by this spring. They are currently working on punch list items. Flett is moving along on the site work for Lawrence Middle School, which is also nearing completion. Marois Bros. Inc. has ongoing school projects in Andover and Tyngsboro, as well as a site project for the new Wilmington Town Hall, which will be close to completion this season.

The Seabrook Power Plant has a scheduled shutdown in April, along with several upcoming projects throughout the season that will require a few operators. If you're interested in working during the shutdown, please stay in touch. I expect to have a detailed list of operator needs by mid-January.

S&R is continuing on their \$5 million bridge job for the town of West Newbury. Also, their \$44 million bridge replacement on Gorham Street over Route 495 and Westford Street has been progressing.

P. Gioioso & Sons also has a few crews still going at the Lynn water treatment plant. Newport Construction has begun another roadway reconstruction phase of Route 3 in Billerica that will continue Billerica's master plan of renovating Route 3A — a much-needed renovation. They are also moving forward on a roadway reconstruction project in Salisbury.

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MDR has been busy. They are on a 5-year drainage and water line replacement in Peabody, along with several other ongoing projects throughout the area.

J. Derenzo continues working in Haverhill at the middle school. In downtown Haverhill, they are doing the site work for a parking garage. Also, they are continuing on in Middleton for a new public safety complex which includes a new police and fire station.

W.L. French is currently working in Billerica for a new youth center. They are also nearing completion of a public safety building in Lynnfield and are continuing on a job in Peabody for the new police station. Dow has a handful of operators on-site at Hanscom Air Force Base. There is also demolition and construction of another building currently in the bidding phase.

Barletta has been awarded a \$30 million bike path in Billerica that will begin in the spring.

I would like to remind you all to make sure your dues are current and all your licenses are up to date. I wish all of you and your families the very happiest of holidays, and look forward to the upcoming season. As always, thank you 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 news magazine finds everyone in good health and that you had a happy Thanksgiving.

Work in the South Shore remains very strong. School work is ongoing throughout the area with several different contractors in Quincy, Whitman, Taunton, Scituate, and Fall River just to list a few. Also in Quincy, there are three good-sized jobs on Burgin Parkway. Two consist of multi-story buildings with attached parking garages and the third is the MBTA electric bus maintenance facility.

Road and bridge work is also very busy. D.W. White and SPS JV are starting to wind down on the Route 79 project in Fall River and are just getting started on the 195/18 interchange in New Bedford. Skanska continues work on several bridge projects throughout the area, and AA Will just got started on a bridge job in Dennis.

ACK, Coastal, Caldwell Marine, and JF Brennan are all performing different aspects of marine work along the coast, Cape and Islands.

Vineyard Wind is nearing completion with only a couple of turbines left to be erected.

This has been a great job for the men and women of Local 4. Hopefully the political climate will soften and we can build the other three wind farms, all of which are larger than Vineyard Wind.

Newly signed Haugland has been working on a large electrical duct bank job in New Bedford. They, along with several other companies, have been asked to get involved with gas work as well. Business Manager Bowes and I have met with all of them. After having very little of this market for a very long time we are on the verge of some great things for the Local.

Great job by Business Manager Bowes, Funds Administrator Geiman, and all responsible for putting on a great event at Polar Park. This year's Healthy Living and Retirement Planning 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 have donated \$95,000 to children's charities. Special shoutout to Business Manager 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 Body 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 \$1,000.00 bonus check. This 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 four 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 more licenses and certifications you have, the more potential work opportunities you have. 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.

TAYLA M. ROSE

BUSINESS REPRESENTATIVE:
SHOPS / 4E / CONCRETE PUMPS
LEGISLATIVE REPRESENTATIVE



Sisters and Brothers,

I'm hopeful this news magazine 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.

To start, I would like to congratulate Kevin Murray on his new role as an Organizer. I've known Kevin for years and during that time he has shown nothing except for hard work and dedication to Local 4. I know that he will be a big part of future work opportunities for our brothers and sisters.

Thank you to the membership and the Executive Board for sending myself along with 10 Operating Engineers to the NABTU Tradeswomen Build Nations Conference held in Chicago this year. This conference hosted 6,000 unionized tradeswomen, union leaders, and government officials throughout the United States and Canada. We represented Local 4 proudly and will continue to do so! Speakers this year included AFL-CIO President Liz Schuler, NABTU President Sean McGarvey, Governor of Illinois JB Pritzker, and many more.

The 8th Annual William D. McLaughlin Golf Outing was a huge success this year and, with the members' generosity, there are donations going out to multiple children's charities. These charities include Why Me & Sherry's House, Colin's Joy Project, Cradles to Crayons, KyleCares Foundation, and The New England Center for Children.

Thanks to Business Manager Mike Bowes and Funds Administrator Greg Geiman, along with his team, for their efforts in organizing the Healthy Living and Retirement Planning

Fair. It was a perfect day to go to Polar Park and learn about our great benefits while connecting with brothers and sisters you haven't seen in a while.

It's been a very busy fall and winter, as contracts with multiple shops have been negotiated and re-signed including C.N. Wood, C.N. Wood Environmental, Boston Sand and Gravel, Independent Concrete, Flaherty, Welch, and FBM (Foundation Building Materials). These new wage schedules include wages for the pocket and a healthy allowance for Health and Welfare to hit the target numbers of (\$9.00, 2026) (\$10.00, 2027) and (\$11.00, 2028).

Equipment rental companies are holding steady, but job openings are less frequent than in the past. Something to keep an eye out for is new opportunities with EquipmentShare. EquipmentShare is expanding with their latest locations in Whitman and Framingham, which will share the same contract as Seekonk and Lewiston, ME. They are quickly growing and plan to move to a few more locations in our jurisdiction.

