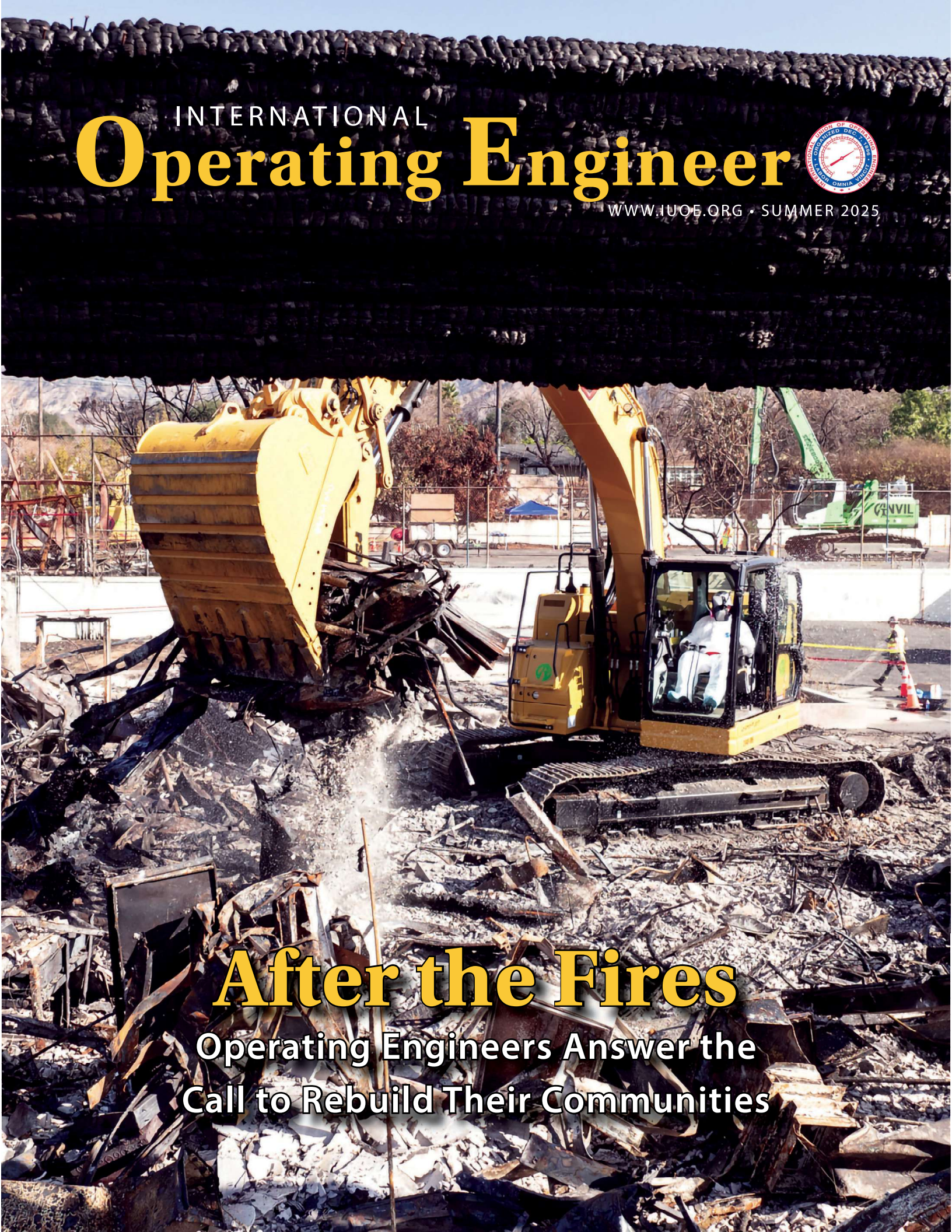


INTERNATIONAL Operating Engineer



WWW.IUOE.ORG • SUMMER 2025



After the Fires

Operating Engineers Answer the
Call to Rebuild Their Communities



INTERNATIONAL Operating Engineer

Summer 2025 • Volume 163, No. 1

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[left] Local 57 Journeyman Pete Wilson and Apprentice Ryan Connors prepare to hoist the newly refurbished Independence Man statue back atop the Rhode Island State House. The 'Independence Man' is an iconic statue representing freedom and independence. It alludes to the independent spirit of Roger Williams who founded the state of Rhode Island and was a staunch advocate of religious liberty, separation of church and state, and fair dealings with Native Americans. The timing of the Independence Man's pick coincided with the anniversary of the date in 1776 when Rhode Island became the first colony to renounce allegiance to England. [photo] IUOE Local 57

[cover] In the wake of catastrophic wildfires around Los Angeles, Local 12 members mobilized quickly to help communities recover and rebuild. See article on page 10.

