

International **Operating Engineer**

Winter 2012



**Tough job market
begins to brighten**

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An IUOE perspective
Moving Forward Together

I AM HONORED to have received the General Executive Board’s unanimous support to lead our great union. As a third generation operating engineer, I am humbled by the opportunity to serve those I have revered for so long and who have built our union through their dedication and sacrifice. In particular, I want to extend heartfelt congratulations to General President Vincent Giblin upon his retirement. During his tenure, Mr. Giblin strengthened our membership, raised our political clout and set a new standard for what a vibrant and progressive trade union can accomplish.

As general president, I vow to uphold the same principles of hard work and solidarity instilled in me by the operators within my own family and by those who I have come to know as brothers and sisters in our union during my 32-year career as an operating engineer. We stand on their shoulders and, because of them, our union is capable of great things moving forward.

I am fully committed to advancing the interests of IUOE members and their families. I firmly believe that working together, we have the collective strength and ability to deal with the challenges of our time – an erratic global economy, a dubious political environment and a stubbornly sluggish recovery.

The current political environment is one of the most contentious on record and, as trade unionists, we have been disappointed by elected officials on both sides of the political divide. We continue to encounter a determined effort by some governors and state legislatures to undercut and dismantle our collective bargaining rights. The partisan gridlock in Congress has also been discouraging, but we must resist the temptation to disengage from the democratic process.

Instead, I believe we must seize this opportunity to design a new, long-term strategy that will once again strengthen alliances with those who share our goals of fair wages, safe working conditions,

affordable healthcare and a secure retirement. We must continue to hold our elected officials accountable – supporting those who have stood with us on core issues and defeating those who would attempt to undermine the foundation of the labor movement.

The slow pace of economic recovery has many of us feeling uncertain about the future. Fortunately, our well-managed retirement funds remain solvent as we have been vigilant and proactive through the rollercoaster ride of the financial markets. Although recent jobs reports reveal positive movement going forward, too many operating engineers continue to feel the pinch of an unemployment rate in the construction sector that remains twice as high as the national average.

There is real fear that, for the first time since the Great Depression, our children may not have the same opportunity to create a better way of life than we did. Although much of our anger over this has been directed at big banks, greedy mortgage lenders and the wealthiest “1%,” perhaps in some ways, we share some of the blame too.

The trade union movement of our fathers and grandfathers ushered in an unprecedented era of prosperity and opportunity for working people. As a result, many families were able to attain the idealized “American Dream” and see their kids rise even higher through the socioeconomic ranks. But along the way, some began to believe that the issues of the working class just didn’t apply to them anymore. The events of the past few years should be a wakeup call to all of us.

It’s critical that we not take organized labor for granted ever again and remember a few basic tenets. We must remember that our prosperity is predicated upon a strong and vibrant labor movement. We must remember that it has been organized labor that brought about the economic prosperity that has

allowed our children to compete and succeed amongst the children of other professionals. And this year especially, we must remember that elections really do matter.

We are the sons and daughters of the “greatest generation” and we have an obligation to those who sacrificed before us to build upon the traditions that make our union one of the most powerful in the labor movement. We must get back to what makes the IUOE and organized labor a positive force for so many working people.

We need to organize, educate and mobilize in our communities and at our work sites. We need to tell the truth about so-called “right to work” and how it hurts all workers. We need to be resolute on prevailing wage policies and show how it benefits everyone, union and non-union alike. We need to fill the voting booths and vote, not only for our own pocketbooks, but also for our children and grandchildren’s pocketbooks as well.

I believe that it begins by remaining true to the labor movement inside the voting booth. To ask the hard questions of our local elected officials. To educate our children, whether or not they choose to follow the path of becoming an operating engineer, that a debt is owed to organized labor.

Let us proudly present our vision of what a vibrant and active labor movement can mean for the future. It won’t always be easy, but we can do it. I am honored to lead our charge.



General President
James T. Callahan



Legal Briefs

Griffin Appointed to National Labor Relations Board

PRESIDENT OBAMA EXERCISED his right to make recess appointments when he installed three nominees, including IUOE General Counsel Richard Griffin, to the National Labor Relations Board (NLRB) in January. The move sidestepped the Senate, where scores of nominations have been stalled, and prevented the board from all but ceasing to function this year.

Obama said in a statement. “We can’t wait to act to strengthen the economy and restore security for our middle class and those trying to get in it, and that’s why I am proud to appoint these fine individuals to get to work for the American people.”

Mr. Griffin served as counsel at the IUOE for 27 years and also served on the board of the lawyers coordinating committee for the AFL-CIO. Before joining the IUOE in the early 1980’s, he had served as counsel to board members of the NLRB.

At a private swearing-in ceremony attended by family members and NLRB staff, Mr. Griffin took his oath of office along with two other new NLRB board members. He said he cherished his time with the IUOE and looked forward to serving in his new role “to uphold fairness and integrity in our country’s labor relations.”

Left: Richard Griffin, with his wife Claire, is sworn in by NLRB Chairman Mark Pearce. Below: Members of the Griffin family attended the swearing-in ceremony. From the left are: Mary Griffin, Claire and Richard, Dr. Jane Griffin and Richard F. Griffin.



General President James T. Callahan hailed the appointment of Mr. Griffin as “the right decision at the right time to keep this critical agency on the job, providing stability and balance to American workers and employers. Richard is highly respected by lawyers on both the labor and business side of labor law. His fair-minded approach to legal questions is exactly what the NLRB needs.”

A key role of the NLRB is to supervise union elections and referee disputes between the nation’s private-sector employers and employees. Without a quorum, the board can’t rule on cases or create new regulations.

“The American people deserve to have qualified public servants fighting for them every day — whether it is to enforce new consumer protections or uphold the rights of working Americans,”



State Department Denies Keystone XL Pipeline Permit

IN A DEEPLY disappointing decision, the U.S. Department of State denied a permit for the Keystone XL Pipeline, a \$7 billion, 1,700-mile crude oil pipeline from Canada to Texas. IUOE General President James T. Callahan called the decision “a blow to America’s construction workers” as “this project could have been a lifeline to thousands of unemployed Operating Engineers.”

Any pipeline that crosses an international border requires State Department approval. They are also tasked with managing the environmental review process for the project. In their recommendation, the State Department noted that the time constraints imposed by Congress were not sufficient to properly review the environmental impacts of a new routing intended to bypass the sensitive Sand Hills area in Nebraska. President Obama backed the decision, but invited TransCanada, the Calgary-based company behind the Keystone project, to reapply once the routing issue is resolved.

In September and October, the IUOE turned out hundreds of members for nine public meetings across the country. We generated over 3,000 comments supporting the issuance of a permit before the State Department made its decision. Locals 49, 101, 178, 400, 450, 571, and 627 made exceptional efforts during the field hearings by providing testimony and visible support for the project.

Playing Pipeline Politics

After more than three years of planning and review, a decision looked likely by the end of 2011. Instead, the State Department shocked observers in early November by requiring a reroute of the pipeline around sensitive areas in Nebraska. The State Department then postponed any decision, saying that the environmental analysis required to assess the impact of the short -- less than 100 miles -- reroute would take about a year-and-a-half, putting the decision comfortably beyond the 2012 elections.

In a letter to Secretary Clinton, the IUOE said, “Because of the unique authority the Administration possessed to create jobs almost immediately, without congressional action or a dime of public investment, this decision will reverberate throughout the membership of the Operating Engineers.”

Frustrated by the State Department’s decision to “punt,” House Republican leaders led a legislative effort to require a permit decision within 60 days. The IUOE supported that effort and it was signed into law in late December. The legislation required a decision on the permit to be made by February 21, 2012. If a decision was not issued by that deadline, the permit would have been issued automatically. In an uncharacteristic move, the State Department

did not wait for the deadline to approach, opting instead to issue its decision four weeks early.

