

# 825. NEWS



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SERVING THE LOCAL 825 MEMBERS OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS

VOL. 7 ISSUE 1

## Holiday giving and celebration caps 2016 All eyes on 2017 to see how New Year shapes up!



More than 400 members celebrated the holiday season this year at the annual Christmas Party on December 13 at the East Brunswick Hilton. Members showed their spirit and generosity by donating mounds of toys for boys and girls who have been less fortunate than many other children. The toys formed a small mountain and filled more than 20 bins as they were transported by members of

the U.S. Marine Corps to waiting moving vans. The party brought members together for a final celebration of 2016 and the opportunity to wish each other a Happy New Year. From left to right are: Corporal Orlando Helena, Greg Laveve, Staff Sergeant Joseph Stevens, Sergeant Douglas Bennett, John Wood and Sergeant David Carranza. The Marines serve in Combat Logistics Battalion 25 in Red Bank.

# CALENDAR

Note, all district meetings begin at 7 p.m. unless noted otherwise.

## JANUARY

1 – **New Year's Day**

2 – **UNION HOLIDAY**

New Year's holiday observed

9 – **Semiannual Meeting – 7 p.m.**

Hilton East Brunswick

3 Tower Center Blvd.

East Brunswick

16 – **Martin Luther King Jr. Day**

**UNION HOLIDAY**

## FEBRUARY

2 – **Groundhog Day**

6 – **District 1 meeting**

Kerri Brooke Caterers

755 S. White Horse Pike

Hammonton

8 – **District 2 meeting**

Holiday Inn Somerset

195 Davidson Ave.

Somerset

13 – **District 3 meeting**

Holiday Inn

1000 International Drive

Mt. Olive

14 – **Valentine's Day**

15 – **District 4 meeting**

Holiday Inn

68 Crystal Run Road

Middletown, NY

20 – **Presidents Day**

**UNION HOLIDAY**

27 – **Blood Bank**

11 a.m. to 7 p.m.

Springfield Hall, 3rd Floor

# VIEW FROM THE TOP

*Greg Lalevee, Business Manager*



## How union benefits benefit you

**W**e began 2016 with a sense of promise, then hit some snags. The TTF crisis dragged on longer than anticipated and anti-pipeline groups sidelined several important projects. Yet on balance, the year turned out to be a good one for most of our members.

The TTF crisis was finally resolved with an eight-year deal valued at \$16 billion in state funds, plus additional Federal matching dollars that will remove uncertainty and provide a welcome boost to the economy.

The TTF funds were further secured by voter approval of Public Question No. 2 on the Nov. 8 ballot (more detail on page 7). We appreciate all of you who voted for this.

### The benefit of benefits

As the year comes to a close, each of us receives a "Total Retirement Planning Statement" to keep us informed of where we stand in relation to our own retirement, whether that date will occur sooner or later in the future. This statement (information on pages 4 and 5) does more than tell us about dollars and cents. It reminds us of the value of our union membership overall. In addition to living day to day, we're also building for long-term financial security.

We take great pride in how these funds have stabilized and grown over the past several years. Actions that we took in the past have paid off for our members and made us one of the more solid Locals in the country, guaranteeing the health of our funds for years to come.

### Scholarship dinner dance

The scholarship fund has also benefitted from a series of fun events throughout the year. This year, we staged four successful events, beginning with the annual golf outing, a first-time clay shoot, the fourth Poker Run and finally, the bi-annual dinner dance, which took place on Nov. 5 (see photos on page 3).

### Winter classes

Winter classes are currently being formed. (See them listed on page 6). I encourage you to take advantage of seasonal slowdowns to take advantage of our training instructors, enhance your skills and build your value as an Operating Engineer.

### Progress at our training centers

Significant progress has been taking place at our new training center in Wawayanda. The three buildings there have been enclosed, allowing interior work to proceed through the winter months. Before much longer, we hope to announce when our new center will open.

### Semiannual meeting

Our Semiannual meeting is set for Monday, Jan. 9, at the East Brunswick Hilton. We hope to see you there.

Meanwhile, I'd like to wish all of you and your families a very happy, healthy holiday season, and that it be followed by a safe and prosperous 2017.