[photo] IUOE Local 12

John L. Downey

IN JANUARY, after thirteen years of dedicated service as our General President, James T. Callahan retired. His time at the helm set us on a course for great success, and it is now our responsibility to carry that progress forward. Among his many achievements is the establishment of the world-class International Training and Education Center (ITEC) and growing our membership to over 410,000 strong, the most in IUOE history. He also reached a high-water mark in the General Fund of over \$400 million.

We are also undertaking a complete overhaul of our website to provide more timely information to our members and prospective members, to better highlight the iconic projects we have built and serviced for almost 128 years, and to make the site more user friendly.

In addition, we are growing our presence on social media, showcasing our efforts and achievements, providing important industry news, and utilizing it as an organizing tool to attract new members. Links to these channels can be found on the back page of this magazine.

Recently, it has been an exceptionally positive time for our union. As I mentioned, we have steadily grown to an impressive 410,000 members and we intend to build on this momentum by continuing to prioritize and strengthen our organizing efforts. We have re-instituted the Organizing Grant Program, which enables the International to subsidize the local union salary of an organizer, along with reporting requirements and benchmarks to ensure their effectiveness. The program provides local unions autonomy, while receiving support from the International.

Last year we convened the inaugural International Organizing Conference, which was attended by 108 organizers from 41 local unions. Sessions were led by subject matter experts, local union organizers, and IUOE organizing staff who covered advanced topics ranging from effective campaign planning and digital strategies to legal considerations and grassroots organizing. The conference will be held annually, and will take place this year from July 21-24 at ITEC.

General President Callahan accomplished that and a lot more while navigating our union through a global pandemic and turbulent political climates. I would like to take this opportunity to thank Jim Callahan for his service to the IUOE and his mentorship to me. His leadership and guidance to so many will ensure his legacy continues.

Subsequently, I was honored to be elected General President by the IUOE General Executive Board. I am deeply humbled by their trust and confidence in me. For those who do not know, I am a proud 23-year member of Local 542, and it is the privilege of a lifetime to serve our great organization in this capacity. I remain fully committed to protecting, representing, fighting for, and championing the interests of the Operating Engineers throughout North America.

Wasting no time, we have gotten right to work in a variety of ways, both old and new, to communicate more directly with our membership. I am happy to report that the International Operating Engineer magazine will be published again on a quarterly basis. In 2019, a strategic decision was made to transition the magazine to a digital format due to the high costs of printing and postage. Publication was paused with the onset of the COVID-19 pandemic, but we are excited to start it back up with new digital editions.

That is why we are actively leveraging our political and legislative relationships to ensure that the elected officials we support advocate for policies that benefit Operating Engineers. While the transition to a new White House administration and Congress brings its own set of challenges, we remain steadfast in making our voices heard. We continue to fight relentlessly against potential threats—standing firm to protect collective bargaining rights, advocate for project labor agreements, uphold the Davis-Bacon and Service Contract Acts, and defend all issues critical to Operating Engineers.

Thank you for your continued support and dedication to the IUOE. United we stand, and together we will continue to build a strong and prosperous future for all Operating Engineers. I hope you all have a great summer and be safe.

Thank You, James T. Callahan

Jim Callahan is a proud third-generation Operating Engineer with 45 years of dedicated service. He joined Local 15 in New York City in 1980 and has built a remarkable career ever since.

In 1993, Jim served as a Maintenance Foreman during the World Trade Center cleanup following the first terrorist bombing. Eight years later, he returned to Ground Zero as a first responder in the aftermath of the September 11 attacks, this time serving as a Business Agent for Local 15.

In 2003, Jim was elected President and Business Manager of Local 15. His rapid ascent through the ranks of the IUOE's leadership continued when he became an International Vice President in 2008, later rising to the office of General Secretary-Treasurer, and ultimately being elected General President in 2011.

During his tenure as General President, Jim achieved monumental progress for our union. In the early days of his administration, he focused on building a highly skilled field staff, drawing from the best Operating Engineers throughout the United States and Canada. Jim recruited experienced and knowledgeable IUOE members from across all industries to ensure that the International would be ready and able to assist, support, and strengthen our Local Unions for years to come. He remained a staunch advocate for Local Union autonomy, empowering local leadership to best represent the needs and hear the voices of their members.