Mazzotta in Plainville and Herc in Brockton are moving ahead with their new facilities and that will provide jobs for the Operating Engineers. Mechanics are in high demand across the board, so please if you are out of work don't hesitate to contact me.

In September, Business Agent and Legislative Director Christopher Carey, our Lobbyist Guy Glodis, and myself had the opportunity to testify on our Bill once again this session. We testified to the Committee on Public Safety and Homeland Security (H.2664 and S.1736 "An Act Establishing a

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Board of Hoisting Machinery Regulations"). I am pleased to inform you that our Bill was reported favorably by the Committee and was referred to the Committee on Senate Ways and Means where Senator Michael Rodrigues holds the seat as Chairperson. It would be helpful to write a letter in favor of H.2664 and S.1736 if you are a member living in the Fall River area. If you live in the Worcester area, it would be helpful to reach out to Representative Jonathan Mahoney. Thank you in advance for all your efforts.

As always, please don't hesitate to reach out if I can help you in any way. Take care.

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Sen. Michael Rodrigues
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ROBERT A. BURR

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

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Brothers and Sisters,

As we move into the winter months, I hope you and your families are doing well. I would like to take a moment to congratulate Business Manager Michael Bowes, all our Line Officers, Executive Board, Guard, and Conductor, for their recent appointments and continued leadership of this great Local. It was also an honor to see General President Downey administer the oath of office to our officers. I wish everyone the best of luck and continued success in leading this Local forward.

I also want to recognize Brother Troy Jackson, a proud new member of Local 4, who has served as past Senate President for the state of Maine. When he attended our last meeting in Portland we discussed the possibility of him running for governor. Well, it's official: he's running and he is one of us. Just imagine what it would mean for the state of Maine to have an Operating Engineer and Local 4 member in the Blaine House. I think a lot of things would change.

Please mark your calendars for our Body Meeting on March 18th at Ocean

Gateway in Portland, Maine. Brother Jackson is expected to be in attendance and will speak with you directly about the upcoming election for Governor of Maine. There are several candidates running for governor; he must get through the primary in June 2026 first. Stay tuned.

It was great seeing everyone at the Healthy Living and Retirement Planning Fair at Polar Park in Worcester in October. If you can find the time, brothers and sisters, I encourage you to attend this event in the future. It's a great opportunity to meet our vendors, who provide flu shots, blood pressure readings, skin-cancer screenings, and a host of other helpful services. It's also an opportunity to learn more about the services and benefits available to us, and to connect with fellow members. Personally, I always enjoy stopping by and seeing a Fidelity Investment representative to make sure I'm on the right track for retirement.

ON THE WORK FRONT

- **89 Elm Street – Portland, ME:** Work remains ongoing at this site. Cavalieri Construction continues with the site and utility work, while North & South Construction is handling the building phase. Initial structural work started with a mobile crane. Julian will be erecting two tower cranes for this site.
- **Roux Institute – Portland, ME:** At the former B&M Baked Bean Factory site, Northeastern University's Roux Institute continues to make strong progress. Consigli Construction is leading the project, and we've been on-site with Stearns and Prime for the erection of the new facility, and its accompanying parking garage. More work is expected as additional phases move forward. Bay and Maxim Crane are on-site.
- **Portsmouth, NH / Kittery, ME:** At the shipyard, HUB Foundation continues its portion of the foundation work. The project remains active and is moving forward.

- **Jay, ME:** Demolition Plus has completed its work at the former Jay Paper Mill. We're waiting for word on the next phase of the demolition.
- **Sanford, ME / Harrison, ME / Farmington, NH:** Brooks Construction has completed its work on the solar project in Sanford, Maine. The company has since moved operations to Harrison, Maine and Farmington, New Hampshire where a very large solar farm project is just beginning to take shape. These new sites are expected to provide steady hours through the upcoming season as construction ramps up.
- **Brewer, ME / Portsmouth, NH:** Mammoet is still working in Brewer, Maine and Portsmouth, New Hampshire operating their heavy-lift equipment in support of the naval project at the Portsmouth Shipyard. Their continued presence has been critical to maintaining progress and our Local 4 operators are doing excellent work keeping these complex lifts running safely and smoothly.

- **Northeast Paving:** Northeast Paving has been extremely busy during the early months of the season, but has now started to slow down in some areas. I'll be in touch soon regarding some of our upcoming meetings ahead of negotiations, so please stay informed. We'll also be discussing training opportunities. If you're currently out of work and need hours, please don't hesitate to reach out. It's important that everyone gets their hours in to maintain eligibility and I will do all I can to help make that happen.

In closing, check on your membership dues, keep up to date on all your licenses and certifications, and take advantage of our Training Center to advance your skills. I'm just a phone call away if you ever need anything at all.

Happy Holidays to you and your families. Stay safe!

In Solidarity,
Bobby Burr

RYAN P. MANCINI

ORGANIZER



As 2025 comes to a close, I believe it has been a good year overall for our Local. The 8th Annual William D. McLaughlin Charitable Golf Outing had good weather, a great turnout, and raised a lot of money for multiple children's charities. The success of this event is thanks in large part to the incredible generosity of our members. The funds raised will benefit local children in many meaningful ways. It's one of the reasons I'm proud to be an Operating Engineer.

The Healthy Living & Retirement Planning Fair, which was held at union-built Polar Park, was a resounding success. It was great to see that many of our members bring their families to this event. I'd also like to give special thanks to the office staff for all the hours of hard work they put into this event like they do all our others.

A big thank you to all who show up to hold signs, pass out literature, and knock on doors for the politicians who support us — thank you for your time. These seemingly small efforts have a big and reverberating impact on the work opportunities we have and our livelihood.

I'd like to thank Training Coordinator Mike Carey for hosting me and the rest of our staff

in Canton. We had the opportunity to meet and speak with the entire group of apprentices — some familiar faces and others I was meeting for the first time. Every one of them has the potential to become a successful and skilled operator. These apprentices are fortunate to learn from outstanding instructors and train on the wide range of equipment our Local provides. With hard work and dedication, the opportunities within this Local are right in front of them.

