

825. NEWS



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

VOL. 15 ISSUE 2

Semiannual meeting draws most members ever Health fair makes successful debut



Seven hundred members packed the East Brunswick Hilton ballroom for the first 2025 semiannual meeting. It was the first time a health fair was offered at the meeting and by all accounts it was a major success. It provided flu shots, biometric screenings and information about the full range of benefits. Members

also visited booths from Carhartt, the apparel store, Member Assistance Program (MAP) and the training center. Thirty-one apprentices were awarded plaques for completing their programs. The evening wrapped up with food, fellowship and celebration. Read full details on page 4.

EVENTS CALENDAR

Dates are subject to change. If changes are made they will be posted to the IUOE825.ORG website.

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

March

3 - District 1 Meeting

DoubleTree Suites by Hilton
515 Fellowship Road, Mt. Laurel

5 - District 2 Meeting

Holiday Inn
2870 Hwy. 35, Hazlet

5 - Ash Wednesday

9 - Daylight Savings Begins, Set Clocks Forward 1 Hour

10 - District 3 Meeting

Russian Hall
464 Outwater Lane, Garfield

12 - District 4 Meeting

NY Training Center
96 Bates Gates Road, New Hampton
Blood Bank - 1:00 pm - 7:00 pm

17 - St. Patrick's Day

20 - Spring Begins

April

2 - 2025 Scholarship Applications Due

7 - District 1 Meeting

Hammonont Fire Company Station 2
51 North White Horse Pike

9 - District 2 Meeting

Holiday Inn
160 Frontage Road, Newark

12 - Passover

13 - Palm Sunday

14 - District 3 Meeting

Lake Hopatcong Elks #782
201 Howard Blvd., Mt. Arlington

16 - District 4 Meeting

NY Training Center
96 Bates Gates Road, New Hampton

18 - Good Friday

20 - Easter

22 - Earth Day

VIEW FROM THE TOP

Greg Lalevee, Business Manager



Spring brings change and new opportunity

As spring approaches, we renew our focus on the challenges ahead.

Rapid advancements in technology, competition from nonunion contractors, and inflationary pressures affecting our funds are all areas that demand attention. Public policy – whether coming from Washington, Trenton or Albany – also requires vigilance to ensure it aligns with labor and our livelihoods.

Even with these challenges, our outlook remains strong. At the most recent trustees' meeting, the news was overwhelmingly positive. We've expanded welfare benefits, increased pension benefits and maintained sound administrative numbers: all signs of Local 825's continued strength.

Our membership growth is another reason to be optimistic. Apprentice applications are claimed within minutes and our organizing efforts continue to expand our union's ranks. This ongoing success ensures a vibrant future for Local 825 and its members.

We remain committed to our members and their families. We will keep employers competitive, work to maintain a steady pipeline of projects, grow our membership, and strive to ensure our funds stay robust. By staying focused on these goals, we'll continue to meet challenges head-on and

secure a strong foundation for generations to come.

Mark your calendars

Our schedule of events offers plenty of opportunities for members to come together. The golf outing is set for Saturday, May 10, at Gambler Ridge. Gambler Ridge is up for sale, so the longer-term future of the venue remains uncertain. Get your tickets and enjoy this beautiful venue while you can. The clay shoot will take place on Sunday, June 22, at Lehigh Valley Sporting Clays, followed by the fishing trip on Sunday, July 20, aboard the Miss Belmar. The bike run will wrap up the season on Sunday, September 21.

Don't forget, scholarship applications must be postmarked by April 2 and winners will be notified by May 1. These scholarships are a testament to our Local's commitment to supporting the next generation of students and their families. For more information, see page 3.

The next semiannual meeting will be held on June 16 at the East Brunswick Hilton, where nominations for the election of officers will be held. (See Notice of Nominations and Elections insert.)