One of his most visionary accomplishments was the creation and development of the International Training and Education Center (ITEC) in Crosby, Texas—a world-class facility featuring state-of-the-art equipment and training, offered at no cost to our members. President Callahan understood that investing in training meant investing in the future of Operating Engineers.

When the COVID-19 pandemic disrupted the world, President Callahan recognized that our members would be asked to continue to work, uncertain of the health risks they were facing, and he made sure that our members got the



[above] James T. Callahan on a tower crane at the International Training & Education Center in Crosby, TX. [photo] IUOE

personal protection equipment they needed to work safely. Jim led the International through one of the most challenging periods in our history, ensuring our members and the entire organization stayed strong and unified.

Under his leadership, our union's financial health improved significantly. In 2011, the general fund stood at \$288 million; by the time of his retirement, it had grown to \$401 million. Membership also saw substantial growth, increasing from 383,599 to 411,666.

These milestones represent just a portion of Jim Callahan's incredible legacy. His contributions are too numerous to list, but his impact will be felt for generations to come. As many of you know, one of Jim's mantras is: "Leave it better than you found it." Upon his retirement, there can be no doubt that President Callahan left the IUOE better than he found it over 45 years ago.

We thank Jim for his unwavering dedication and service to his IUOE family. We congratulate Jim on his remarkable career, and we offer our best wishes to him, and the entire Callahan family, for a long, happy, healthy, and well-deserved retirement.

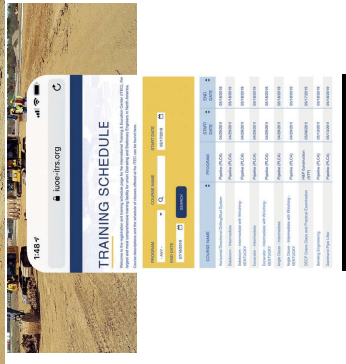


International Training & Education Center



This state-of-the-art facility contains everything needed to host, support, and develop the skills of a constantly expanding and varied group of construction and maintenance professionals.

- 265 acre campus
- 17 modern classrooms and labs
- 15+ pad crane field
- Simulator rooms
- Heavy equipment mechanics shop
- Welding bays
- Central utility plant with training redundancies
- 227 private guest rooms, fitness center, and full dining facilities
- Shuttle service to major airports in the Houston, TX area



Register today! www.iuoe-itrs.org



The International Training & Education Center is the most advanced training facility for union Operating and Stationary Engineers in North America. Training classes are offered exclusively to IUOE members. Not a member yet? [JOIN TODAY >>>](http://www.iuoe-itrs.org)

Construction Training Keeps Scaling Up

SINCE THE OPENING of the International Training & Education Center (ITEC) in 2018, the Construction Training Department has maintained a full calendar of classes to keep the membership safe, marketable, and out front of the latest technology. This past winter alone, construction training logged over 60,000 total training hours and had over 2,000 students complete classes at the training center located in Crosby, Texas.

Two of the most popular courses

during the winter are GPS Machine Control and Rover Pole classes. These classes run from November through April and the students have the opportunity to train on the latest GPS equipment from three key industry partners: Trimble, TOPCON, and Leica. These classes keep students in front of the latest technology taught by IUOE Local Union subject matter expert instructors.

Another very popular course offered at ITEC is Practical Testing for

crane certification. With the increased need for certified crane operators in the industry, the Construction Training Department continues to offer practical testing on a regular basis. Crane certification for mobile, tower, and overhead crane are all available at the ITEC.

All of these classes, and many more, can be found on the International Training Registration System (ITRS) at <https://www.iuoe-itr.org/>