## Contact Information

### Local 825 Headquarters

65 Springfield Avenue, 3rd FL

Springfield, NJ 07081

(973) 671 - 6900

(973) 921 - 2918 FAX

### District Offices:

5 Allison Drive

Cherry Hill, NJ 08003

(856) 470-1480

(856) 470-1485 FAX

6 Wesley Court

Middletown, NY 10941

(845) 674-9020

(845) 674-9025 FAX

### Health & Welfare office

65 Springfield Avenue, 2nd FL

Springfield, NJ 07081

(973) 671 - 6800

(973) 921 - 0706 FAX

### NJ Training Center

338 Deans Rhode Hall Rd.

Dayton, NJ 08810

(732) 798-2170

(732) 798-2175 FAX

### NY Training Center

Middletown Training Center

6 Wesley Court

Middletown, NY 10941

Office: (845) 692-3393

### Wawayanda Office

96 Bates Gates Road

Wawayanda, NY 10973

(845) 374-2559

(845) 374-2564 FAX

### ELEC Office

65 Springfield Avenue, 2nd FL

Springfield, NJ 07081

(973) 630 - 1010

(973) 630 - 1013 FAX

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Debra Botulinski

(908) 608-2013

# Scholarship fund grows as members and supporters dine and dance

**I**t only happens once every two years but the Nov. 5 Scholarship Dinner Dance drew praise as a high-class entertainment event that brought together hundreds of members and supporters to the East Brunswick Hilton on Nov. 5.

The dance party assembled for an hour over hors oeuvres and appetizers before heading into the formal dining room. Bars, buffet tables and carving stations lined the perimeter of the room, leaving space for the tables, 12-piece band on stage and a rocking dance floor in the middle.

Greg Lalevee and John Wood were backed by the officers, trustees, business reps and

rank and file members in greeting guests. In addition, business partners attended and filled the souvenir book with gold and white page journal ads that also raised money for the fund.

"It's nice to see so many of the contractors and companies we do business with throughout the year come together to support these scholarships," said Greg Lalevee.

In addition, contractor associations and other unions also showed their support by their presence and their advertising.

Greg publicly thanked participants and also the event planners, who worked hard to make the event truly a night to remember.



# Latest pay increase marks milestone

This year, through our negotiations, members will see a pay increase of \$1.15 an hour.

This marks the first time in recent history that we went through a three-year construction contract where every cent went to the members' bottom line, combined in wages, profit sharing and savings.

"It's a first, as far as I know," said Business Manager Greg Lalevee.

It means that, through the life of the current three-year contract, members have seen raises of \$6.45 and they have put \$7.20 in either their wages or their profit sharing or their savings plan.

"This wasn't just luck," Greg said. "It didn't just happen. It resulted from steps we took six years ago, which members agreed to, that set our funds on a corrective course."

This year, the savings fund sent out \$9.9 million in checks to members. That amount is double what was sent out the year before.

In addition to managing our funds, we also set about to make our operations more efficient and, in the process, make them work better for our members.

The first thing we did was order a comprehensive review on all our processes. Through this, we found inconsistencies in how services were delivered. We leveraged our IT department to standardize systems and develop efficiencies.

- We eliminated inefficient work-arounds and streamlined our processes to get the same tasks done quicker.
- We introduced an online SUB application process, which started us realizing how we could leverage our IT and computer capabilities into real cost-saving opportunities in the funds office.
- We developed a web portal for vendors to file remittances, eliminating paper, opening mail and filing. Now, these tasks are performed automatically and free staffers to take on more important tasks.
- We developed new Local 825 App, which simplifies tasks and puts more information at our fingertips. Soon we'll be able to let members view their pension statement from their app.

"This is the business model we're developing," Greg said. "We've established a level of accountability and as a result, we actually have happier member experiences and a happier workforce."

And the process is not done yet. Because each time one process is streamlined, it exposes another layer that needs to be tackled. The focus next will turn to streamlining the accounts payable process and also setting up online dues payments.