(Continued on page 3)

Contact Information

Local 825 Headquarters

65 Springfield Avenue, 3rd FL
Springfield, NJ 07081
(973) 671 - 6900
(973) 921 - 2918 FAX

District Offices:

3242 Route 206
Building A Unit 6
Bordentown, NJ 08505
Tel. 856-470-1480
Fax 856-470-1485

96 Bates Gates Road
New Hampton, NY 10958
845-674-9020 - Phone
845-674-9025 - Fax

Health & Welfare office

65 Springfield Avenue, 2nd FL
Springfield, NJ 07081
(973) 671 - 6800
(973) 921 - 0706 FAX

96 Bates Gates Roads
Suite 70
New Hampton, NY 10973
(845) 374-2559
(845) 374-2564 FAX

NJ Training Center

338 Deans Rhode Hall Rd.
Dayton, NJ 08810
(732) 798-2170
(732) 798-2175 FAX

NY Training Center

Wawayanda location
96 Bates Gates Road
New Hampton, NY 10958
845-673-3154 - Phone
845-674-9025 - Fax

ELEC Office

65 Springfield Avenue, 2nd FL
Springfield, NJ 07081
(973) 630-1010
(973) 630-1013 FAX

Union Plus®

(Offered through Wells Fargo Home Mortgage)
Debra Botulinski
(908) 608-2013

Scholarship applications due April 2

The Local 825 scholarship application season is open, offering valuable support against the high cost of college education.

There are ten Local 825 scholarships available: seven for academics, one for athletic excellence, one for student service, and one for outstanding appreciation of unionism and the labor movement. All recipients will be awarded \$2,500 per academic year for four years.

Winners will be selected based on academic achievement, essay quality, and commitment to unionism and community service.

Completed applications must be postmarked by April 2. Scholarship recipients will be notified by May 1 and honored at a special scholarship dinner in June.

For more information and to access the application, visit iuoe825.org. Don't miss this opportunity to support your academic goals.

Additional Scholarships Available

Every year our members' children and grand-

children are eligible to apply for additional sponsorships offered by our fellow unions. Check the Local 825 website scholarship page for each of these scholarship programs. They

have different requirements and application deadlines. Don't miss these opportunities to help your child or grandchild meet the high cost of higher education.



Scholarship apps now available

Local 542's Downey to lead IUOE

Congratulations to John Downey, the new General President of the International Union of Operating Engineers (IUOE). John was unanimously elected by the IUOE General Executive Board following the retirement of General President James T. Callahan.

Jim Callahan announced his retirement at

the union's annual winter meeting, concluding a remarkable career. During his tenure, Jim oversaw an era of unprecedented growth and prosperity for IUOE's 410,000 members and their families across North America. His visionary leadership and dedication have left a lasting legacy, strengthening the union and

paving the way for future success.

Thanks to Jim for his years of commitment and for being a steadfast friend to Local 825. We wish him health and happiness in his retirement.

Under John Downey's leadership, IUOE is well-positioned to continue thriving and meeting future challenges.



John Downey



James Callahan

VIEW FROM THE TOP

(Continued from page 2)

Annual reminder

Remember to report all life-changing events to our Funds Office. Whether it's a marriage, the birth of a child, a family member passing away or a divorce. Keeping your records up to date is essential. Without timely updates, you may find yourself caught in avoidable complications. Let's do our part to ensure smooth processes and make things easier for everyone involved.

Semiannual meeting sees ‘healthy’ turnout

The January Semiannual Meeting was one for the record books, with 700 members in attendance. The turnout was so strong that the ballroom reached capacity, leaving some members standing in the back – a testament to the commitment and engagement of Local 825 members.

Before the meeting, the first-ever pre-Semi-

annual Health Fair was held. It proved to be a tremendous success. Hosted by Ramp Health, the fair featured a flu shot station, biometric screenings, and booths from health care providers, giving members valuable opportunities to learn more about their benefits.

In addition to health services, booths from Carhartt, the apparel store, MAP, and the train-

ing center were a major hit, drawing strong interest and enthusiasm from attendees.

Thirty-one apprentices were awarded plaques for completing their apprentice programs. For more information on the apprentice program, see story on page 6.

After the meeting, members gathered for food, refreshments, and fellowship.



Guardian Nurse debuts at meeting

Christine Badillo

The new Guardian Nurse program is designed to provide personalized support for members and their families facing healthcare challenges.

On February 1, Christine Badillo became the Local 825 Mobile Care Coordinator (MCC). Christine may already be a familiar face, as she attended the recent health fair at the Semiannual Meeting. The Guardian Nurse program provides confidential, no-cost services, including:

- Assessment of healthcare needs and visits

to members at home or in the hospital.