General President John Downey joined us at our September Body Meeting for the installation of officers. I want to thank him for taking the time out of his busy schedule to travel to Boston to swear us all in. It was an honor to have him among our ranks and I'm proud to serve in this great Local.

Reworld Haverhill, formerly known as Covanta, has been successfully organized in partnership with us and our IUOE 877 team after nearly two years of negotiations. The hard-fought, long-standing effort has finally come to a close, bringing 13 new members into Local 4.

North Turf of North Attleboro has also recently joined us. They specialize in laser grading services for athletic fields and beyond. Alan and Evan Vadala, the father-and-son

CONTACT

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 r.mancini@iuoelocal4.org

team behind North Turf, now have a tremendous opportunity to grow with us and build an even more successful operation.

Finally, I'd like to congratulate Kevin Murray on his appointment to the Organizer position. Kevin is not only an accomplished operator, devoted family man, and proud United States Marine Corps veteran, but also an exceptional partner in our organizing efforts. I look forward to working alongside him for many years to come.

I hope that you all had a happy and family-filled Thanksgiving and I wish you all a Merry Christmas.

Fraternally yours,
Ryan Mancini



KEVIN W. MURRAY

ORGANIZER

CONTACT

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✉ k.murray@iuoelocal4.org

Brothers and Sisters,

First and foremost, I would like to wish all our members a great holiday season. I hope everyone enjoyed their Thanksgiving and is looking forward to a Merry Christmas with families and loved ones.

This past June, I was afforded the opportunity to become an Organizer for our Local and I would like to thank our Business Manager Michael Bowes, along with the rest of our leadership, for entrusting me with this new role. At the same time, I want to assure all my fellow brothers and sisters that I not only look forward to the task, but also to the challenge — and to doing the best job possible for all of us. Since starting in this role, I was able to attend an Organizing conference at our International Training and Education Center down in Crosby, Texas. Visiting the facility for the first time was very impressive, and

I would highly encourage any of our members to take advantage of the training opportunities that are available at the ITEC.

Since returning from Organizer training in Crosby, Ryan Mancini and I have been hard at work targeting and meeting with as many nonunion contractors that we believe would be beneficial to us. It has been a great help to receive advice and training from our Staff and Agents who have held this position in years past and I look forward to employing much of their knowledge as we pursue our organizing goals going forward.

As always, it was very encouraging to see the level of participation from our dedicated members at our annual events, hosted by the Local. From Local 4 Appreciation Night at Polar Park to our annual 5K, it was great to see so many of our members and their families enjoying these events. We have also since enjoyed the 8th Annual William D. McLaughlin Charitable Golf Outing, which did a fantastic job raising money for various children's charities. Lastly, we had our Healthy Living & Retirement Planning Fair at Polar Park, which was also a success, covering many beneficial topics for our members while having plenty of activities for kids and family members. Thanks to all our members, and families, that were able to attend these events. We

look forward to strong showings at these events for years to come.

In September, I was able to join our staff in welcoming our incoming Apprenticeship Class, at our Canton Training Facility. As a fellow apprenticeship graduate myself, I would like to encourage all our incoming first year apprentices to take advantage of all the opportunities you will receive from our training center. I'd also like to wish our fourth year apprentices a strong finish to a lengthy battle — four years of training and dedication is no small feat. It has been great to see our apprentices taking part in many of our sign-holding events that often take place after work and in between the hours of school.

Lastly, I would like to congratulate all our newly elected Officers and thank everyone who attended the Body Meeting in September to see General President Downey swear us in. Once again, I want to wish all of you a Merry Christmas and a prosperous New Year.

Respectfully,
Kevin William Murray

From the Funds Office

GREGORY A. GEIMAN, ESQ.

FUNDS ADMINISTRATOR

It's that time of year when, no matter what time of day you turn on the television, you'll find National Lampoon's Christmas Vacation. It's hard not to feel bad for Clark Griswold as he strives to provide his family with the perfect Christmas, only to run into problem after problem.

I can't help but think that Clark would have had it much easier if he'd been a Local 4 member. (Warning: Spoilers ahead for the two or three of you who have never seen the movie.)

For starters, Clark could have had a much less stressful experience. Let's face it, the holidays are stressful, especially when you are hosting. Clark could have contacted Lyra, Local 4's employee assistance program, and had up to eight free therapy sessions with a mental health professional to help handle the stress before it got out of control. Uncle Eddie shows up in the RV? Contact Lyra. The cat gets electrocuted in the Christmas tree? Contact Lyra. The Christmas turkey deflates upon carving? Well, you get the idea. Lyra would have been there for Clark, and is there for you, no matter the season and no matter the type of stress. And if he needed more than eight sessions? Not a problem; he could continue treatment at a cost of only \$15 per session for as long as he needed.

What about all of the physical injuries that Clark endures? He falls off the roof, dangling from the gutter, while installing Christmas lights. He repeatedly hits himself in the head with a ladder and with wood planks up in the attic. He greases a sled and flies down a

hill, crashing into a Toys for Tots bin. Clark would have had a lot of options for treatment under the Local 4 Health & Welfare Plan. A visit to his doctor's office or an urgent care appointment, through the extensive Blue Cross Blue Shield network, would have only cost him a \$15 copay. He could've even had a virtual appointment through Firefly Health while he was trapped in the attic.

What if he got whiplash and needed physical therapy from that sled ride? Not a problem — the Plan has partnered with Hinge Health and Clark could have received free virtual physical therapy to manage his musculoskeletal pain. And, worse comes to worst, what if Clark needed surgery? Clark could have contacted Carrum Health and scheduled surgery at a center of excellence, with top-rated doctors and facilities, and had his cost share waived.