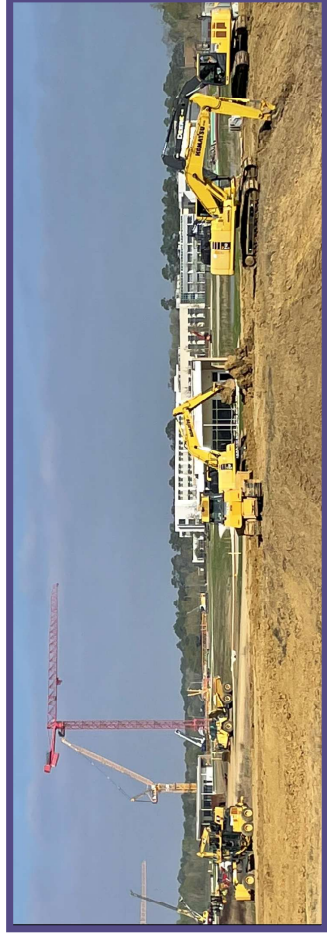


Construction Training

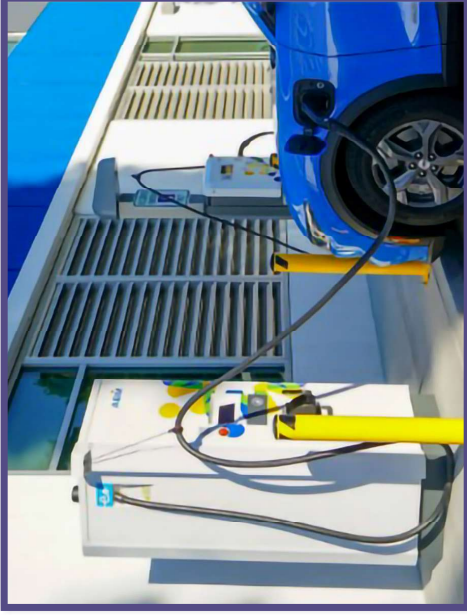
@ITEC



Full Class Schedule
and Registration



EV Charging Station Course Comes to ITEC Stationary Engineers Stay Current with New Training



Training & Education Center and will cover essential topics such as, but not limited to:

- Understand Electrical Safety as it applies to EV Chargers
- Speak with authority on basic EV charger components, capabilities, and levels.
- Perform a Preventive Maintenance Activity on a level 2 and level 3 EV charger.
- Fill out the required documentation for completing Preventive Maintenance on an EV charger.
- Identify common EV charger issues and learn how to troubleshoot and escalate them when necessary.

The results: more opportunities for Stationary Engineers to create a more reliable EV infrastructure and for the building owners, management & tenants to be confident that they can maintain a charge on their vehicles.

at their facilities.

The course curriculum will be incorporated into existing Electrical 1 & 2 courses at the International

Stationary Engineer Training

@ITEC



Full Class Schedule
and Registration



IUOE Job Corps: Partnerships in Motion



In addition to student's receiving hands-on training to operate heavy equipment, they also receive Construction Safety, Social Skills Training, and an understanding on what is needed to become a highly skilled and successful Operating Engineer.

Over 24 percent of IUOE NTF Job Corps staff are IUOE Job Corps graduates; a testament to the success of the IUOE "pre-apprenticeship" program that began its partnership with the Department of Labor and the Department of Agriculture over 59 years ago.

ELEVEN IUOE NTF Job Corps pre-apprentice graduates from the Pittsburgh Job Corps site were recommended and referred to IUOE Local 66's Apprenticeship Program. All eleven graduates were accepted into Local 66's program.

Instructors Brian Kobistek and Holly Myers have a combined 48 years of experience as members of IUOE Local 66.

Nine IUOE NTF Job Corps pre-apprentice graduates from the Sacramento Job Corps site and one from our Fort Simcoe Job Corps site were recommended and accepted into IUOE Local 3's Apprenticeship class that began in March.

The IUOE NTF Job Corps program at Sacramento currently has six additional students approaching graduation that have also been recommended to Local 3's Apprenticeship classes beginning in May and June of 2025.

IUOE NTF Job Corps Instructors at Sacramento Job Corps, Daniella Serrano, Angel De La Cruz, and Steve

[above] Pittsburgh Job Corps graduates prepared and ready to join IUOE Local 66's apprenticeship program.

[below] New graduates of the Sacramento Jobs Corps pre-apprenticeship program ready for the next step.

[article & photos] IUOE NTF Job Corps Staff



ACTION ALERT SAVE JOB CORPS

The Administration recently announced that they plan to gut the national Job Corps program by the end of June. This vital program provides at-risk youth with the skills needed to obtain and hold a job, enter the Armed Forces, or enroll in advanced training or higher education. [Please contact Congress today to save this crucial program.](#)

Since its creation in 1964, Job Corps has trained over two million disadvantaged youth. It is the largest nationwide residential career training program, providing low income students with education and housing in all 50 states and Puerto Rico.