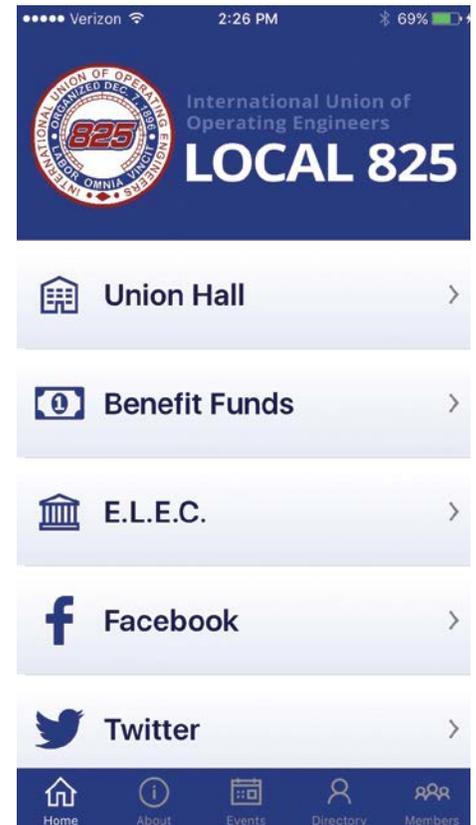
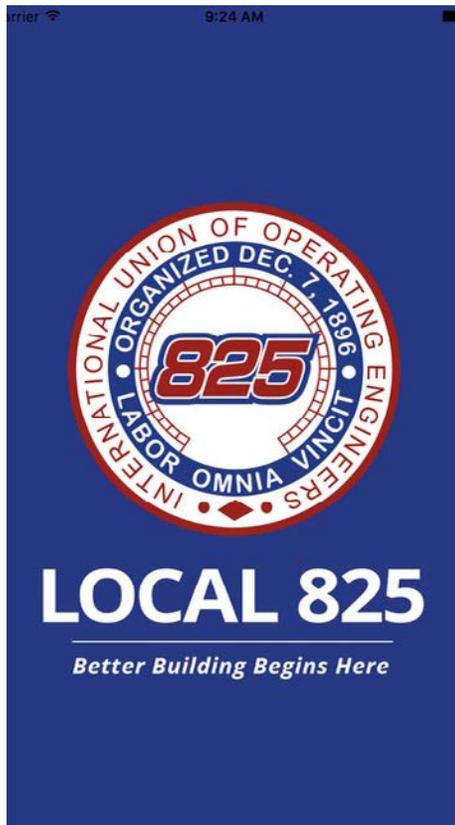
All of these changes have been made without disruption to day-to-day operations. Much of the work was performed offline, after hours and on weekends. Staff made sure everything worked before they flipped

the switch.

"We thought through every "what if?" in advance. We worked out the bugs. We had no data crashes, no down time. And we did it while simultaneously upgrading our servers."

Greg credited the entire IT staff, including Dave Daleo and everyone who participated in the re-engineering processes. These changes have not only made our lives better, they've produced real savings that impact our financial performance, so that we don't have to come back to ask the members for more money.

"I take this job very seriously," Greg said. "People call me the boss but the fact is, our members are the boss. Most of our 7,000 members never walk into this building but we never lose sight that we work for them. They are the boss."



# Union membership promises so much more than good pay

**W**e're all motivated by hourly earnings and pay increases. But membership means so much more in terms of overall, long-term security for entire families.

These benefits pay our health care expenses, provide supplemental income when we're out of work and build long-term security through profit-sharing and pension savings.

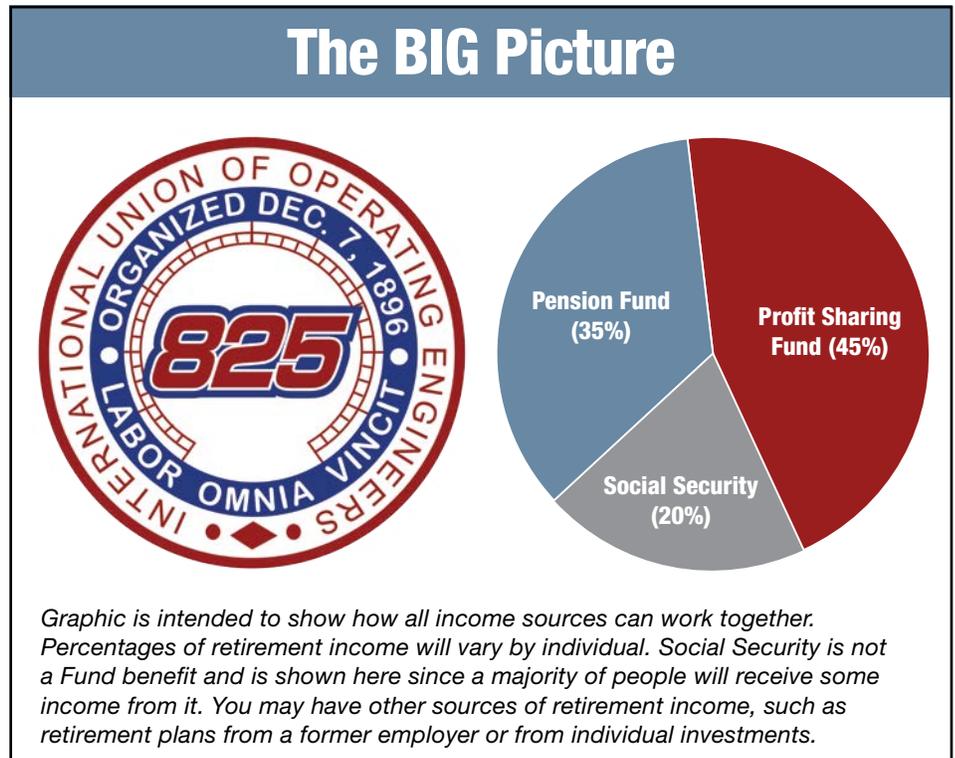
Recently, the Board of Trustees sent each member a personalized Total Retirement Planning statement. These statements highlight each member's combined benefits under the Pension and Profit Sharing Funds as of the end of last December (2015).