We all remember when Clark hits bottom — when his dreams of a backyard swimming pool for his family evaporate because his Christmas bonus is nothing more than a subscription to the jelly of the month club. If Clark had been a Local 4 member, he would have been in touch with a financial advisor at Fidelity Investments. Fidelity would have made sure he was adequately saving for retirement, with a well-diversified and age-appropriate portfolio, and then helped him with questions about saving for his other financial goals — like a pool.

Luckily for Clark, even after all of the problems, there is a happy ending. He gets the bonus check he needs to start



CONTACT

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 ggeiman@local4funds.org

construction on the backyard swimming pool and Christmas is saved! (If he had been a Local 4 member, Clark would have known how to operate an excavator and could have dug his own pool, but then the whole plot of the movie would break down.)

The only thing left for Clark and his family to do is to look forward to spending hours enjoying the pool this summer. And in order to enjoy the pool and to swim and feel his best, Clark could have joined the free Local 4 Life program right after the new year! In conjunction with the health coaches at TrestleTree, the Local 4 Life program would have helped Clark and his family manage any chronic conditions or simply do a better job of eating, exercising, and managing stress, so that they could look and feel their best.

Remember, just like the jelly of the month club, your Local 4 benefits are, as Uncle Eddie would say, "The gift that keeps on giving the whole year." Take advantage of everything that your benefits have to offer in the coming year and have a wonderful holiday season!

Training Corner

MICHAEL J. CAREY

TRAINING COORDINATOR



Greetings Brothers and Sisters,

I hope you and your families are enjoying a safe and healthy holiday season. The start of a new year is right around the corner and is a good reminder to get caught up on any licensing or certifications that may need renewing. Please check our website or this news magazine 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. The colder weather is here so it's a good time to take advantage of our International Training Center in Crosby, TX. Please check the International's website for a list of classes and to register.

It was another fun and successful year at the Local 4 William D. McLaughlin Charitable Golf Tournament in August. Our luck continued with another beautiful day. Congratulations to the Committee on their hard work planning a top-notch tournament that raised \$95,000 for children's charities.

It was great to have IUOE General President John Downey at our September Body Meeting to install Business Manager Mike Bowes and the elected officers of the Local. Congratulations to Mike and his staff on

their new, well-deserved term. I would also like to congratulate Kevin Murray on his new role as Organizer. Kevin is a terrific addition to Mike's team and will serve the Local well.

Congratulations to Business Manager Mike Bowes and Funds Administrator Greg Geiman, as well as his team in the Funds Office, on another Healthy Living and Retirement Planning Fair. They did a great job bringing so many service providers together for the event. It was nice to see so many members coming through Polar Park, whether meeting with plan professionals to amend their retirement savings plan or getting healthy-living support.

The Training Center has been busy this fall and winter. November was a particularly busy month as we were open for applications to the Apprenticeship Program. The application period is now closed, and we are processing the many applications that were received. We expect to be interviewing potential candidates that have completed all steps in March or April with the JATC. This is a very competitive process that starts with approximately six hundred applicants. We are hoping to have a talented and hard-working new class next spring.

CONTACT

 (781) 821-0306

 mcarey@local4training.org

The Training Center is expecting delivery of a new GPS ready CAT 140 motor grader this month or next. Thank you for the continued support of the Training Center Trustees as well as Business Manager Bowes. This support makes it possible to continue to upgrade the equipment for the membership.

Congratulations to all the 50-year members that were recognized at our October Body Meeting.

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



THE TRAINING CENTER UPDATE

ENGINEERS TRAINING CENTER JOURNEY MEMBER COURSE SCHEDULE

TEL: 781-821-0306 • OFFICE@LOCAL4TRAINING.ORG • LOCAL4TRAINING.ORG

MEDWAY SEAT TIME/CCO PRACTICALS – BY APPOINTMENT ONLY

MONDAYS AND WEDNESDAYS 5:00 P.M. – 8:00 P.M.

Please call the office to schedule (781) 821-0306 or email office@local4training.org

FORKLIFT IN-PERSON (CANTON)

7:00 A.M. – 11:00 A.M.

(practicals to follow for those who need to take one)

Saturday, January 31, 2026

FORKLIFT IN-PERSON (MEDWAY)

7:00 A.M. – 11:00 A.M.

(practicals to follow for those who need to take one)

Saturday, March 28, 2026

FORKLIFT ZOOM

6:00 P.M. – 10:00 P.M.

Monday, January 19, 2026

Monday, February 23, 2026

Monday, March 16, 2026

If you are taking the forklift for the first time or your certification has expired, you will need to take a practical exam in addition to the 4-hour class.

HAZMAT REFRESHER IN-PERSON ONLY (CANTON)

7:00 A.M. – 3:30 P.M.

Saturday, January 10, 2026

Saturday, February 28, 2026

HAZMAT REFRESHER IN-PERSON ONLY (CANTON)

6:00 P.M. – 10:00 P.M.

Monday and Wednesday, March 23 & 25, 2026



Jimmy Waugh working for Camputaro in Leicester at a new substation.

**HOISTING CONTINUING EDUCATION CLASS 1
IN-PERSON (CANTON)**

7:00 A.M. – 11:00 A.M.

Saturday, January 17, 2026

Saturday, February 7, 2026

**HOISTING CONTINUING EDUCATION CLASS 2
IN-PERSON (CANTON)**

11:00 A.M. – 3:30 P.M.

Saturday, January 17, 2026

Saturday, February 7, 2026

**HOISTING CONTINUING EDUCATION CLASS 3
IN-PERSON (CANTON)**

7:00 A.M. – 11:00 A.M.

Saturday, January 24, 2026

Saturday, February 28, 2026

**HOISTING CONTINUING EDUCATION CLASS 4
IN-PERSON (CANTON)**

11:00 A.M. – 3:30 P.M.