- Attendance of doctor appointments with members. Guardian nurses can ask questions on behalf of members.
- Assistance in scheduling appointments and identifying correct providers.
- Support in decision making about treatments or surgery.
- Help securing necessary medical equipment and other healthcare resources.

The Guardian Nurse program is another way Local 825 is working to take care of its members, both on and off the job site.

To request help from our MCC, call or text (973) 204-1106.



Members honor John LoCrasto

52 years of service

The meeting also marked a bittersweet milestone as Local 825 honored John LoCrasto, who retired on February 1 after 52 years as an Operating Engineer. Out in the field, John was widely respected for his operating skill and dedication. Over the years, he served the Local with

distinction in roles such as shop steward, lead engineer, Executive Board member, and Business Agent. John is also a Vietnam veteran.

Local 825 extends heartfelt gratitude to John for his decades of service and wishes him all the best in retirement.

Tim Crane is ready to continue the tradition of excellence by taking over Business Agent duties in Union and Somerset Counties.



Tim Crane



Training Center beats its own record

Local 825's training centers are busier than ever, training a steady stream of apprentices and journey men and women.

Between July 1 and December 31 last year, 340 students logged 24,500 hours of training.

For the entire year, January through December, students received 100,560 hours of training. The total hours were 18 percent higher than the year before and 2023 was 33 percent higher than 2022. Congratulations to the entire training center and staff who are focused on developing the finest operating engineers on the planet.

Winter Classes Kick Off in the Snow

Despite the falling snow, members and apprentices arrived at the Local 825 Training Center eager to kick off the first day of winter classes in January. The day's classes included basic trenching and excavation, crane operation, dozer training, CDL prep, paving, welding, and essential safety courses.



New pipeline training program launches

Winter also marked the start of Local 825's new pipeline training program, offering advanced certification in hydrostatic pipe testing. Classes of 6-8 members began in January and ran throughout the winter season.

The program taught a variety of pipe testing methods. These methods ranged from traditional dead weights to the latest high-accuracy

technology, including the crystal gauge. This advanced equipment ensures precise measurements and keeps members ahead of industry standards.

New apprenticeship initiative

We are introducing a new initiative to expand entry points for apprentices. Starting this July, five graduating students from Ocean County Vo-Tech's heavy equipment program will be offered apprenticeship opportunities.

If successful, this program will serve as a model for working with other Vo-Tech schools in New Jersey and New York. The goal is to grow this initiative across Local 825's territory, creating a steady supply of skilled graduates into the apprenticeship program



TRAINING CENTER CALENDAR

www.facebook.com/iuoe825Training

NEW JERSEY TRAINING CENTER

(732) 798-2170 (All classes start at 7 a.m. unless noted otherwise)

8-HOUR HAZMAT REFRESHER

Sat., Mar 8
Sat., Mar 22

CRANE STANDARDS & LOAD CHART REVIEW

Sat., Mar 1
Sat., Mar 8
Sat., Mar 15
Sat., Mar 22
Sun., Mar 23 - Test

2025 Winter Class Schedule

Jan 6 - Mar 14, 2025
(Please Call the Training Center to Sign up)
360° Forklift
Basic Crane
Basic Dozer
Bauer Drill / Casagrande
CDL Prep
GPS Dozer / Excavator
Paving (Miller, Paver, Transfer, & Roller)
Utility Class / Pipe Fusion / Pipe Testing
(Backhoe, Excavator & Rubber Tire Excavator)

NEW YORK TRAINING CENTER

(845) 673-3154
(Classes are scheduled on request and start at 7 a.m. unless otherwise noted.)

Please contact the New York Training Center to put your name on the list for a class or certification you need. Once we have enough names for a class, members will be notified.



ELEC launches independent news network

Local 825 and ELEC have launched a new news network that will showcase regional infrastructure and our role in improving it.

Infrastructure rarely gets the attention it deserves. The media pays little attention to it and because of that, the public doesn't see the aging systems that need repair. The result: the critical need to fund these projects goes unnoticed.

A New Day

That all changed in January, when Local 825, through ELEC, launched the Tri-state Infrastructure News Network, or TINN.

"TINN will report on infrastructure news across our region and will reach elected officials, policymakers and voters," said Local 825 Business Manager Greg Lalevee. "TINN will give Local 825 the power to tell our own story – on our terms – with facts that matter."