President Obama denounced the deadline set by congressional Republicans. “This announcement is not a judgment on the merits of the pipeline, but the arbitrary nature of a deadline that prevented the State Department from gathering the information necessary to approve the project and protect the American people,” the president said in a statement.

Work Continues to Generate New Jobs

The fight for the pipeline is not over. After the decision, General President Callahan vowed “to work with our partners in labor and the industry to bring vital energy projects like Keystone XL online and to create the kind of high-paying, skilled jobs that are so vital to our economy, our members and their families.”

TransCanada has also indicated it may move forward by building U.S.-only pipeline segments, which don’t require federal approval, and apply later for permission to connect the pipeline

to the Canadian oil sands to complete Keystone XL as originally proposed.

Meanwhile, congressional Republicans are searching for an alternative legislative solution. It’s possible that new legislation could be offered during the next round of payroll tax cut debates, which are likely to heat up in late February.

TransCanada has signed a Project Labor Agreement with the four pipeline unions and the International Brotherhood of Electrical Workers for the \$7-billion project, the biggest project on the books in the United States. If built, the project would:

- Create 20,000 high-quality jobs during the pipeline’s construction phase, including about 4,000 IUOE jobs.
- Spur more than \$20 billion in new spending for the U.S. economy.
- Generate \$6.5 billion in new personal income for U.S. workers and their families.
- Stimulate more than \$585 million in new state and local taxes in states along the pipeline route during construction.
- Increase American energy security.

What is the future for the Keystone XL pipeline? What’s happening in Congress that may kick-start construction? How can you take action and get involved? Stay up-to-date by visiting the IUOE News section at www.iuoe.org.





Politics & Legislation

Clock is Ticking on New Highway Bill

FORMAL COMMITTEE VOTES in the U.S. Senate have begun on the highway bill – the federal government’s single biggest piece of job-creation legislation for construction workers. And it’s not a moment too soon. Current funding will run out for the transportation program at the end of March and requires action by Congress and the President to renew, or at least, extend it again.

In a rare show of bipartisanship on Capitol Hill, the Senate’s Environment and Public Works Committee unanimously passed a fully funded, two-year highway bill. Chairman Barbara Boxer (D-CA) and Ranking Member Jim Inhofe (R-OK) led the bipartisan effort that includes a number of key provisions, including:

- Project streamlining to shorten the permitting process
- Ten-fold increase in successful innovative loan program (Transportation Infrastructure Finance Innovation Act)
- Full Davis-Bacon prevailing wage coverage
- Constrict programs and bureaucracies to focus on investment

More importantly, the legislation maintains and even improves current investment levels at \$109 billion over two years. However, the bill still requires Congress to find \$13-billion in new revenue or spending cuts to pay for it. So far, politi-

cians on both sides of the aisle have refused to raise the federal gas tax, the traditional source of revenue for transportation investments.

Lower demand for fuel during the recession and increased engine efficiencies have meant less money coming into the Highway Trust Fund – the separate, segregated federal account for transportation. The Operating Engineers support the increased investment levels as well as an increase in the gas tax, which is an honest and reliable way to pay for transportation investments. According to a 2010 IUOE survey, close to 70% of members support an increase in the gas tax if it’s dedicated to transportation.

On the other side of the Capitol, Republican leaders in the House released a highway bill outline last summer that called for a drastic 35% cut to transportation spending, which would result in about 630,000 jobs lost in the first year alone. More recently, House Republicans indicated that they may be willing to consider maintaining the current funding levels by raising new revenues from oil and gas exploration in the Arctic National Wildlife Refuge and the Outer Continental Shelf. No details have been released on the legislation, though a flurry of activity is expected when Congress resumes work this winter.

As of January, as we wait for congressional action, the unemployment rate

in construction is hovering around 18% across the country and is much worse in some areas. While the construction industry has suffered from depression-like unemployment levels for more than two years, the nation’s roads are crumbling, bridges are collapsing and commute times are rising. The best thing that Congress and the President can do is to invest in transportation and put Operating Engineers and thousands of other workers back on the job. There are few things more important to the livelihoods of IUOE members than investing in the nation’s transportation infrastructure. Half of all the direct jobs created with an investment in highways are on the construction side.

The campaign to enact a robust highway bill into law must be fully engaged in the first quarter of 2012. As part of the campaign, you may be contacted to take action to communicate with your elected officials. We need your help.

The effectiveness of the IUOE’s political and legislative program depends on you. We must make the collective voice of Operating Engineers heard in the marbled halls of the U.S. Capitol. Thousands of Operating Engineers are making phone calls, distributing worksite flyers, and talking to their friends, neighbors, and co-workers about the importance of re-investing in America’s infrastructure. Add your voice to the message being sent to Congress: Create jobs now by passing a robust highway transportation bill!

ACTION NEEDED: CALL CONGRESS AND TELL THEM THAT WE NEED GOOD JOBS NOW!

Please call your U.S. Senator and Representative today at 202-224-3121 or 866-838-9757.

Tell them to:

- Pass a fully-funded highway bill
- Pass the FAA bill to fund airport construction
- Create jobs by investing in highways, bridges, transit, water and sewer systems, airports and more

Prevailing Wage Secured in Water Bill

Long Sought Provision Now Required for Water Infrastructure Projects

FOR FIFTEEN YEARS, the IUOE has led the charge to ensure Davis-Bacon prevailing wages apply to the billions of dollars in the EPA’s clean water and safe drinking water construction programs. Finally, those efforts have paid off and prevailing wage will be required as part of the federal funding state governments receive for wastewater treatment and clean drinking water infrastructure projects.

Ever since a negative interpretation from the EPA Administrator in 1995, the program had not required the payment of prevailing wages to construction workers who build these plants. The only exception during this period came from monies tied to the 2009 “stimulus” and a couple of funding extensions where the IUOE successfully had a Davis-Bacon provision

inserted. The situation was worsened by Republican leaders, first in the House of Representatives and later in the Senate, who refused to allow the legislation to come up for a vote. They knew that construction unions had the congressional support necessary to secure Davis-Bacon coverage if the vote was allowed to go forward.

However, IUOE congressional champions such as Sen. Jack Reed (D-RI), Sen. Lisa Murkowski (R-AK), Rep. Norm Dicks (D-WA) and Rep. Steve LaTourette (R-OH) successfully inserted the Davis-Bacon provision into the annual funding bill for the federal government and made sure it stayed in. The prevailing wage requirement will now follow monies sent to the states for Clean and Safe Drinking

Water-State Revolving Funds.

The many years of fighting in the legislative trenches has finally paid off. But this accomplishment is more than a simple political victory. It will make a real difference in the lives of thousands of construction workers, and support prevailing wages and benefits within local communities across the nation. Moreover, Operating Engineers’ signatory contractors, who build wastewater systems, will be able to compete more effectively with low-road, non-union contractors, creating more jobs for members of the IUOE.





Education & Training

New Energy Conservation Curriculum for Stationary Engineers

THROUGH ITS LOCAL union training programs, the IUOE has the single largest infrastructure for delivering high quality and comprehensive craft training for stationary engineers. IUOE members face constant demands to find new and better ways to conserve energy in the facilities they operate and maintain. They are responsible for energy-critical equipment and their work directly affects energy consumption and efficiency.

The IUOE National Training Fund (NTF) has been fortunate to be part of a U.S. Department of Energy initiative to update the NTF's Certified Energy Specialist credential. The credential has been available to IUOE stationary engineers since the 1990s and this project allows members to be trained with the latest technology in the energy conservation field. The project supported a complete revision of the NTF's Energy Conservation curriculum, building on the IUOE's long involvement with craft training in this subject.