## Pension Fund

Each statement shows the current estimated value of each member's pension benefit, as well as a projection of their future benefits. (The projection of a future benefit is based on a series of assumptions – such as a member's age at retirement and the pension option that is selected – and may vary from what actually happens in the future.)

## Profit-Sharing Fund

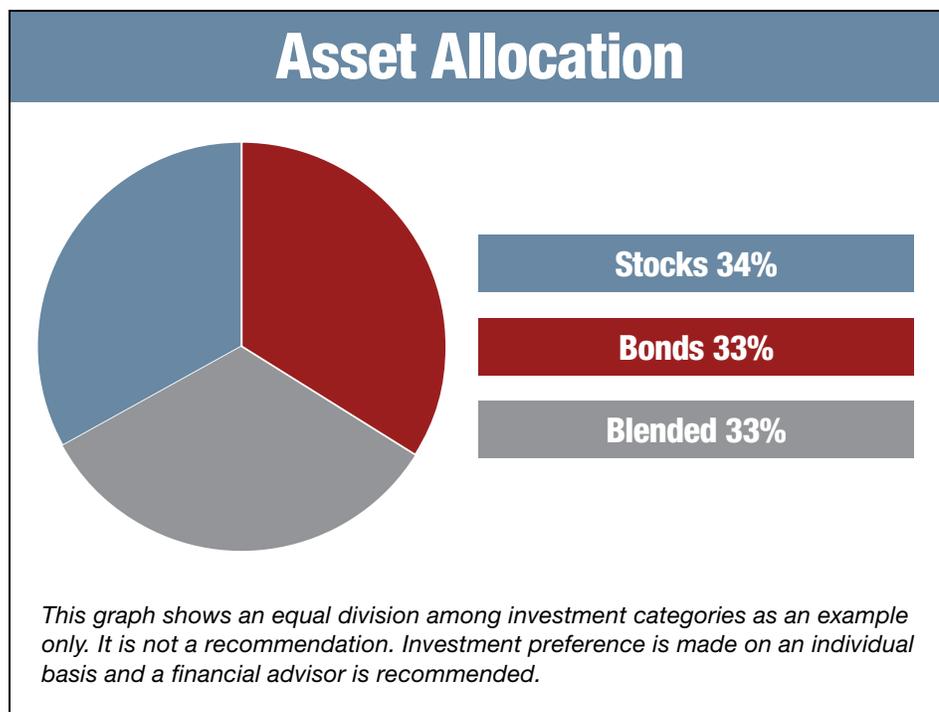
This portion shows the total contributions made to members' accounts during the 2015 calendar year. It includes the account bal-



ance and asset allocation as of Dec. 31, 2015.

The Total Retirement Planning statement shows pension and profit sharing funds along

with Social Security, allowing members to see the “big picture” of what income they are likely to have when they retire. Understanding this earlier allows members to adjust their planning. The Board of Trustees also recommends that members consult their own financial advisor.



## Asset Allocation

Asset allocation is how you choose to invest your funds. You have choices that are categorized as Stock funds, Bond funds and Blended funds. Each carries with it a measure of risk and reward. Your personal allocation will reflect your level of tolerance for risk or your desire for safety.

The future economic climate will always be somewhat uncertain and can affect retirement planning. That's why it's important to pay attention to these funds and to work with advisors to protect the long-term stability of our funds and provide the best outcome for all our members and their families.

This is the value of union membership. It is why we continually advocate for our interests in everything we do. And it is why we're proud to be members of the IUOE.

# New buildings enclosed as winter arrives

Since footings were poured in early September, the three buildings that will make up the new Training Center in Wawayanda have been constructed.

A main building, garage bays and a field house are all now framed, sided and roofed in advance of winter. Interior work will continue over the next several months, with a completion date yet to be announced for some time in the spring.

Photos show progress on the main building, the steel frame garage next to it and the smaller field house.



# Members pitch in to screen apprentice applicants

On Sept. 6, 250 apprentice applications were given to hopeful OEs, many of whom began waiting on line at the NJ Training Center four days earlier.

The next step in determining which applicants will be selected to begin their apprenticeship this spring involved an in-depth review of the information provided by each applicant and to schedule and participate in the interviews.