Saturday, January 24, 2026

Saturday, February 28, 2026

HOISTING CONTINUING EDUCATION CLASS 1 ZOOM

6:00 P.M. – 10:00 P.M.

Monday, January 5, 2026

Monday, February 2, 2026

Monday, March 2, 2026

HOISTING CONTINUING EDUCATION CLASS 2 ZOOM

6:00 P.M. – 10:00 P.M.

Wednesday, January 7, 2026

Wednesday, February 4, 2026

Wednesday, March 4, 2026

HOISTING CONTINUING EDUCATION CLASS 3 ZOOM

6:00 P.M. – 10:00 P.M.

Monday, January 12, 2026

Monday, February 9, 2026

Monday, March 9, 2026

HOISTING CONTINUING EDUCATION CLASS 4 ZOOM

6:00 P.M. – 10:00 P.M.

Wednesday, January 14, 2026

Wednesday, February 11, 2026

Wednesday, March 11, 2026

INTRODUCTION TO GPS/DOZER IN-PERSON ONLY (CANTON)

*Must have knowledge of how to run a Dozer

Monday, March 2, 2026

6:00 P.M. – 10:00 P.M.

Wednesday, March 4, 2026

6:00 P.M. – 10:00 P.M.

Saturday, March 7, 2026

7:00 A.M. – 3:30 P.M.

Monday, March 9, 2026

6:00 P.M. – 10:00 P.M.

Wednesday, March 11, 2026

6:00 P.M. – 10:00 P.M.

Saturday, March 14, 2026

7:00 A.M. – 3:30 P.M.

WORCESTER CLASSES (IN-PERSON)

East Side Improvement Club

170 Shrewsbury Street

Worcester, MA 01604

HAZMAT REFRESHER

7:00 A.M. – 3:30 P.M.

Saturday, March 21, 2026

HOISTING CONTINUING EDUCATION CLASS 4

6:00 P.M. – 10:00 P.M.

Thursday, March 12, 2026

HOISTING CONTINUING EDUCATION 1, 2, 3

7:00 A.M. – 3:30 P.M.

Saturday, March 14, 2026



Safety Corner **UPDATE**

CO-SAFETY OFFICER

CONTACT

📧 pcarpenter@local4training.org

As we start into the winter season, I wish you and your families a Merry Christmas and a Happy New Year. I would like to congratulate Business Manager Mike Bowes and elected officials on being installed at the September Body Meeting as well as congratulations to Kevin Murray on his new role as Organizer.

Topic: Blind Spot Awareness Around Heavy Equipment

Every year, workers are injured or killed because they are struck by moving equipment. One of the leading causes of these incidents is poor visibility and lack of attention to detail/awareness of equipment blind spots. Heavy equipment such as excavators, loaders, haul trucks, cranes and dozers all have areas where the operator cannot see people or objects, especially directly behind or beside the machine. Mirrors and cameras can help, but they do not eliminate these blind spots entirely. The larger the equipment, the larger the

blind spot, and visibility can be further reduced by poor lighting, or adverse weather conditions.

Operators play a critical role in preventing blind spot incidents. Before starting a machine, it is important to perform a 360-degree walk-around to check for people, tools, or obstacles. Using spotters when swinging a machine, when backing up, or operating in congested areas is recommended, as is clear communication with ground personnel through hand signals or radios. Operators should never assume the area is clear and should stop operations immediately if a person enters their blind spot. Mirrors and cameras should be properly adjusted before work and the horn/swing alarm should be sounded before moving, especially after the machine has been idle.

Always make eye contact with the operator before approaching and never enter a machine's swing radius or travel path without acknowledgment. Walking behind equipment should be avoided even if you believe the operator can see you. Maintaining safe distances and using designated walkways wherever possible is critical to preventing accidents.

Blind spot incidents often occur when workers become too comfortable around equipment. Complacency is a major contributing factor and a momentary lapse in attention can have serious consequences. Staying alert, visible, and aware of your surroundings every time you work near heavy equipment can prevent injuries and save lives.

Stay alert. Stay visible. Stay safe.

Peter Carpenter
Co-Safety Officer



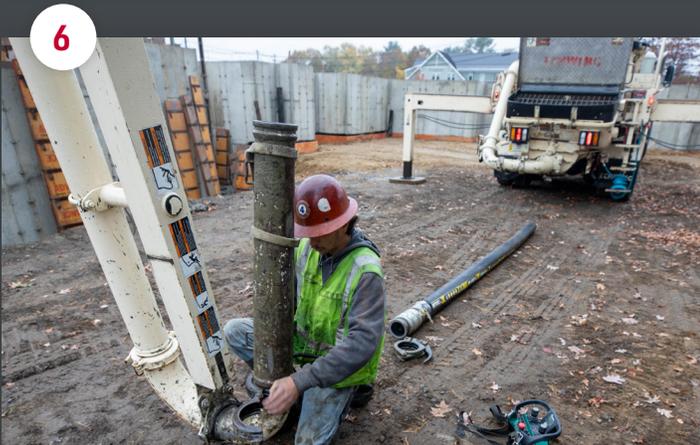
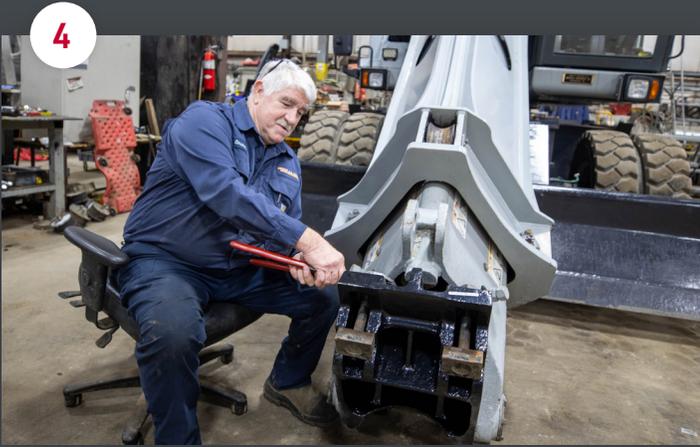
Project Spotlight

LOCAL 4 MEMBERS AT WORK IN THE SHOPS AND CONCRETE PUMPING IN ACTION

Every day, members of Local 4 exemplify the skills and professionalism that define our trade — both in the shops and out in the field. In this edition, we are proud to feature the incredible work of our Operating Engineers working in 4D Shops and Concrete Pump Operators.