Job Corps offers more than 300 pre-apprenticeship programs by partnering with national training organizations, including the IUOE and other labor unions. Gutting the Job Corps program will have immediate real life consequences for the 4,500 previously-homeless youth that rely on Job Corps for shelter. These students are currently being kicked out of their dorms/housing and told they cannot return. [Take action now.](#)



The IUOE has been providing career technical training to over 380 students annually at 10 Job Corps centers across the nation for over 59 years. Our program has trained thousands of young adults as pre-apprentices in the fields of heavy equipment operator, heavy equipment mechanic, stationary engineering, and asphalt paving.

More than 35,000 students in all 50 states and Puerto Rico participate yearly in the Job Corps program. Ending Job Corps harms not only them, but the entire American workforce. [Contact your elected officials in Washington today.](#)



TAKE ACTION TODAY!

After the Fires

Operating Engineers Answer the Call to Rebuild Their Communities

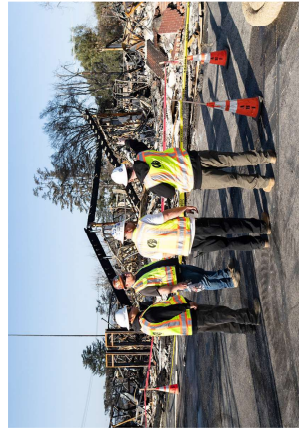
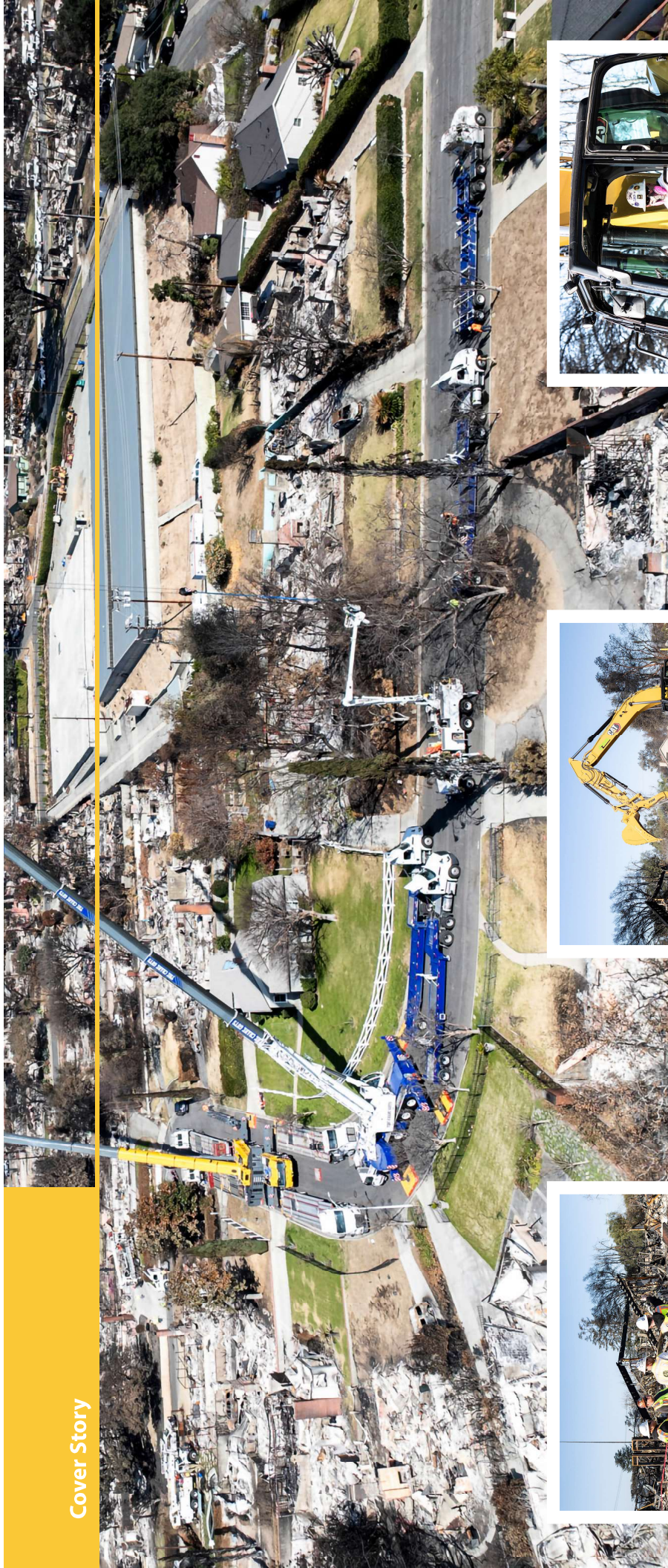
On the evening of January 7, 2025, two devastating fires erupted in Southern California, driven out of control by a Santa Ana wind event which saw winds gust over 100mph.