It was a big job and it required teamwork to get it done. About 230 apprentice applicants were screened and interviewed by more than 20 of our members, who worked from 6 p.m. to 10 p.m. on two days in December, after their normal workdays. Sheila Zirpoli handled the paperwork that was required by the interview process.

On behalf of the union and training center leadership, we say "Thank You" for your teamwork to those who served on the Apprentice Interview Committee:

John Reardon  
Kelly Raeuber  
Al Frontauria  
Matt Walker

Lawrence Taylor  
Harry Allen  
Frank DePalma  
Mike Gallo

Chris Wood  
John Rocco  
Chris Szpila  
Joe Grace  
Vic Grigoriev  
Rod Piper  
Shana Grace  
Joe Glova  
Warren Kuhlthau  
George Wallis  
Tim Crane  
Mark Richardella  
Ed Flanagan



## TRAINING CENTER CALENDAR

### Remember: Always ...

- ✓ Check your expiration dates on your certifications.
- ✓ Check with the Training Center a week prior to classes to make sure the schedule hasn't changed.
- ✓ Notify the Training Center if you cannot make a session you signed up for, so your spot can be offered to someone else.

### NEW JERSEY TRAINING CENTER

(All classes start at 7 a.m., except CCO, which starts at 8 a.m.)

### 2017 winter classes set to begin Jan. 9.

The following classes are available:

- Basic Crane (includes the all-terrain)
- Pile driving (3900 with hanging leads & juttan)
- Black top classes (paving, milling, transfer machine, roller)
- Pipeline (angle blade dozer, side boom, excavator, log loader truck)
- Casagrande drill
- Bauer drill rig
- GPS and Rover
- Brokk
- Helical piles

Please contact the New Jersey Training Center at (732) 798-2170 to register for a class. Classes will end: Friday, March 3.

# Voters OK question '2,' secure TTF funds

The hard-fought gains of TTF funding were safeguarded Nov. 8 with the voter approval of Public Question No. 2.

Just as it had relentlessly advocated for a TTF solution for more than a year before, ELEC had engaged in a widespread public relations and social media campaign to inform voters on making the right choice.

"The importance of transportation infrastructure spending is critical to our state, as

well as to our union members and contractors," said Kate Gibbs. "This was an important victory and one we were not prepared to lose."

It was years of borrowing and siphoning funds from the TTF to fill other budget gaps that caused the fund to deplete and ring up \$30 billion in debt service. With the passage of Public Question No. 2, we ensure that elected officials use TTF funds for their intended purpose, Kate said.

## Welding class forming

The NJ Training Center is currently taking names of members interested in learning welding and becoming certified.

Existing welding experience can be put toward obtaining certification.

If you are interested, call the NJ Training Center at 732-798-2170 to put your name on the list. Once course details are finalized, we will notify you the class information.



## Local 825 helps 41 win office

Each election, Local 825 evaluates candidates for every office in our New Jersey and New York coverage areas and members vote to approve candidate endorsements. In our last issue of 825 News, we presented these endorsements.

On Nov. 9, we were pleased to see that, out of our 48 endorsements, 41 were elected (or reelected) to office.

"These are candidates that understand the issues that are important to Local 825," said Greg Lavevee.

"In addition, five out of five of our own members who ran for office were elect-

ed." These were Latham Tiver, Matt Walker, Marvin Dilks, Tom Hickson and Ed Kalinowski.

"Our New York endorsements all won, both in the Senate and House; In New Jersey, 41 out of our 48 endorsements won," Greg said.

"These outcomes position us to have an even louder voice in public affairs as we advocate for issues important to labor in general, and to Local 825 in particular.

"Thanks to all our members who worked to achieve these results and for taking part in a historic election."



## International Union of Operating Engineers Local 825

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### BETTER BUILDING BEGINS HERE

## Dayton: site of crushing, screening demo

**D**ale Mickle, of ALLU, stands by as a Cat 928F wheel loader is used to demonstrate the crushing, screening and loading power of the ALLU M-Series.

ALLU sponsored the live seminar at the Training Center, showing off its M-Series for Mining attachment, which converts a base machine into a processing plant. ALLU also demonstrated its DL screening bucket and the ALLU pipeline padder, which screens excavated material back into a trench.

Demos were followed by a BBQ lunch of hamburgers, hotdogs and cheesesteaks, courtesy of ALLU.



### *Give blood Feb. 27*

The first blood drive of the year will take place from 11 a.m. to 7 p.m. on the third floor of Springfield Hall.

This is an important community cause and we encourage everyone to come out to give the gift of life.

Remember ... the blood you donate could help a fellow worker, a family member or even yourself.