"For years, the work of Local 825 members and signatory contractors on roads, bridges and rail lines that keep our region moving has

relied on public relations and social media to bring awareness," said ELEC's Mike Makarski. "Those efforts will continue but the media landscape is changing. The Star-Ledger's print edition is gone now and other media outlets have lost much of the reach they had in the past."

Enter TINN

TINN will fill the void and create a new outlet to tell the stories that need to be told, while showcasing the contributions of Local 825 members on the region's most important infrastructure projects.

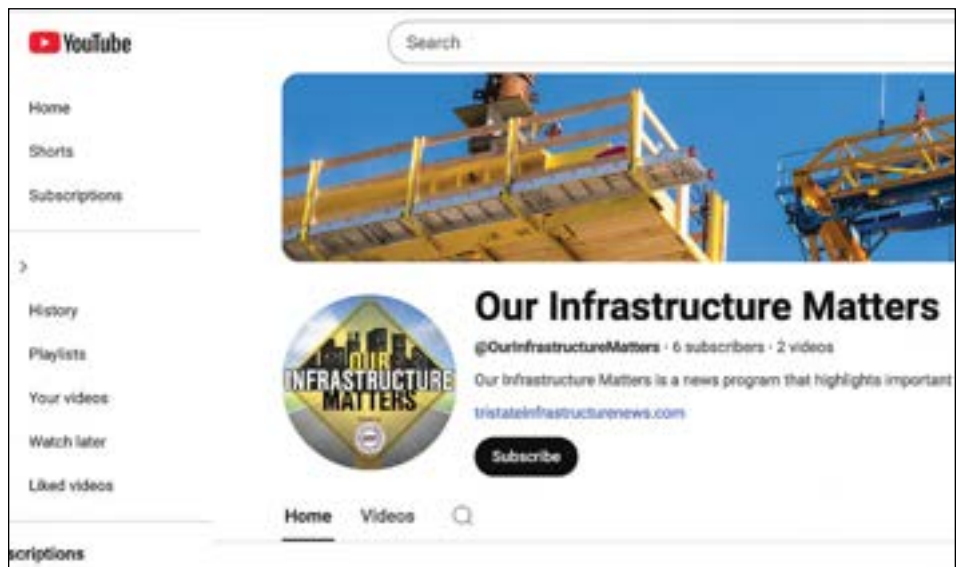
"Our stories need to be told," said Greg.



Recording original content for TINN use



Online page of the new TINN



TINN's YouTube page



International Union of Operating Engineers Local 825

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BETTER BUILDING BEGINS HERE

Atlantic Shores fighting headwinds

In the wake of half-owner Shell's departure from two wind farms off the coast of Atlantic City, Atlantic shores is determined to press on.

Atlantic Shores has federal approval to build the two offshore wind farms and says it is committed to delivering New Jersey's first offshore wind project, despite Shell's exit.

The projects 1 and 2 will include up to 200 offshore wind turbines, offshore substations to collect the electricity produced and cables buried beneath the seabed to transport electricity to shore. The project would generate about 2,800 megawatts of renewable energy and would power an estimated 1.1 million homes

The projects have received construction and operations approvals from the Bureau of Ocean Energy Management (BOEM), the U.S. Environmental Protection Agency and from New Jersey regulators.



Local 825 International Union of Operating Engineers Combined Notice of Nomination and Election

NOTICE OF NOMINATION

Pursuant to the International Union of Operating Engineers ("IUOE") Constitution and Article XIII of IUOE Local 825 Bylaws, notice is hereby given to all members of Local 825 that nomination and election dates have been established with respect to the following Local 825 offices and positions: Business Manager, President, Vice President, Recording-Corresponding Secretary, Financial Secretary, Treasurer (all of whom, by virtue of their office, shall also serve on the Executive Board and as delegates to the General International Convention), four (4) Executive Board Members, (one from each of the four (4) Local 825 Districts), three (3) Trustees, three (3) Auditors, a Conductor, and a Guard.

Pursuant to Article XIII § 10 of the Local 825 Bylaws, the Election Committee has chosen Global Election Services, Inc. ("GES") to supervise the Election, including with respect to the nominating process.