The Eaton Fire began in the San Gabriel Mountains and surged through the foothill community of Altadena, destroying over 9,000 structures and killing at least 18 people.

Meanwhile, on the same evening, and driven by the same wind event, several miles to the west, the Palisades Fire grew to destroy large areas of Pacific Palisades, Topanga, and Malibu, burning over 23,000 acres, killing 12 people, and destroying nearly 7,000 structures.

The magnitude of these fires is difficult to comprehend and the neighborhoods most affected have suffered a trauma which will linger for generations.



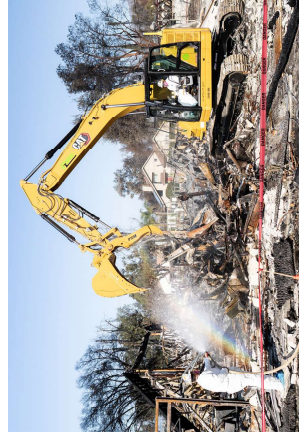


Once the severity of the fires became clear, IUOE Local 12's Executive Board took immediate action to assist any Brothers and Sisters affected by the fires, voting for the immediate creation of the Local 12 Emergency Disaster Relief Fund, seeded that new fund with an initial \$100,000, and established an appropriate and categorized pay structure to determine amounts released to affected members, while also creating a review committee with the authority to review and approve the letting of funds.

To prepare for the role that Operating Engineers would soon play in the remediation process, and eventual rebuilding of the communities, Local 12 Training Trust Director Larry Hopkins

initiated emergency HAZMAT training. Hundreds of interested Operating Engineers stepped up and enrolled for the training, even while the fires still raged. This guaranteed that signatory contractors would have enough skilled and trained Operating Engineers ready to meet the coming needs.

Several members of Local 12 lost their homes to this disaster and the consensus was that as Operating Engineers, we should be first in line to heal and rebuild our own communities.



During the fires, then General President James T. Callahan maintained regular contact with Local 12 and pledged his full support for the membership as they endured this unprecedented catastrophe. In one of his final actions before his retirement as General President, the IUOE General Executive Board committed additional funds to benefit the newly established Local 12 Emergency Disaster Relief Fund. Subsequently, Locals throughout the International sent donations and well wishes, and the support and sincere care felt from our sister locals is something that will never be forgotten by the membership of Local 12.

Fire clean up is currently in full swing, employing hundreds of Operating Engineers throughout the fire scarred



neighborhoods. The members and their neighbors who have lost their homes have pledged to rebuild and regrow. And the Operating Engineers are there to help.

[article & photos] IUOE Local 12

Department of Energy Considers Cuts to Infrastructure Funding

THE DEPARTMENT OF ENERGY is reportedly looking to cut funds from the Bipartisan Infrastructure Law for major hydrogen, grid, wind, battery storage projects, and more.

Of the seven massive hydrogen hubs, valued at over \$4 billion in federal investment, DOE would end four of them: California, Mid-Atlantic, Midwest, and Pacific Northwest hubs. That would leave intact the hubs in Texas, the Dakotas/Minnesota, and the Appalachian hub (Ohio, Pennsylvania, and West Virginia).

The Department of Energy's Loan Program offers billions in financing for innovative clean energy projects and advanced technology vehicle manufacturing facilities across the United States. The Administration threatened to cancel all "conditional

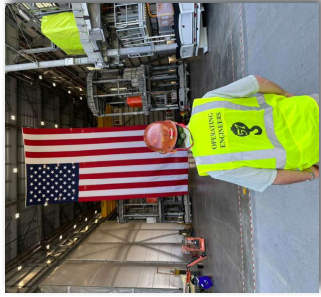
loan" commitments. Projects in jeopardy, if DOE proceeds, include Michigan Potash, the Wisconsin Electric Power Company Hydropower Rehabilitation and Utility-Scale Renewable Energy Generation, and the AEP Rebuilding or Reconducting almost 5,000 miles of Electricity Transmission Lines in Indiana, Michigan, Ohio, Oklahoma, and West Virginia, just to name a few. See more here: [PORTFOLIO PROJECTS | Department of Energy](#)

In addition, any DOE project that has spent less than 45 percent of its funding will be reviewed, according to E&E News. An initial list of projects that had been targeted for elimination included \$7 billion for carbon capture hubs, \$6.3 billion for industrial demonstrations, and \$500 million for long-duration energy storage.