To date, eighteen local union training programs are planning to offer the updated course in 2012 and just received new state-of-the-art equipment kits for expanded hands-on training. Included in the kits are a wide variety of meters and test equipment used to analyze power and measure power consumption on mechanical and lighting systems. With updated training, IUOE members already operating and maintaining commercial, residential, industrial and government facilities will be equipped to perform new energy conservation tasks with proficiency.

OECF Approved in Montana and New Jersey

CERTIFICATIONS FROM THE Operating Engineers Certification Program (OECF) are now officially recognized in Montana and New Jersey. These recent state approvals add to a nearly complete nationwide recognition by various jurisdictions and regulatory agencies. As a result of these approvals, both Local 400 (Montana) and Local 825 (New Jersey) have made the decision to begin using the OECF for crane operator certification. Local 825 Business Manager Greg Lalevee welcomes the news. "We are extremely excited to offer OECF certifications to the membership given its superb reputation within the industry," he said.

Chuck Cashell, Local 400 Business Manager, adds, "Our membership will benefit greatly by use of the OECF--not only in its ability to offer high quality assessments--but in the cost savings and increased customer service to our operators the program affords."

The OECF is funded by the IUOE National Training Fund and over the last several years has continued to expand to every area of the country. The program is recognized by Federal OSHA and complies with the recently published 29 CFR 1926 regulations that requires all crane operators to be certified by November 2014. The OECF is only available to IUOE members in good standing, thereby ensuring that its efforts and resources are not contributing to the support of non-union operators or unsigned contractors. Any IUOE member in good standing, and meeting the program's eligibility requirements, can participate in OECF testing anywhere it is scheduled--even if not a member of the local where the testing is being conducted.

For more information, please contact the OECF Main Office at 951-351-4001 or by e-mail at oeep@oeep.org.

Local 132 Christens New Crane



left to right are:
Charles Parker, Training Administrator
Tommy Plymale, Business Manager
Rodney Marsh, Assistant Business Manager



Apprentices Get Hands-on Training by Tearing Down Unsafe Houses

THE SANGAMON COUNTY (Illinois) Board approved an agreement with IUOE Local 965 under which the union will tear down 13 dilapidated houses at no cost to the county.

Mike Zahn, Local 965 business manager, said the arrangement helps the county and also provides a training opportunity for their apprentices.

"We spend about a million dollars a year training our members to make sure they have the skill sets needed to perform the work," Zahn said. "In order to teach somebody how to demolish something, we have to have something to demolish."

It costs the county about \$7,000 to tear

down a single house. Due to budget constraints, the county has not torn down a dilapidated house in the past three years.

The houses on the list are either open to the public, in imminent threat of collapse or are fire hazards. Some of the houses fit all three categories, county officials said.

County Board member Jason Ratts said the agreement with the union benefits everyone. "These are gentlemen that are on the job training to do this type of work. It's a win-win for everybody."

If all goes as planned, the houses will be torn down by May. The agreement would allow the union to tear down more houses in the future.



NTF Offers Training Standards Project Administration Classes

The IUOE National Training Fund (NTF) recently sponsored two more classes for local union instructors on administering skill assessments under the Training Standards Project (TSP). The TSP program provides an objective evaluation of operator skills on various pieces of heavy equipment. Performance standards include tests, called checklists, that were recently revised for backhoe, loader, scraper, dozer, grader and excavator operators.

The class covered basic administration and included discussions on how TSP materials can be integrated into IUOE training, demonstrations of test set-up and hands-on practice. Local 234 hosted 16 instructors from nine locals participating in the TSP class at their Indianola, Iowa training site August 29 - 30. Another 19 instructors hailing from ten locals participated in the November 9 - 10 class at Local 181's Boston, Kentucky training site.



TSP program at Local 181's training site in Boston, Kentucky.



Backhoe checklist training at Local 234's training site in Indianola, Iowa.

Local 965 Member & Instructor Ron Johnson, Jr. oversees the work of Apprentices Heather Flinn, Travis Southard and Quinn Taplin.

New Appointments Made to Local 793 Board

Local 793 business manager and IUOE vice-president Mike Gallagher recently announced changes to the executive board of the local. The changes were made in accordance with the union's constitution after the death of late president Gary O'Neill.

Treasurer Joe Redshaw was appointed as president. He is the local's director of social services and a 30-year member.

South Central Ontario area supervisor Alex Law was appointed as treasurer. He had been vice-president.

Eastern Ontario area supervisor Rick Kerr was appointed as vice-president. He had been recording-corresponding secretary.

Apprenticeship training co-ordinator Joe Dowdall was appointed as recording-corresponding secretary. He had been on the executive board.

Assistant labour relations manager Brian Alexander was appointed to the executive board. He had been an auditor.

Sarnia business rep Robbie Hierons was appointed as an auditor and Toronto business rep Shane McComb was appointed as guard.



Changes were made recently to the executive board of Local 793. From left to right (back row) are: auditor Robbie Hierons; vice-president Rick Kerr; financial secretary John W. Anderson; business manager Mike Gallagher; president Joe Redshaw; executive board member Brian Alexander; treasurer Alex Law and (front row) recording-corresponding secretary Joe Dowdall.

Quinn Receives Prestigious Safety Award

Michael Quinn, a longtime member of Local 793 and retired area supervisor for Northeastern Ontario, has been named co-winner of the prestigious Roy A. Phinnemore award by the Infrastructure Health & Safety Association (IHSA).

The award is presented to individuals who have diligently served the cause of construction health and safety through services, contributions, inventions or procedures, or in any manner considered by the judging committee as being worthy of recognition. Quinn was nominated for the award by Local 793.

"Mike Quinn is certainly deserving of this esteemed award," said Local 793 business manager Mike Gallagher. "He has been devoted to improving safety on construction worksites and ensuring that workers return home to their families at night."

Quinn was Local 793's area supervisor in Northeastern Ontario from 1965 to 2003 and also looked after pipeline work from Orillia to Thunder Bay.

The IHSA citation states that as a director of the Construction Safety Association of Ontario (CSAO), Quinn was "instrumental in determining the staffing needs for northern Ontario to ensure the availability of training programs for all regions and on many occasions he represented the Northeastern Ontario building trades in lobbying for changes to Ontario's occupational health and safety legislation."

Quinn's leadership, guidance and drive have brought Ontario closer to its goal of zero injuries, illnesses and fatalities in construction, the IHSA noted.

Quinn told the gathering that it was an honour to receive the award and that he accepted it on behalf of all those who work tirelessly to promote health and safety in the workplace.

"It is humbling to receive this award because there are so many others that are deserving," he said.



From left to right: Local 793 business manager Mike Gallagher; Michael Quinn; Northeastern Ontario area supervisor Bob Turpin; financial secretary John Anderson; and president Joe Redshaw.

BC Operating Engineers Raise the Roof

Members lend a hand to families in need

Brothers and sisters of Local 115 in British Columbia are putting some of their talents and energy into helping Habitat for Humanity.

Brothers Sid Hildebrandt, Roger Schmidt and Calvin Meier were at a Habitat for Humanity site in Metro Vancouver last fall to do a series of lifts in preparation for Phase VI of a 27-unit townhouse project. Their company, GWIL Industries Ltd., donated the labour and equipment.

Local 115 Business Manager Brian Cochrane said the union is pleased to support this project because "Habitat for Humanity provides a hand up to families in our community that have fallen on difficult times. These projects provide life-changing experiences for them. Our members are proud to participate and our industry partners' involvement shows great commitment to the community."

Rob Magee, owner of GWIL Industries, said, "We're happy to help out the Operating Engineers on this initiative."