From C.N. Wood and Sunbelt Rentals to United Rentals and beyond, Local 4 members continue to set the standard for excellence in quality and safety. The precision and craftsmanship of our 4D Shop teams and the steady precision of our Concrete Pump Operators are unmistakable. Thank you for your continued dedication to Local 4.





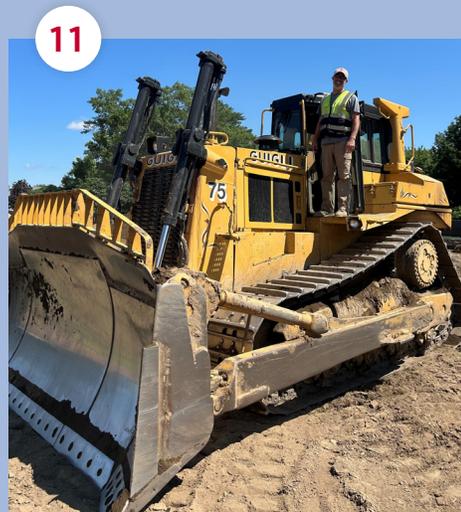
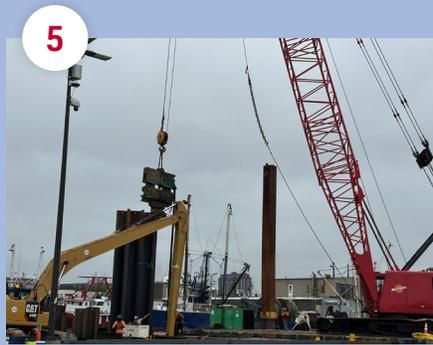
1: Business Representative Tayla Rose alongside Local 4 Operating Engineers who are currently working at C.N. Wood.
2: Will Brunetto and Anthony Scibilia working for Sunbelt Rentals in Woburn, MA.
3: Edward Retalic-Auger, Jim Celentano, Nathan Anderson, Richard Knight, Enzo DeNardo, Michael Morella, and Francisco Isidro with United Rentals.
4: Chris Bradley performing maintenance on an excavator arm.

5: Paul LeBlanc, Senior Instructor, with one of Sunbelt Rentals' Class A trucks.
6: Concrete Pump Operator Keith Webb on-site in Woburn.
7: Keith Greeley servicing the control panel of an excavator.
8: Larry Gemme using an angle grinder at C.N. Wood.
9: Mike Foley hard at work maintaining equipment at C.N. Wood.



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.



13



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1: Trevi Icos, AA Will Corp., and JDC Demo working at the Volpe project in Cambridge.

2: Operators Dennis Reichert and Tye Donahue setting precast at two separate parking garages in Quincy.

3: Operator Jay Cushman and Oiler Justin McManus setting steel at MathWorks in Natick with one of Maxim's 999.

4: Operator Fred Morrill and Apprentice Randy Breen on the job in Portland, Maine, as Maxim Crane supports construction at the Roux Institute parking garage.

5: Coastal Marine expanding a pier in New Bedford.

6: In Portland, Maine, Maxim Crane works for Prime Steel on the Northeastern parking garage for the Roux Institute.

7: At McCourt's Logan Airport job, J.F. White drives piles on the runway extension job.

8: Brandon Sullivan sets glass for Metro Glass on the 32nd floor of the Huntington Tower project.

9: In Hopkinton and Westborough, Steward Mike Cullen and Operator Joel Laflamme working for Barletta on the 495/I-90 interchange project.

10: In Franklin at the new Tri County High School, Jimmy (the Dude) Collins and Mike Perkins getting the job done for Hallamore Crane.

11: Graham Ferro working for Guigli at the new Junior High School in Clinton.

12: Ernest Guigli & Sons at Norwood Jr. High School adding the finishing touches to the beautiful new school.

13: Operator David Viveiros working for Manafort Transit on the 24/140 project.

14: Operator Amanda Couto paving for P.J. Keating in Taunton.

15: Nick Lauria working at Union Station in Worcester for Judlau.

16: Members Heather Daly, Chris Brockway, Ed Wall, and Ed McLaughlin drive piles for J.F. White at the new Northeastern dorm site.

17: Independent Concrete Pump Operator Cody Mackinnon setting up for a concrete pour in Whitman.

18: Maxim Crane working for Prime Steel in Portland, Maine. Operator Fred Morrill and Apprentice Randy Breen are on-site.

19: Maxim's Steward, Ralph Martignetti, takes down the tower crane that member John Hunter has been operating at the new Strider Hotel which is a part of Boston Landing.

20: Henry and Andrew Hebert working for Mazzotta in Plainville.

8TH ANNUAL WILLIAM D. MCLAUGHLIN GOLF OUTING AND CHARITABLE DONATIONS

The Operating Engineers Local 4 Charitable Foundation, Inc. proudly hosts the William D. McLaughlin Golf Outing annually to support organizations in our community. Thanks to the generosity of our sponsors and participants, this year we will donate \$95,000 to various children's charities.

These funds will be allocated to the following groups to support their goals and initiatives, which focus on children and families.