[left & above] Local 57 members assist with manufacturing wind turbine foundations for Revolution and South Fork Wind projects at Ørsted and Eversource's construction hub at the Port of Providence in Rhode Island.

[photos] IUOE Local 57



Work on Highway Bill Reauthorization Gets in Gear on Capitol Hill

ACTIVITY IS PICKING UP in Congress as key committees work to write legislation to approve highway spending over the next five years.

When the highway bill expires in October 2026, the Highway Trust Fund will face a massive hole, somewhere around \$200 billion, to maintain the current level of spending. The Highway Trust Fund provides most of the federal government's funding for roads and mass transit.

Today the Highway Trust Fund is mostly fed by user fees on gas (18.3 cents per gallon) and diesel (24.4 cents per gallon). Taxes on truck sales and truck tires also go to the trust fund, but they're a smaller source of revenue.

House Transportation and Infrastructure Chairman Sam Graves (R-MO) is leading the charge to plug part of the hole by making electric vehicles pay an annual fee into the Highway Trust Fund. Thirty-nine states today charge a fee on electric vehicles in lieu of state gas taxes. The federal government does not see a dime in

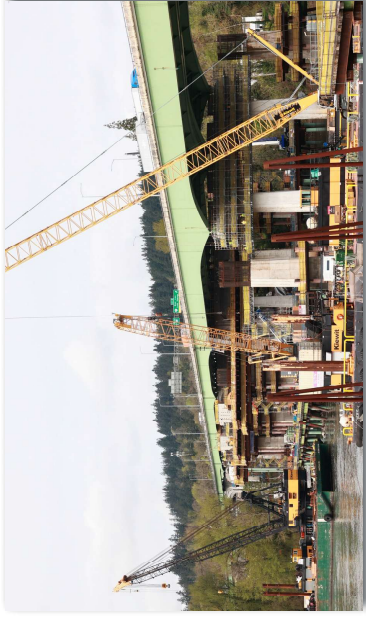


revenue from electric vehicles. The federal gas tax has not changed since 1993 and revenue has fallen short of trust fund's spending since 2008, according to the Congressional Budget Office. Cars and trucks have become increasingly more fuel efficient, which has slowed down revenue growth, and the cost of construction has risen with

inflation. The increasing number of electric vehicles on the roads eats into the Highway Trust Fund further.

Sustainable investment in the nation's transportation infrastructure requires real revenue.

See [Lawmakers push EV tax in highway bill](#) for more details.



[above] Local 66 members working for Lindy Paving reconstruct and restore portions of Interstate 90 near Erie, PA.

[photo] IUOE Local 66

[left] Members of Local 701 are working on the \$815 million Abernathy Bridge project being managed by Kiewit south of Portland, OR. Kiewit has had 18 journeymen and five apprentices on a consistent basis. Contractor Suultaaq, Inc. has another 15 journeymen and three apprentices on the project.

[photo] IUOE Local 701

Stationary Engineers

Time to Celebrate for Local 39 Apprentices Class of 2024 Ready for Next Step of Career Journey



[above] The 62nd Annual Apprenticeship Graduation for Local 39 took place on April 5, 2025, at the Palace Hotel in San Francisco with over 300 guests in attendance. The Local celebrated 55 outstanding graduates who completed four rigorous years of classroom instruction and hands-on job training. Their dedication, perseverance, and commitment to excellence have prepared them to carry forward the proud tradition of Local 39.

Pictured here are Business Manager Tim Eggen, Danny Murtagh, Chairman of the Joint Apprenticeship Committee, and the newly graduated journeyman engineers.



[right] Business Manager Tim Eggen presents the Apprentice of the Year award to Bryan White (Employer: Able/ABM Industry Groups, Job Site: Bishop Ranch – San Ramon, CA)
[photos] IUOE Local 39

Local 30 Engineers Keep Cross Town Baseball Parks in Full Swing All Season Long



[left] Local 30 members are on top of their game at Yankee Stadium in the Bronx, NY.