Habitat for Humanity provides an alternative to government housing programs and carries a mission of promoting homeownership as a means of breaking the cycle of poverty. B.C. building trades unions, in partnership with business, other labour groups, community organizations and government, have been involved with Habitat for Humanity since it was launched in the province 12 years ago.

Crane operator Hildebrandt said he enjoys operating the company's Liebherr LTM 1220 all-terrain 270-ton mobile crane. Business Rep Frank Carr explained that, not only are they among the biggest hydraulic cranes operating in Metro Vancouver, they also feature operator-friendly computer



systems, smooth lifts of up to 163,000 lbs, comfortable drives and crab steering so they can get into small areas with little difficulty. The tilt-back seats provide some relief for operators who spend much of their time looking up.

In partnership with Community Savings Credit Union, Local 115 also co-sponsored Humanity Canada's national conference

and AGM last May with the theme "Setting our Sights on a Sustainable Future."

Sixteen volunteers from Local 115 and the credit union also provided sweat equity on the building site during one of Habitat for Humanity's eight hour build days. The volunteers were split into small, four to six men and women, crews and did both interior and exterior construction from hanging doors to building retaining walls. Cochrane's team spent the day laying down the interlocking brick driveway in the complex. "I was downstairs jack hammering," said Carr.

With the completion of Phase V in September, 21 families moved in. Residents of Habitat for Humanity housing also put in 500 hours of their own time working onsite, selling used building materials in the organization's Re-Store, or assisting with fund raising campaigns, said Habitat for Humanity site supervisor Terry Probert.

The project, which began in 2000, will likely be completed in 2013. "Contractors have been keen to help," Probert added. Habitat for Humanity has built single-family houses, condominiums and townhouses in communities throughout North America, including Kamloops and the Sunshine Coast in British Columbia.



Blockbuster Brand Drugs Going Generic

A SIGNIFICANT ADVANTAGE of being an Operating Engineer is the outstanding healthcare coverage you and your family receive through collective bargaining. Negotiated between your local union and your employer, this coverage is provided largely through local union Health & Welfare Funds and, to a lesser extent, directly by employer.

As many members are painfully aware, healthcare costs have escalated dramatically over the last decade. This has adversely affected your hourly wage, plan benefits, co-pays and your employer’s profitability. A major portion of these increases can be attributed to the growing cost of prescription drugs. Beginning in late 2011 and continuing over the next four years, there is finally reason for optimism as many blockbuster drugs are coming off patent and lower cost generics will become available. The American health system is expected to save over \$70 billion over the next four years due to new generic medications.

For the IUOE, 15 of the top 20 drugs in gross costs prescribed to Operating Engineers will be coming off of patent during this time period. These big name drugs have truly been wonder drugs and lifesavers to members, but very expensive. Keep

in mind, however, the generic substitutes will be every bit as wonderful and in time will be available at a fraction of the cost.

The pharmaceutical manufacturers of these brand name drugs will go to great lengths to keep consumers on the more expensive scripts by bombarding the media



about their effectiveness, playing on brand loyalty and offering generous coupons. The coupons may temporarily save you money at the counter, but your Health & Welfare (H&W) Fund will be stuck with the higher bill for the brand drug over the cost of the generic. ***Do not be suckered in!*** What that coupon really represents is higher costs to the H&W Fund which will result in a higher

hourly contribution rate and lower paycheck to you.

Lipitor is the best-selling drug in the history of pharmaceuticals, with more than \$125 billion in sales over almost 15 years. It went off patent on November 30, 2011. Lipitor is also the #1 drug prescribed to Operating Engineers and their families. Over 70,000 Lipitor scripts costing about \$4 per pill and totaling \$35 million were written to Operating Engineer families in 2011 alone. Pfizer, the pharmaceutical manufacturer of Lipitor is not about to “roll up its tent” now that a generic substitute is available. The company is heavily marketing with full page newspaper ads touting \$4 co-pay coupons for all of 2012. ***Again! Do not be suckered in.*** What that coupon really represents is higher costs to your H&W Fund which will result in a higher hourly contribution rate and a lower paycheck to you.

You have an important stake in your H&W Fund and should understand how it operates. The health benefits provided to you are contingent on how much is contributed to the fund, how well the fund is managed and, most importantly, how well you as a participant use the fund. ***Buy generic drugs!***

Blockbuster Brands Going Generic (2011-2015)

Year	2011	2012	2013	2014	2015
Name Brands Going Generic	Lipitor Zyprexa Levaquin	Plavix Seroquel Singulair Actos Lexapro Diovan, Diovan HCT Tricor 145MG Geodon Provigil	OxyContin ER Cymbalta Aciphex Niaspan	Nexium Copaxone Celebrex Taxotere	Abilify Namenda
Projected Generic Dispensing Rates	73%-77%	77%-81%	79%-83%	%NA	%NA

What You Need to Know

About Generic Medications

Every year, more than 400 million prescriptions are filled with generic drugs in the United States, according to the Food and Drug Administration (FDA). And that’s good news because generic drugs can be much less expensive than brand-name drugs.

Quality-Assured

FDA rules state that a generic drug must be bioequivalent to the brand name drug, which means that it must have the same active ingredients, strength, dosage form, safety, quality, purity, stability and performance. The generic drug must also be absorbed at the same rate.

Drug makers must meet strict manufacturing requirements to earn approval to sell

their products from the FDA. Generic drugs bought over the Internet from places outside the United States are not regulated by the FDA and may not meet the same standards as those sold in this country.

The only differences between the generic medication and its brand-name version are usually the size, shape and coating. These differences do not affect the quality, effectiveness or safety of a drug. Other differences between the two include taste and inactive ingredients.

Lower Cost

Depending on the medications you take and how often you take them, you could save hundreds of dollars every year by taking generics instead of brand-name medi-

cations. Generic drugs are priced 25 to 80 percent lower than the brand-name versions. The main reason for this is that manufacturers of generics spend less money on advertising and product development.

Doctor-Approved

When your health care provider gives you a prescription for a brand-name medication, ask whether he or she can prescribe the generic equivalent instead. You can also ask whether you can switch from brand names to generics for medications you already take.

In some cases, providers prefer brand names for medical or technical reasons. If so, your provider should be able to explain why.

Generics: Vital Signs

- 9 out of 10 consumers are willing to take generics, with cost being the overwhelming reason cited.
- When a generic alternative is available, doctors prescribe it 93 percent of the time, up from 83 percent in 2003.
- The U.S. health system is expected to save \$70 billion over the next 4 years due to new generics.



Work Picks Up as Economy Takes a Turn for the Better

Local 3 Operators move 5 million yards of dirt for subdivision

WALKING ONTO THE East Bay's big dirt job in Dublin is like stepping out of a time machine into the past.

When the job started last year, more than 60 operators were already hard at work. Scraper after scraper rolled across the hillside, moving up to 100,000 yards of dirt a day (5 million yards by the proj-

ing project like this, and for Local 3 Business Rep. Cliff Thompson, it was a thing of beauty.

"It's hard, dirty work, but it's beautiful," said Thompson. "Everyone out here is an Operating Engineer, which is a beautiful thing."

Could it be that private work is making

eling the site off Fallon Road, building 566 housing pads and making room for a park, a school and several trails. I&M will do the underground work, before Independent returns for the final grading and paving.

To get the job done on time, Independent started with 39 scraper operators, at least 10 dozer operators, four gradesetters and a handful of backhoe, excavator, loader and blade operators.

"All those numbers will probably grow," said 10-year member and Foreman Paul Holton. About 70 operators will be needed at the project's peak. Operators are working 58-hour weeks (10 hours a day Monday through Friday and eight hours on Saturday).

"This is what we do," Holton said. "High-speed dirt."

It's not just the workers who are pleased with the possibility of a market turnaround. According to Holton, even the local residents are happy about the job, which is rare, as they often complain about the dust, noise and traffic a construction project can bring.