Nominations will take place at Local 825's Semi-Annual Meeting on **Monday, June 16, 2025 at 7:00 p.m.** at the Hilton East Brunswick, 3 Tower Center, East Brunswick, New Jersey 08816.

Voting has been scheduled for **Saturday, August 9, 2025** at the times and polling places identified below.

The term of each office or position is three (3) years commencing no later than September 1st unless an earlier installation is otherwise directed by the General President.

DEFINITION OF "GOOD STANDING"

Only members in good standing may nominate, second, vote or be eligible to run for an office or position. "Good standing" is defined as having paid all dues to Local 825 within thirty (30) days after such become due and payable, as evidenced by the member's proper dues receipt or other evidence indicative of good standing. No member whose dues have been withheld by the member's employer for payment to Local 825 pursuant to the member's voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote or for candidacy for office by reason of alleged delay or default in the payment of dues.

ELIGIBILITY FOR OFFICE

No member shall be eligible for election, be elected, nor hold office unless he or she has been a member of Local 825 for two years immediately prior to the election. Members of the present Election Committee are likewise not eligible for office.

Officers or Positions other than the Business Manager: No member may be nominated for President, Vice-President, Recording-Corresponding Secretary, Financial Secretary, Treasurer, Trustee, Auditor, Conductor or Guard unless such member has been in continuous good standing in Local 825 for not less than one (1) year immediately preceding the month of nominations – that is, for the time of June 1, 2024 through May 31, 2025. In addition to meeting the requirement of one-year continuous good standing, to be nominated for District Executive Board Member, one must have been affiliated with the District within the meaning of Article IV Section 5A or 5B for a least one (1) year immediately preceding the month of nominations.

Business Manager: No member shall be eligible for nomination or election for the position of Business Manager unless such member has been in continuous good standing in Local 825 for not less than two (2) years immediately preceding the month of nominations – that is, for the time of June 1, 2023 through May 31, 2025.

Regular Meeting Attendance: All candidates must be in regular at-

tendance at all regularly scheduled Local Union membership meetings held after the nomination and before the election subject, however, to a reasonable excuse based upon good cause, such as physical incapacity or a death in the family.

ELIGIBILITY OF OWNER/OPERATORS AND SUPERVISORS

No member who is an owner/operator of an entity that employees operating engineers is eligible for nomination, election or to nominate another member. Further, to be eligible for and to hold elective office, a member – at the time of nomination and continuing through the term of any elective office – shall not have the power to employ or discharge or effectively recommend such action with respect to a company directly connected with the craft jurisdiction of the Local Union, nor shall such individual customarily exercise the functions exercised by supervisors within the meaning of the National Labor Relations Act, as amended, for such company. This shall not apply to a Master Mechanic, Lead Engineer or Craft Foreman.

To be nominated or eligible for nomination or election, a member must be, as of June 1, 2025, continuously employed at the trade or have been actively seeking continuous employment at the trade for two (2) years in the case of Business Manager and one (1) year in all other cases. This restriction shall not, however, apply to any member employed by or working for Local 825 or the International Union in any capacity, or any member who has been assigned by Local 825 or the International Union to perform work in furtherance of the interests of organized labor, where, in either case, the employment or assignment is sufficiently time-consuming so as to preclude the member from meeting the requirement for continuous employment or actively seeking continuous employment at the trade. No member retired from work at the trade shall be eligible for nomination or election. This restriction, however, shall not be applicable to any member so retired who, at least for one (1) year, and in the case of one seeking the office of Business Manager, at least for two (2) years, immediately prior to the month of nominations, has ceased to accept retirement benefits and returned, or actively and continuously sought to return, to full time work at the trade.

BACKGROUND CHECK

A background check will be conducted for each nominee and, consistent with Section 504 of the LMRDA, 29 U.S.C. § 504, the results of said background check will be a factor in determining eligibility.

NOMINATING PETITIONS

Each nomination must be accompanied by an official Local 825 nominating petition in support of the nominee signed by the lesser of either (a) two hundred (200) other members in good standing or (b) members in good standing equaling two percent (2%) of the entire membership of the Local or, in the case of a District Executive Board Member, of the District. Petitions will be made available by GES under the auspice of the Election Committee at Local 825's headquarters located at 65 Springfield Avenue, 3rd Floor, Springfield, New Jersey 07081 (the "Springfield Headquarters") **beginning on Monday, May 5, 2025.** A candidate and/or his or her representative must present identification and sign for the petition package received.