- \$25,000 to The New England Center for Children
- \$25,000 to Why Me & Sherry's House
- \$15,000 to KyleCares Foundation
- \$15,000 to Colin's Joy Project
- \$15,000 to Cradles to Crayons

Thank you to all who made these donations possible!



Above Left: Presenting a check to The New England Center for Children: Jimmy Marengi, Amanda Johnson, Chris Carey, NECC Chief Development Officer Jared Bouzan, Business Manager Mike Bowes, Kevin Murray, Dave Shea, Tayla Rose, and Ryan Mancini.

Above Right: Kevin Murray, Ryan Mancini, Chris Carey, Tayla Rose, President & Co-Founder of KyleCares Jim Johnson, Business Manager Mike Bowes, David Fantini, Dave Shea, and Jimmy Marengi.

Bottom Left: Presenting Local 4's donation to Why Me & Sherry's House are Chris Carey, Dave Shea, Development Manager Robyn Fair, House Manager Ginette Trolsen, Business Manager Mike Bowes, Ryan Mancini and Jimmy Marengi.



INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL #4
Wage Settlement June 1, 2022 - May 31, 2027
Wage Schedule Effective December 1, 2025
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	57.83	58.68	59.98	61.43
Daily Rate (Per Hour)	61.68	62.80	64.02	64.99	66.22	67.48	68.51	69.62	71.15	72.85
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	68.51	69.62	71.15	72.85
GROUP 1c	53.40	54.33	55.35	56.13	57.15	58.18	59.01	59.88	61.21	62.69
GROUP 1d	69.83	71.15	72.56	73.73	75.16	76.64	77.87	79.20	80.93	82.86
GROUP 1e	77.99	79.50	81.10	82.46	84.10	85.80	87.23	88.79	90.72	92.88
GROUP 1f	59.38	60.44	61.61	62.52	63.70	64.89	65.86	66.91	68.38	70.02
GROUP II	51.82	52.70	53.69	54.43	55.41	56.40	57.18	58.02	59.30	60.74
GROUP III	34.26	34.73	35.30	35.62	36.17	36.67	37.02	37.37	38.23	39.18
GROUP IV										
a. Fireman	42.53	43.19	43.96	44.47	45.23	45.96	46.52	47.09	48.15	49.33
b. Other than TC/Gradall	23.80	24.02	24.34	24.41	24.71	24.92	25.02	25.08	25.67	26.34
c. TC or Gradall	28.88	29.22	29.67	29.86	30.28	30.63	30.85	31.05	31.77	32.57
d. Daily Rate (TC)	33.87	34.33	34.89	35.20	35.74	36.23	36.58	36.92	37.76	38.70
e. Scow Rate	33.58	34.04	34.59	34.89	35.43	35.91	36.25	36.58	37.42	38.35
<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	16.05	16.55	16.55	16.55
Pension	12.80	12.90	12.90	13.15	13.15	13.25	13.25	13.35	13.35	13.35
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.

CONGRATULATIONS TO OUR 50 YEAR MEMBERS!

- Michael P. Crowley
- Alan D. Darrah
- Robert S. DiCenso
- Ronald C. Morse
- Francis A. Sacramone



Business Manager Mike Bowes alongside brothers, Dan, Bill, and Shawn Roach at the October Body Meeting.

TRADESWOMEN BUILD NATIONS – CHICAGO

Tradeswomen Build Nations offers women in the trades and their allies a chance to connect on a national scale. This year's conference took place in Chicago, where eleven of our members attended, which included a special reception with General President Downey. Illinois Governor JB Pritzker also addressed the event, joining other labor leaders in celebrating the strength and progress of women in the trades.



Business Representative Tayla Rose stands proudly with the women operators representing Local 4.

HELMETS TO HARDHATS

Local 4 is proud to support Helmets to Hardhats, an organization that connects veterans with opportunities in the union trades after completing their military service. This year, Local 4 donated \$10,000 to support the program, and we listened to our own 3rd year Apprentice, Chris Gonsalves, share his story at the State House in November.



Peter Carpenter, Kevin Murray, Thomas McEvoy, Veteran & 3rd Year Apprentice Chris Gonsalves, Christopher Carey, Michael Carey, James Marengi, and Ryan Mancini joined Massachusetts Building Trades Unions at the State House to recognize the importance of the Helmets to Hardhats program.



STAY CONNECTED WITH LOCAL 4

To receive updates on Local 4 news and events, text ENGINEERS to 833-923-2538 or scan the following QR code.

KEEP YOUR CONTACT INFORMATION UP-TO-DATE

Have you moved, changed phone numbers, or updated your email address lately? It's crucial that we have all of your current contact information on file at the Union Hall. Please take a few minutes to let us know about any recent changes. Please send your name, registration number, mailing address, cell phone number, and email address by mail or electronically.

IUOE Local 4
16 Trotter Drive
Medway, MA 02053
office@iuoelocal4.org

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ONLINE UNION DUES PAYMENT

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. For Union Dues questions, please call the Union Hall at 508-533-1433.

PLEASE NOTE

Please note that a transaction fee is added for online payment. To avoid this fee, we recommend the standard method of check, mail, or in-person payment.

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

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



International Union of
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Local 4

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Member Registration Number * * Required

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Note:
Payment information will not be retained by Xpress-pay without your permission. Sensitive account information is never forwarded to the recipient.

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HEALTHY LIVING AND RETIREMENT PLANNING FAIR

The Benefit Funds Office hosted another successful Healthy Living & Retirement Planning Fair at union-built Polar Park. Thank you to all of our members and their families who attended this year's event. It was a great turnout and a wonderful day to learn more about the benefits available to us as members of Local 4. We're already looking forward to next year! In the meantime, visit the Local 4 Benefit Funds website for great resources to keep you healthy through the winter: Local4Funds.org



2025 APPRENTICE GRADUATION



We are glad to celebrate this year's graduating class of 18 apprentices and all of their accomplishments. Congratulations and best of luck to all of you!