"It's good to see private work going again," said Holton, referring to days long ago when the out-of-work list was empty and the halls couldn't provide enough operators for a job.

Another element of the project that had operators thinking about days past were the three "triple 6s" onsite. These "prehistoric" scrapers were first introduced in the 1960s as the largest production twin-engine, motor scrapers around. They may not be as comfortable or as high-tech as some of the newer 637 and 657 twin-engine push-pull scrapers onsite, or even the 651 single-engine scrapers that are pushed by a D10 dozer, but the triple 6s remain impressive with a 54-cubic-yard capacity.

The triple 6 was a perfect piece of iron for



66-year-old Operator Jim Lucas, a member since 1973.

"Old dinosaurs for old men," he said.

Seven-year member Joseph Hiscox was also on a triple 6.

"It is nice to have these big jobs, especially right now," said five-year member Anthony Croce.

Whether private work catches on nationwide is yet to be seen, but it looks like that's the case for California's Tri-Valley area. Next to Independent's job, Top Grade Construction started a similar project, moving 1 million yards of dirt.

"Feels good again," said 12-year member and Mechanic Tom Panetto. "This is what we're good at."



Top left: A rare site, D10 dozer operators Jeff Sachau and Roger Anderson team up to push Triple 6 Operator Joseph Hiscox.

Top center: Dozer Operator Daniel Soares gives Armando Magana's 651 scraper a push, as Dozer Operator David Ross turns up the hill to clean up windrows.

Top left: Operator Roman Rodriguez makes a cut with a 651 scraper and will pull about 35 yards on each run down the hill.

Above: Scraper Operator Justin Duncan, left, operates one of the many scrapers onsite.



ect's end). Dozers and loaders made way for the almost 600 new homes that will be built by the end of this year. Crewmembers stretched across 200 acres of land, and a positive energy filled the air as they talked about the project that would keep them working for a long time.

It's been years since the construction industry saw a big, privately funded hous-

a comeback? Mechanic Josh McCulley thinks so.

"Finally," said the 13-year member, one of six mechanics working on the project when it broke ground. "It's definitely nice to be out here. We're very busy. Non-stop. We've all missed it."

Independent Construction has the \$22 million subdivision job, which involves lev-



Opposite page: Dozer Operator Mark Henderson, left, moves dirt for the next pass, as 657 scraper operators Steve Airola and Jason Airola are pushed by D8 Dozer Operator Lee Chamberlain.

Above: Operators Jesse Espinoza and Scott Radcliff literally work together, as their 637 twin-engine push-pull scrapers hook up, filling both cans.

Project Labor Agreement a First for U.S. Navy

Local operating engineers to build specialized submarine missile pier

IN A FIRST for the Defense Department, the Navy added a Project Labor Agreement (PLA) to their new construction project at the Bangor Naval Base in Silverdale, Washington. The Explosive Handling Wharf #2 project, estimated at \$715 million, is expected to break ground in spring of 2012 in a community that will benefit from real economic growth.

Construction unions met with the Navy in November to explore the benefits that a PLA would offer on the project. Cost savings and highly skilled labor proved to be the winning combination to secure the agreement. Once the project gets underway, this will be the first PLA ever utilized by the Navy.



Northwest National Construction Alliance II and the Olympic Peninsula Building and Construction Trades Council.

“The use of a PLA is a very good fit for the Navy’s business needs on this project,” said David Myers, Executive Secretary for the Washington State Building and Construction Trades Council. “All con-

struction unions came together and made a commitment to meet the very strict windows available to do construction on the waterfront.”

The wharf project is especially time-sensitive since construction work is prohibited during the periods when endangered salmon are running.

“The whole idea is to ensure this project gets done in the fish windows,” said Lee Whetham, president of Olympic Peninsula

Building and Construction Trades Council. “There’s a no-strike guarantee that will ensure the windows are met and the construction project will proceed.”

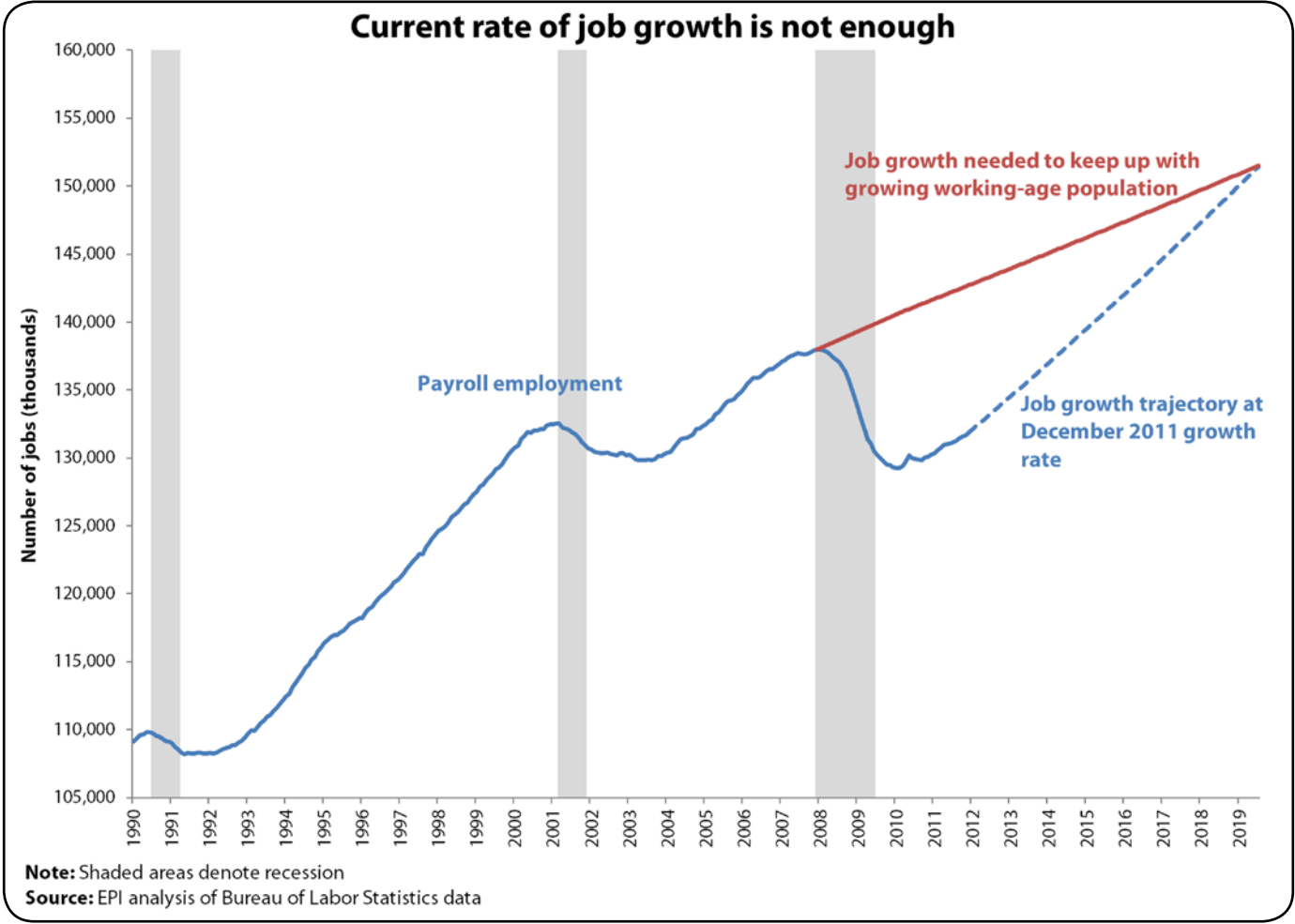
“Timely completion is critical for the Navy,” added Capt. Glenn Shephard, executive officer of Naval Facilities Engineering Command Northwest, which handles Navy contracts. PLA’s promote economy and efficiency, he said.