Only Local 825 members in good standing may sign nominating petitions. **Therefore, to receive or sign a petition, a member must have paid all monies that come due on April 1, 2025, by no later than April 30, 2025, the end of a thirty (30) day grace period.**

Petitions must be returned **on or before Monday, June 16, 2025.** Completed petitions can be (1) mailed by registered or certified mail, re-

turn receipt requested, addressed to the Recording-Corresponding Secretary at the Springfield Headquarters, as long as they are received no later than June 16, 2025 at 4:00 p.m., (2) filed in person at the Springfield Headquarters no later than June 16, 2025 at 4:00 p.m., or (3) filed in person with GES, acting on behalf of the Recording-Corresponding Secretary, at the June 16th Semi-Annual Membership Meeting before the meeting is called to order. **ONLY OFFICIAL NUMBERED NOMINATION FORMS MAY BE USED. ALL RETURNED PETITIONS MUST HAVE ORIGINAL SIGNATURES. PHOTOCOPIES OF PETITIONS WILL NOT BE ACCEPTED. A PETITION RECEIVED OR FILED LATER THAN AS AFOREMENTIONED SHALL BE NULL AND VOID.**

It is suggested that potential candidates submit more signatures than the minimum required since ineligible members and/or unreadable signatures may be challenged and not count towards the requisite number.

PROCEDURE FOR NOMINATIONS MEETINGS

NOMINATORS AND SECONDRS MUST BE MEMBERS IN GOOD STANDING (HAVING PAID ALL MONIES THAT COME DUE ON APRIL 1, 2025, BY NO LATER THAN APRIL 30, 2025, THE END OF THE THIRTY DAY GRACE PERIOD). THEY MAY NOT BE OWNER/OPERATORS OF AN ENTITY THAT EMPLOYS OPERATING ENGINEERS.

NOMINATIONS WILL BE CALLED IN THE FOLLOWING ORDER:

As directed by the Election Committee, a GES representative will chair the Nominations meeting. Before being recognized, all nominators and seconders must present acceptable proof of identity, such as a driver's license or membership card. Nominators must submit a written statement (which the Local will provide to nominators and seconders at the time of nomination and seconding) with the registration number of each nominated individual. A nomination must be seconded to be valid. In the case of nominations for District Executive Board Members, the nominee must be affiliated with the District for which he or she is being nominated unless part of a full slate nominations as discussed below. No member can make more than one nomination for each time recognized unless nominating an entire slate. Names of all candidates will be recorded by the Recording-Corresponding Secretary.

Members may run as part of a full slate or as individuals. Partial slates will not be recognized. Full slate nominations will be conducted first, followed by individual nominations for Business Manager, President, Vice President, Recording-Corresponding Secretary, Financial Secretary, Treasurer, three (3) Trustees, three (3) Auditors, Conductor, Guard, and four District Executive Board Members, one from each District. To nominate a full slate, the Nominator must nominate a candidate for each of the eighteen (18) offices and positions.

All nominators shall confine their remarks, without campaigning, to nominating the candidates for their slates or nominating independent candidates. A member can only be nominated for one (1) office or position. A member who is nominated for more than one (1) office or position and accepts both nominations will be presumed to have accepted the first office or position he or she was nominated for and to have declined the nomination to the second office or position.

Nominees must indicate their acceptance on an Acceptance Form which GES, under the auspices of the Recording-Corresponding Secretary, will mail to each Nominee at the Nominee's last known home address within five (5) days after the nominations have been concluded. Acceptance forms will also be made available at the Semi-Annual Meeting for Nominees who are in attendance. The Recording-Corresponding Secretary must receive the completed Acceptance Form within ten (10)

days of the date that the Local Union provides written notification of the Nomination. Written acceptance can be (1) filed in person or (2) mailed by registered or certified mail, return receipt requested, addressed to Recording-Corresponding Secretary at the Springfield Headquarters. The Acceptance Form must include the candidate's name as he or she wishes it to be placed on the ballot, home address, home phone number, Registration Number and, for candidates who use email, an email address. **A written acceptance of nomination received or filed with the Recording Corresponding Secretary after the aforementioned ten (10) day period shall be null and void.** An eligible candidate must also complete a Slate Affiliation Form, if applicable. In addition, there will be a form for any candidate to decline the nomination.