REGISTRATION DEADLINE FOR MA AFL-CIO SCHOLARSHIPS

Brothers and Sisters, the MA AFL-CIO scholarship opportunities for 2025-2026 are now available. You must register for the Labor History Exam and submit your application before the deadline in order to be considered. To find the registration and eligibility details, please visit: MassAFLCIO.org/Scholarships

DEADLINE: FRIDAY, DECEMBER 19, 2025

MARCH BODY MEETING IN PORTLAND, MAINE

The March Body Meeting will take place in Portland, Maine on Wednesday, March 18, 2026 at 7:00 p.m. at the Ocean Gateway Terminal Building, 14 Ocean Gateway Pier, Portland, ME 04101. We look forward to gathering in Maine once again this year and encourage you to join us!

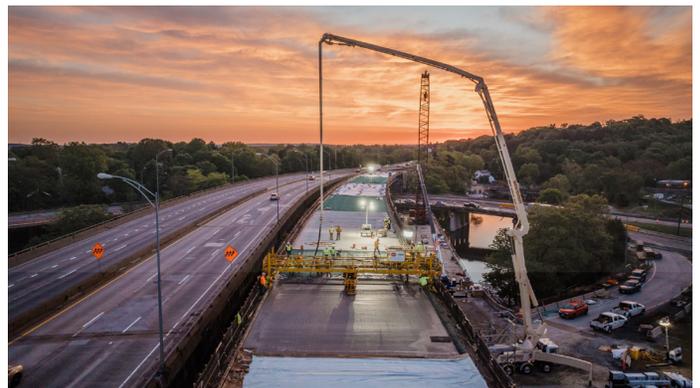
FUNDS OFFICE UPDATE

Blue Cross Blue Shield of MA and UMass have reached an agreement on a new contract, and UMass will remain in-network. There will be no gaps in coverage. Please call the Funds Office at 508-533-1400 with any questions.

BEAUTIFUL SITES TO SEE



J.F. White driving piles for McCourt's runway extension project at Logan Airport.



Operator James Toothaker for Independent Concrete Pumping.



IN MEMORIAM

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

Brian Scott Anthony	David F. DaSilva	Joseph A. Jean, Jr.	Thomas J. Nava	Leonard M. Sorrell, Sr.
Daniel J. Barrett	Ronald J. DeFreitas	Charles G. Kirby	James E. O'Malley	Robert L. Spurr, Sr.
Luigi M. Caggiano	John L. Fahey	Kevin C. Lasquade	Robert J. Poisson	Russell F. Sullivan, Sr.
Richard M. Carlson	Ralph Francioso	Fred H. Locke, Jr.	Steven Reis, Jr.	Richard P. Thompson
Roland N. Coburn III	Mark E. Froh	Angelo M. Molinario, Jr.	Michael R. Robidoux	Cumernuch "Ronald" Vitale
Donald E. Consalvo	Willi Gerlach	Thomas F. Murphy, Jr.	John "Sean" Ronayne	James W. Wilson
John E. Conway, Jr.	George K. Gotsch	Robert S. Napoli	Andre J. Roy	Mark A. Winship
Robert J. Couture	Karl O. Heine	Michael L. Napolitano	Joseph T. Ryan Sr.	

PLEASE REFER TO OUR WEBSITE FREQUENTLY FOR CURRENT OBITUARY AND SERVICE INFORMATION (IUOELocal4.org/in-memorial).



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!

Robert P. Baker	Paul R. Darling	Christopher A. Masood	Russell C. Ryan
Ward W. Ballard	James A. Demus	Jeffrey E. Mayo	Frank L. Serio
Michael J. Bodio	John M. Feen	Thomas P. McCoy	Timothy B. Smith
Leo A. Bonome, Jr.	William C. Fielding, Jr.	Robert S. McLean	Antonio Soares
David F. Botelho	Kenneth M. Flagg	Douglas G. Mirable	Manuel C. Sousa
Robert G. Bower	Daniel L. Gaultier	David D. Mix	Daniel H. Sullivan III
Paul E. Brady	Dane J. Grasso	Carlos Monte	Robert E. Till
Joseph A. Buduo	Kyle D. Jackson	Thomas J. O'Brien, Jr.	Christian N. Torres
Maximino S. Bulhoes	John J. Jalbert	Alfred Patricio	Thomas W. Welch
Joseph D. Camara, Sr.	William T. Kuszewski, Jr.	Michael J. Pisiello	Mark S. White
Bruce R. Cardoza	Robert J. Lachapelle	David A. Poulos	William A. Wilkes
Robert W. Chandler	David A. Lawrence	Walter E. Regan	Jeffrey Willette
Paul E. Copley, Jr.	Rene R. LeBlanc	Walter M. Reis	Robert M. Zanni
Edward J. Cullen	Michael E. Marchand	William H. Rooney	

THANK YOU FOR YOUR DEDICATION AND SERVICE TO OUR GREAT LOCAL UNION.

IUOE Local 4
16 Trotter Drive
Medway, MA 02053



LEFT: LEGISLATIVE DIRECTOR CHRIS CAREY, CONGRESSMAN JAKE AUCHINCLOSS, BUSINESS MANAGER MIKE BOWES, TRAINING COORDINATOR MIKE CAREY, AND BUSINESS REPRESENTATIVE DAVE FANTINI AT THE LOCAL 4 TRAINING CENTER IN MEDWAY.

RIGHT: LOCAL 4 MEMBERS AND THEIR FAMILIES SHOWING PRIDE AND UNITY AT THE SHREWSBURY ITALIAN STREET PARADE.

IUOELocal4.org

Local4Funds.org

Local4Training.org