The Washington State Labor Council played an important early role in putting all the players in the room to prove the value of PLA’s to the Navy.

“This is an historic moment for the relationship between the U.S. Navy and labor,” said Jeff Johnson, President of the Washington State Labor Council, AFL-CIO. “With this PLA, the Navy will get the highest quality product from our skilled building and construction trade workers and the local economy will get much needed family wage jobs.”

Job Market Brightens at Start of 2012

Construction sector improves, but unemployment rate slow to fall



THE JOB OUTLOOK has brightened recently, as 2012 started off with a nice surprise. The January employment report from the Bureau of Labor Statistics (BLS) showed a labor market with all parts seemingly moving in a solid direction. Overall employment growth of 243,000 was matched by a decrease in the unemployment rate from 8.5 percent to 8.3 percent. This follows a strong December jobs report that was up by 266,000 across all sectors.

To start the year, the jobless rate in construction remained the highest among all categories, rising to 17.7 percent in January, but there were some encouraging signs for construction jobs as well. The BLS report showed construction added 21,000 jobs in January, following a 31,000 addition in December. These strong showings were likely due at least in part to mild winter weather—in the three prior months, construction added only 7,000 on average.

Overall, construction employment rose by 116,000 jobs, or 21 percent, over the

past 12 months. However, this is tempered by the fact that close to 1.5 million construction workers still remain unemployed across the United States. After losing 2.2 million jobs in the recession, we will need larger and steadier growth to get back to the kind of employment levels we saw before the downturn.

Leading the way in job growth is North Dakota, home to one of the nation’s biggest untapped oil reserves. The state leads all others with a job growth rate of around 2.8% after adding 17,000 workers last year. Much of the activity has been fueled by oil production in the Bakken Formation which increased output to 445,000 barrels per day in August 2011 – a 32% increase in less than a year. Estimates suggest that production could reach as high as one million barrels per day in 2015.

The past two months have caused some economists to scale their projections upward for the coming year, but it’s important to keep all of this in context. The overall

jobs deficit left from the Great Recession remains in excess of 11 million jobs. To fully fill the gap in three years, by the start of 2015, we would have to add around 440,000 jobs every month between now and then. [see chart above] But that’s not expected to happen. The Congressional Budget Office projects that the unemployment rate will remain as high as 8 percent at the start of 2015, three years from now.

Congress is currently debating whether or not to renew extended unemployment insurance. The slow improvement in job prospects for unemployed workers shows that it is much too early to begin cutting back on unemployment benefits. Congress should reject suggestions to cut back, and instead renew the program of extended benefits as it is until the end of 2012.

Portions of this story were excerpted from the “Economic Snapshot” written by Heidi Shierholz at the Economic Policy Institute. More information on jobs, wages and living standards can be found on EPI’s website: www.epi.org

New Flooring System 'Bubbles Up' in Wisconsin

Campus arena first U.S. site for technology

OPERATING ENGINEERS LOCAL 139 member Patrick Alexander-Gilbert hoisted himself into construction history when he picked and set prefabricated sections of BubbleDeck® into the \$27.9 million La Bahn Arena under construction on the University of Wisconsin-Madison campus. Gilbert is employed by J. H. Findorff & Son Inc.

The tri-level arena will feature a 90-foot by 200-foot ice sheet for men's and women's hockey practice and women's competition. Its construction marks the first use of the BubbleDeck flooring system in the United States, said Brian Hornung, Findorff's director of field operations. BubbleDeck

structures have been erected in Europe and in Canada going back about 15 years.

"The balls or bubbles, made up of recycled plastic, take up volume and take the place of concrete where it doesn't do anything (has the least structural effect)," Hornung said. "This can make for a longer distance slab and sometimes a slab of greater capacity."

According to BubbleDeck Canada, use of the hollow bubbles results in a dramatic weight reduction so larger spans and longer overhangs, or greater load capacity, can be achieved.



The bubbles are inserted into a grid work of reinforcing steel. Once the grid work is set in place, concrete is poured and vibrated in to finish the structure.

BubbleDeck North America LLC estimates the system can eliminate up to 35 percent of structural concrete.

The 16 BubbleDeck panels trucked to the construction site in Madison were fabricated at the Spancrete Inc. plant in Valders, WI, where Operating Engineers Local 139 members also are employed.

When completed this fall, the water-proofed BubbleDeck will serve as the roof of team locker rooms and, above the locker rooms, as a sidewalk and rooftop garden, Hornung said.

Photos clockwise from top, opposite page: a J.H. Findorff crew positions prefabricated BubbleDeck® panels prior to them being encased in concrete at the La Bahn Arena in Madison, WI; Local 139 member Patrick Alexander-Gilbert in his crane; Alexander-Gilbert lowers a BubbleDeck panel into place; a panel cross-section; the balls or bubbles in the La Bahn Arena project are 16 inches in diameter and held in place by re-bar; three panels from Spancrete Inc. arrive by flatbed.

Story: Dave Backmann, Local 139
Photos: Len Shelton





HAZMAT Update

Is Erionite the Next Asbestos?

ERIONITE, LIKE ASBESTOS, is considered a cancer-causing substance by the National Toxicology Program and the International Agency for Research on Cancer. Studies have shown erionite to be associated with mesothelioma. Before these recent studies the only substance associated with mesothelioma was asbestos. While asbestos is regulated, erionite is not regulated nor are there any consensus standards for it.

Erionite occurs naturally in the environment, is a silicate mineral and forms brittle, wool-like fibrous masses. It is usually found in volcanic ash that has been altered by weathering and ground water. Disturbance of this material can generate airborne fibers with physical properties and health effects similar to asbestos.

Until recently, erionite was not considered a potential hazard in North America. Evidence now has linked exposure with serious adverse health effects. There is little known about exposures of U. S. workers but erionite-related disease has most often been reported in road construction and maintenance workers with potential occupational exposure to erionite-containing gravel used in road surfacing. The first North American with erionite-related lung disease reported in 1981 was a road construction worker in Utah. In 2008, a mesothelioma cluster was described in a small village in central Mexico.

Erionite is concentrated in the western United States, including North Dakota, South Dakota, Montana, Wyoming, Colorado, New Mexico, Idaho, Utah, Arizona, Nevada, Washington, Oregon and California. Gravel containing erionite has been used to pave hundreds of miles of roadways with a high prevalence in North Dakota.

Erionite fibers only pose a hazard if they are disturbed and be-

come airborne. Risk reduction recommendations to limit potential exposures of workers who engage in activities that disturb erionite-containing gravel/soil or crush rocks that contain erionite include:

- Training workers about the potential hazards of erionite and control methods for reducing the potential for exposure.
- Knowing where erionite containing material is present and will be encountered prior to beginning any work.
 - Ensuring work clothing is not washed at home to prevent erionite fibers from being brought home on work clothes and boots.
 - Prohibiting dry sweeping, the use of leaf blowers, or the use of compressed air for cleaning.
 - Prohibiting eating, drinking, or smoking in dusty work areas where erionite fibers may be airborne. Workers should move away from the work area for breaks and wash their hands and face before eating, drinking, or smoking.
- Establishing protocols for vehicle use on erionite-containing roads (drive slowly, vents closed, windows up).
- Following Environmental Protection Agency (EPA) procedures for proper disposal of waste and debris that contains erionite.

If you have any questions or would like more information please contact the National HAZMAT Program at (304) 253-8674 or hazmat@iuoe-hazmat.org or visit the website http://www.cdc.gov/niosh/blog/nsb112211_erionite.html.