The eligibility of each Nominee will be reviewed by the Election Committee; and each Nominee will be advised by letter of the Nominee's eligibility or lack thereof. Any candidate who has been declared ineligible may submit evidence to GES, as designee of the Election Committee, to support his/her claim of eligibility within ten (10) days of receiving notice that s/he is ineligible. The Election Committee, upon the recommendation of GES, will make decision as to eligibility within forty-eight (48) hours of reviewing the evidence. Such Nominee may also appeal such decision as described at the bottom of the Notice. Any appeal regarding eligibility shall not delay the election.

Where all candidates duly nominated to elective office or positions are unopposed for election, the Election Committee shall dispense with a secret ballot vote and, at the end of the Semi-Annual Membership Meeting, shall direct the Recording-Corresponding Secretary to cast one ballot for the unopposed nominees who shall then be declared duly elected. Where any single candidate is duly nominated to an elective office or position, and s/he is unopposed for election to that office or position, the Election Committee shall dispense with a secret ballot vote for that office or position and, at the end of the Semi-Annual Membership Meeting, shall direct the Recording-Corresponding Secretary to cast one ballot for the unopposed nominee who shall be declared duly elected in their office. In such case, the Election Committee shall direct GES to place the name of the unopposed candidate to that office on the regular ballot with "UNOPPOSED" printed on the box next to the candidate's name, signifying the election of the candidate.

CAMPAIGN FUNDRAISING

No candidate or prospective candidate for Local 825 office or position, and no supporter thereof, may solicit or accept any direct or indirect financial support from any non-member of the International Union, from any other labor organization, or from any employee, corporation, other business entity or foundation.

DISTRIBUTION OF CAMPAIGN LITERATURE

Local 825 will comply with any reasonable request by a candidate to distribute campaign literature. Distribution will be at the candidate's expense. Any candidate who wishes to mail campaign literature to Local 825's membership must bring such literature to the Springfield Headquarters in sealed, stamped envelopes. Local 825 will, at the candidate's expense, address each envelope containing the candidate's campaign literature. All expenses related to a mailing must be paid in advance of the mailing.

To avoid delays, all campaign literature must be delivered to the Springfield Headquarters no later than 4:30 PM, two (2) business days prior to the requested mailing date. All forms for requesting mailing dates by members seeking nomination or election must be submitted in writing and mailed or hand delivered to the Springfield Headquarters.

INSPECTION OF MEMBERSHIP LIST

Each candidate may inspect a list containing the names and last known address of all Local 825 members one time within thirty (30) days of the election. No candidate is entitled to a copy of the list.

The membership list will be made available for inspection at the Springfield Headquarters, weekdays, excluding holidays, beginning from July 1, 2025 until August 5, 2025 between the hours of 9:00 a.m. to 5:00 p.m. Any candidate who wishes to inspect the list should notify GES at least twenty-four (24) hours prior to the requested inspection date and time by calling 1-800-864-1263 or by emailing helpdesk@voteGES.com.

NOTICE OF ELECTION

The election of officers and positions of Local 825 referenced above in this notice will take place on **Saturday, August 9, 2025, from 7:00 a.m. until 7:00 p.m.** at the polling sites listed below in this notice. Voting will be conducted in person by secret ballot.

Campaigning inside or within two hundred (200) feet of any of the designated polling location is strictly prohibited.

Except as noted above, all members in good standing have the right to vote. **Therefore, to be eligible to vote, a member must have paid all monies that come due on July 1, 2025, by no later than July 30, 2025, the end of thirty (30) day grace period.**

Members will be assigned to a voting location corresponding to the District where they affiliated, as set out above. Since each District elects its own District Executive Board Member, if a member feels that he or she is incorrectly listed in a specific District, the member must notify GES immediately to vote a regular ballot rather than a challenged ballot. Members should consult the list of polling locations shown below to determine the location of their designated polling site.