National HAZMAT Program 2012 Trainer Courses

THE 2012 TRAINER COURSES are designed to meet instructors' needs, maintain instructor credentials, and expand the instructors' skills and knowledge to meet the changing requirements of the local unions' membership. The following trainer courses are scheduled for 2012.

Instructors interested in attending any of these trainer courses please contact the National HAZMAT Program at hazmat@iuoe-hazmat.org or call (304) 253-8674. Seats are limited. Instructors' Business Managers will be notified to approve attendance at any National HAZMAT Program trainer course.

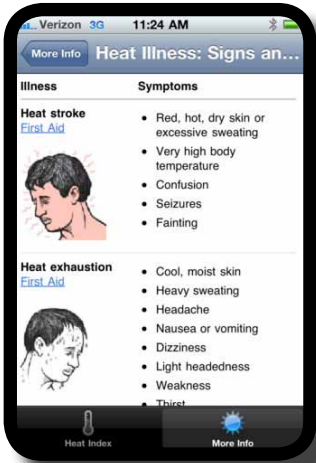
2012 DATES*	TRAINER COURSE	# OF DAYS
Apr 10-12	MSHA Train-the-Trainer	3 days
Apr 16-19	Teaching Techniques	4 days
May 7-11	OSHA 3110 Fall Protection & Rigging Safety	5 days
May 22-24	MSHA Train-the-Trainer	3 days
June 4-14	HAZWOPER Train-the-Trainer	10 days/1 off
Aug 13-16	OSHA 5600 Disaster Site Worker Trainer	4 days
Aug 13-14	OSHA 5602 Disaster Site Worker Update	1.5 days
Sept 10-12	OSHA 3010 Trenching, Shoring & Excavation Trainer	3.5 days
Sept 24-27	OSHA 500 Construction Industry Trainer	4 days
Sept 24-26	OSHA 502 Construction Industry Update	3 days
Oct 15-18	OSHA 521 Industrial Hygiene/Monitoring	4.5 days

**Dates and courses subject to change*

Health and Safety Mobile Applications for Smartphones

SMARTPHONE APPLICATIONS HAVE, for the majority of us, changed the way we go about our daily routines. Smartphone mobile applications, or "apps", are available for just about anything you can think of from ordering food to conducting your banking. Apps can certainly provide convenience to our personal lives, but apps can also assist us in our professional endeavors.

Smartphones can contribute to our productivity thorough apps that perform necessary functions and provide valuable reference material that we traditionally had to gather from a number of different locations or carry with us onto jobsites. Health and safety is not an exception to this phenomenon as there are a number of valuable health and safety apps available. Never use the apps on your Smartphone while you are driving, operating equipment or performing other tasks.



WISER

For the health and safety community, the Wireless Information System for Emergency Responders (WISER) app is free and available at your respective app store. The WISER app combines information from a number of resources putting critical information on over 5,000 substances at your fingertips that literally will save lives.



OSHA Heat Safety Tool

OSHA has also joined the app community by developing its free OSHA Heat Safety Tool app, available at your respective app store. The app asks for the temperature and humidity and then calculates the heat index and provides a risk level and precautions that should be followed. Other examples of health and safety apps available are Mobile Radiation Emergency Medical Management (REMM) for working in radiation environments, sound level meters, first aid/CPR and weather. Many manufacturers and vendors have apps available that assist you in applying their products, from color-metric sampling tubes to chemical cartridges for respirators.



OSHA and NIOSH Web Resources

Smartphone users also have at their fingertips valuable free web resources including OSHA and NIOSH. Through the smartphone web connection, users can tap into the resources available on the OSHA webpage www.osha.gov including the full electronic code of federal regulations and resources located on the NIOSH webpage www.cdc.gov/niosh including hazard alerts and fact sheets.



Heat Index

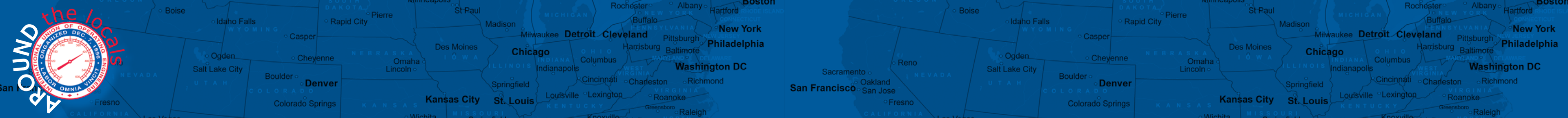
This app is available in English and Spanish and was released by the DOL. It uses heat index data from NOAA with the user's location to determine protective measures. It also provides the signs and symptoms of heat-related illnesses and first aid steps to take in an emergency. This is currently an Android only app. Download at <http://go.usa.gov/KFE>.



CPR /First Aid

A CPR/First Aid app is available from the American Red Cross (ARC) and the American Heart Association (AHA). They provide emergency care instructions and information. The ARC app also features 9-1-1 dialing that auto-launches your location information while on the call with the emergency dispatcher. The AHA app allows you to store medical information. To get the ARC app, Android users can go to <https://market.android.com> and download the S.O.S. by ARC app. To download the AHA app, iPhone users go to <http://www.heart.org/HEARTORG> and search for CPR First Aid app. Android users can download the AHA app at <http://android.market.com>.

The extent to which we rely on smartphones through mobile apps and web access grows daily. New apps are created every day that perform necessary tasks in our personal and professional lives. Health and safety professionals cannot afford to not utilize any tool available, especially a tool that provides instant answers and solutions, when decisions may mean the difference between working safely and serious injury, sometimes even fatality.



Local 15 honors scholarship winners



Local 15 (New York, NY) Business Manager and President/IUOE General President James T. Callahan held a dinner in honor of the recipients of the 2011-2012 Local 15 Scholarship Award. An impressive 47 applications were submitted, out of which four winners were selected. General President Callahan was joined by the Local 15 Executive Board and members of the scholarship recipients' families. Each winner received a check in the amount of \$5,000 for their outstanding essays on this year's subject, "What should be higher education's role in the labor movement?"

Above from left are: Matthew Shumski (Brother Kenneth Shumski, Local 15C); James T. Callahan, President and Business Manager; Gina Funaro (Brother James Funaro, Local 15A); and Anthony Ambrosio (Brother Pascale Ambrosio, Local 15A). Not shown: Nicole Mauro (Brother Carmine Mauro, Local 15B).



Local 825 donates trailer to swift water rescue unit

Local 825 (Springfield, NJ) Emergency officials in Ulster County received a generous donation to help with water rescues. The Sheriff's office's swift water rescue and dive team received a trailer from IUOE Local 825s. This comes after members witnessed a water rescue by the Ulster County dive team during Tropical Storm Irene. They realized the dive team could not bring equipment and supplies on site because the rescue team did not have a trailer able to navigate difficult road conditions. This trailer will help the dive team keep that equipment close at hand during a rescue mission.

Pictured above from left are: Ulster County Sheriff Paul J. Van Blaricum, Undersheriff Frank Falutico, Dive Captain Joe Steyer, Local 825 President John Wood, Business Agent Andrew Storno, Business Manager Greg Lalevee. The trailer was designated "Dive 825".



Local 95 retirees gather for holiday cruise

Local 95 (Pittsburgh, PA) Local 95 retirees celebrated Christmas this year with a river cruise aboard the "Gateway Clipper." The turn out was great and "a good time was had by all," reported president of the retirees club Gene Wlahofsky.

Local 94 works to 'green' NYC one tree at a time

Local 94 (New York, NY) Make no mistake, the members of Local 94 are not afraid to get their hands dirty to help in the "Greening" of New York. More than 20 Local 94 volunteers and their families spent a Saturday planting 94 new trees on Staten Island.