POLLING LOCATION #1

All members who are in **District 1** (Ocean, Burlington, Camden, Gloucester, Atlantic, Salem, Cumberland, and Cape May Counties) will vote at: International Union of Operating Engineers Local 825, AFL-CIO
3242 Route 206, Building A, Unit 6
Bordentown, NJ 08505

POLLING LOCATION #2

All members who are in **District 2** (Essex, Union, Middlesex, Somerset, Mercer and Monmouth Counties) will vote at: International Union of Operating Engineers
Local 825, AFL-CIO
65 Springfield Avenue, 3rd Floor
Springfield, NJ 07081

POLLING LOCATION #3

All members who are in **District 3** (Sussex, Passaic, Bergen, Hudson, Warren, Morris and Hunterdon Counties) will vote at: Russian Hall
464 Outwater Lane
Garfield, New Jersey 07026

POLLING LOCATION #4

All members who are in **District 4** (Delaware, Ulster, Sullivan, Orange and Rockland Counties) will vote at: International Union of Operating Engineers Local 825, AFL-CIO
96 Bates / Gates Road
New Hampton, NY 10968

The ballot will be designed to enable a member to have the option

of either voting for a full slate of 18 candidates or voting for individual candidates. Full slates of 18 candidates will appear on the ballot first, followed by individual candidates. In the case of individual candidates, the incumbent for the office or position will be listed first, and the other nominees for the same office or position in alphabetical order by last name. Full slates will receive a "slate box" allowing a member to place one "X" mark in favor of all 18 candidates. In compliance with federal labor law, however, the ballot will also clearly indicate that members may vote for fewer than all of a Slate's candidates.

MEMBERS MUST PROVIDE VALID IDENTIFICATION (DRIVER'S LICENSE, UNION CARD, GOVERNMENT PHOTO I.D.) IN ORDER TO VOTE. IF A MEMBER DOES NOT HAVE PROPER IDENTIFICATION OR IF THE MEMBER REGISTERS AT A LOCATION NOT ASSIGNED TO HIM OR HER AS LISTED ABOVE, THE MEMBER WILL VOTE A CHALLENGED BALLOT.

ANY MEMBER ON LINE AT 7:00 PM WILL BE PERMITTED TO VOTE, BUT A MEMBER CANNOT JOIN THE LINE AT 7:01 PM OR LATER. AFTER CASTING HIS OR HER BALLOT EACH MEMBER MUST IMMEDIATELY LEAVE THE POLLING AREA.

Each candidate is entitled to have one (1) election observer present at each polling site to observe the casting of ballots. Each candidate shall also be entitled to one (1) observer per table at which ballots are being tallied. An observer must be a member in good standing at Local 825. No candidate may serve as his/her own observer. Observers will be required to present identification and to sign in on an observer register. Written observer rules will be provided to all candidates at a meeting to be scheduled and chaired by GES prior to the election. Candidates unable to be present at such meeting may phone GES at 1-800-864-1263 or 516-356-2556. Candidates must submit the names of their observers in writing to GES, c/o Local 825 Springfield Avenue, 3rd Floor, Springfield, New Jersey 07081 by **Monday, July 28, 2025 at 4:00 p.m.**

The tally of ballots for each of the four (4) locations will be conducted at the Springfield Headquarters. At the close of balloting, the ballot boxes will be sealed by GES, and the seal will be signed by the candidate's designated observers.

Under the direction and accompanied by a member of the Election Committee, ballots from the four (4) polling locations will be driven to the Springfield Headquarters by GES representatives. No observer may ride in a vehicle that is transporting ballots. Ballot boxes will be unsealed, and tallying will begin only after all observers have arrived at the tallying place.

Officers shall be elected by a plurality of the vote cast, except that the three (3) candidates receiving the highest number of votes for the offices of Trustee and the positions of Auditor shall be elected. In the event of a tie, a runoff election shall be conducted in the same manner as the regular election when the Election Committee deems appropriate, with notice of election being sent no less than fifteen (15) days preceding such election. Only candidates in an actual, numerical tie will participate in runoff elections.

PROTESTS AND APPEALS

Any protest relating to the conduct of the nominations and/or the election must be made in writing to the Election Committee at the Springfield Headquarters within thirty (30) days after the election. Such protest must set forth the specific reasons for its filing. Any member in good standing may file such a protest. Decisions of the Local Union may be appealed to the International General Executive Board and to the General Convention in accordance with the International Constitution.