The saplings were all planted under the supervision of the New York City Parks Department and the Boy Scouts of America in conjunction with Mayor Bloomberg's MillionTreesNYC initiative. "We had no idea we would be able to plant so many trees in one morning," said School Division Business Agent Ray Macco, who, with Jack Redden coordinated the volunteer effort.

"We were about to stop when we were told we had planted 92 trees. Well, there was no way we could stop at 92," said a member. "It only made sense to plant two more and represent Local 94 with the planting of 94 trees."

That extra effort did not go unrecognized by Boy Scouts District Executive Gregory Mustoe, who took special notice of the "94" trees in a letter thanking the Local for its efforts.

"I would like to thank you for all your time and effort in planting the '94' trees around Camp Pouch, Staten Island. Through the efforts of Local 94 and the New York City Parks Department, you were able to help replenish many of the trees that were lost in the last several years as a result of heavy storms. The gracious gift of your time will help preserve the beauty and prestige of Camp Pouch for generations to come," wrote Mustoe.

Those 94 trees also helped to bring the Parks Department closer to an important milestone on the way to the one million tree goal. Less than a week after the Camp Pouch effort, Mayor Bloomberg helped in the planting of the 500,000th tree at St. Nicholas Park in Harlem.

MillionTreesNYC is a 10-year initiative to plant and care for one million new trees throughout the City's five boroughs and a key aspect of Mayor Bloomberg's PlantNYC to create a healthier, more livable city. MillionTreesNYC will ultimately expand the City's urban forest by 20 percent, provide New Yorkers important health, economic and environmental benefits, and create a more sustainable urban environment.

Since its launch in October 2007, public, private and non-profit organizations have rallied over 21,000 citizen volunteers to plant trees in what has become an unprecedented tree planting campaign and citywide environmental movement.

For Local 94 the tree planting initiative was another of their volunteer community projects across the five boroughs that is a clear demonstration of their commitment to improving the environment, not only within their buildings, but by setting an example for friends and neighbors.





Central Pension Fund



Member Service

Recession Proves Real Pensions Worth Fighting For

SOMETIME SOON, only union members will have access to real pensions through their defined benefit plans. As with health benefits, employers without union contracts are rapidly stripping away employee benefits, while they continue to amass record profits. It is corporate power run amok in ways we have not seen in the last 80 years and the result of a continuous undermining of workers' rights to join unions by increasingly anti-union judges and politicians who are financed by deep pocketed corporate interests.

Nevertheless, "The Great Recession" which has gripped this country and the rest of the world for the past three years has clearly shown why real pension plans are worth fighting for.

When investment markets plummet and unemployment rises, defined benefit pensions have the ability to slow the growth of their liabilities to weather the worst economic environments. The alternative 401(k) plans have no such ability.

The recent example of the Central Pension Fund (CPF) proves the case. Like IUOE Local Union pension plans

across the U.S. and Canada, when global markets crashed in 2008 and unemployment soared to record highs, CPF's Board of Trustees immediately responded. In February 2009, the Board voted to reduce the rate at which future benefits would accrue from 3 percent to 1 percent of contributions, while fully protecting all benefits previously accrued at higher rates.

Since that action in 2009, the CPF has seen two very positive results. First, the slower growth of future liabilities increased and stabilized CPF's funded percentage at a healthy 87 percent. This was achieved despite continued high unemployment and another year of lousy investment markets in 2011. Second, to compensate for the lower accrual rate, CPF participants, through their Local Unions, bargained increases in their average hourly contribution rates in 2009, 2010 and 2011.

These results demonstrate how defined benefit plans can weather the worst of economic storms: benefit accrual rates can be adjusted downward and hourly contribution rates can be negotiated upward to preserve retirement security. Meanwhile, 401(k) plans have been utter-

ly unable to weather the economic battering of this recession.

A recent analysis by CPF compared its benefit, at a 1 percent accrual for all years, to the benefit of a 401(k) plan invested in the S&P 500 and utilizing the 4 percent annual retirement payout rule recommended by experts. The analysis demonstrated that, over all time periods, CPF would have produced a far superior benefit. For example, over the 25-year time period from 1987 to 2012, the 401(k) benefit would have been only 81 percent of CPF's benefit. For the 1-year period of 2011, the accrued 401(k) benefit would have been only 33% of CPF's benefit.

Non-union workers have no voice and no choice in obtaining employment based retirement security. Members of the International Union of Operating Engineers do have a voice and a choice; and thereby still have real retirement security available to them through CPF and IUOE Local Union pension plans throughout the U.S. and Canada. These pensions are worth fighting for, now more than ever before.

IUOE PHOTO GUIDELINES

IUOE appreciates the stories and photos we receive for *The Operating Engineer*. There are photo requirements that must be met in order to ensure the quality publication you deserve. We offer the following requirements regarding traditional film and digital photo submissions.

TRADITIONAL FILM PHOTOGRAPHY

4 x 6 (or larger) glossy color prints on photographic film paper (from photo finishing services, such as your local retail store developers). Please do not send ink jet, color copier, or color laser prints – they are not suitable for publishing purposes.

DIGITAL PHOTOGRAPHY

A 5.0 megapixel camera or higher is recommended for photos to be published. Printing presses require a minimum of 300 dpi (dots per inch) for

color photographs—more commonly called "high-resolution" photos. This means subjects should be photographed using the highest quality setting on your digital camera, also known as the "fine/superfine" or "large" setting. Images should not be manipulated in any way for size, cropping, color mode, quality of color, or sharpness. Download the images from your camera (only JPEG or TIFF formats are acceptable) and submit digital photos on a CD to the attention of the Communications Department or e-mail them to jleder@iuoe.org.

Photos submitted must include a typed description of each photo identifying who is in the picture and what is taking place. When staging photos such as service awards, please group as many recipients into each photo as possible. By following these recommendations, it enables the IUOE to better highlight your local's story and photos.



3rd Row L-R: Recording – Corresponding Secretary, Thomas C. Melisko, Jr.; President, Thomas M. Durkin; Financial Secretary, Salvatore Sunseri; Business Manager, James T. Kunz, Jr.

Pooler • GA Local 474

The Local 474 pinning ceremony was held in December 2011 with about 120 people in attendance. Pins were awarded along with a letter of congratulations from Congressman John Barrow (R-GA) to 20, 25, 30, 35, 40 and 45-year members. Pictured at right are the 40 and 45-year recipients.

Right, top: 40-year members (back row from left) Business Manager Allen Braswell, Jerry Williams, Harry Rogers, Frank Miller and Business Agent Dave Hanley. (front row from left) Glynn Lewis, Robert Lamb, Roy Banks and Pat Peterson.

Pittsburgh • PA Local 66

1st Row L-R: 40-Year Member, Richard Farrell; 40-Year Member, Arthur Muchow; 50-Year Member, James Ray; 60-Year Member, David Cumer, Jr.; 60-Year Member, Clare Chiaramonte; 60-Year Member, Daniel Bulford; 60-Year Member, Harry Beightley, Jr.; 40-Year Member, Zane Bloom; 40-Year Member, James Campbell; 40-Year Member, William Colbert

2nd Row L-R: 40-Year Member, Jerry Torek; 40-Year Member, William McCune, Jr.; 40-Year Member, Walter Zacherl; 40-Year Member, Thomas Owens; 40-Year Member, William Easler, Jr.; 40-Year Member, Barry D. Simmons; 40-Year Member, Charles Cahall; 50-Year Member, Mike Livada; 40-Year Member, Jeffrey Paisley



Right, bottom: 45-year members from left are Business Manager Allen Braswell, Chuck Huss, Marvin Winn, Jr., G.W. Dean, John Sullivan and Business Agent Dave Hanley.