[photo] IUOE Local 30



[right] Ballpark Operations are in good hands at Citi Field in Queens, NY with skilled Local 30 members.

[photo] IUOE Local 30

Prime Minister Advocates for Skilled Trades at Local 793 Training Centre

UNION WORKERS ACROSS Canada can face the future with a renewed sense of optimism following the election of Liberal Party leader Mark Carney as Prime Minister on April 28.

With a tightly contested race still in full swing, Carney made a significant campaign stop at the IUOE Local 793 head office and training facility in Oakville, Ontario, on April 5, where he received the Local's endorsement.

Having only recently replaced Justin Trudeau as Liberal leader and PM two weeks earlier, Carney's visit came as his government's economic agenda faced an unprecedented threat from south of the border, intensifying the race against Conservative leader Pierre Poilievre.

At the event, Carney, who had earlier enjoyed operating a crane on one of the training centre's advanced simulators, thanked Local 793 Business Manager Mike Gallagher and the more than 20,000 members for their backing.

"I really want to thank you Mike for what you have done for this Union, for these workers, for this country and what you continue to do - your support means everything to us 'because of what it represents,' Carney said.

"What it represents is all of you at Local 793 and the work you do every single day to literally build our country. The principles of solidarity and unity that underpin this Union are precisely what we need right now."

Carney then unveiled a series of new initiatives to strengthen Canada's workforce and bolster the country's skilled trades sector. He emphasized that his government would build up



[above] Prime Minister Mark Carney (left) and Local 793 Business Manager and International Vice President Mike Gallagher (at podium) speak before an audience of union members, guests, and the media ahead of federal elections that were held in late April.

[article & photos] IUOE Local 793

Canada's skilled trades workforce by introducing a new apprenticeship grant of up to \$8,000. The initiative also includes targeted efforts to work with Indigenous communities to raise awareness of these new opportunities.

"The next decades are going to be a great time to be in the skilled trades," Carney stated. "President Trump's tariffs are already impacting Canadian industry, but by investing in workers, we will build a much stronger economy. My new government will make apprenticeship training more affordable so we can build more in this country and connect workers to higher-paying jobs."

The new Prime Minister also promised to boost the Union Training and Innovation Program, doubling its

funding from \$25 million to \$50 million, and expand the labour mobility tax deduction to help workers who travel over 120 kilometres (approximately 75 miles) from their homes to job sites.

"Our task as a nation over the coming weeks and months and years is to think bigger, and to act bigger, to build Canada strong," he said. "That starts right here. That starts by investing in our workers, who are essential to the future of Canada."

Business Manager Gallagher highlighted the reasons why the Local had endorsed Carney and the Liberal Party.

"Mark Carney brings invaluable economic experience from his leadership roles at the Bank of Canada

and the Bank of England, where his experience gives him a unique ability to handle complex international issues - including those with the United States under President Donald Trump's administration," Gallagher said.

"He is working to ensure that Canada remains steadfast in defending its economic interests and global trade relationships."

Business Manager Gallagher also noted that Operating Engineers and all skilled trades workers across Canada stood ready to back Carney's

leadership, particularly as the country grapples with economic headwinds and a looming shortage of skilled workers.

"Families and workers need a champion who will protect their homes and ensure they have access to the skilled trades training that is crucial to building Canada's future," Gallagher stated.

After the polls had closed on election night, it quickly became clear that Canadians had chosen Carney as that champion.



[left] Prime Minister Mark Carney (at podium) visited Local 793's training centre in Oakville where he unveiled a series of initiatives to strengthen Canada's workforce and bolster the country's skilled trades sector.

[article & photos] IUOE Local 793

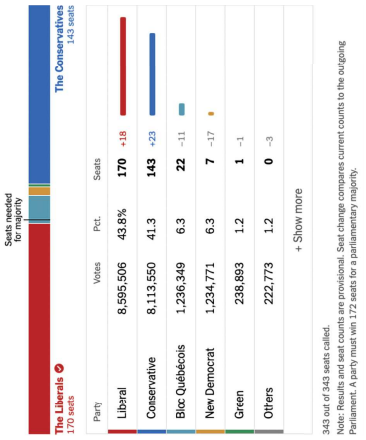
Carney's Liberals Prevail in Federal Election

Mark Carney's Liberal Party won enough seats in the House of Commons to form a government in Canada. However, they will fall short of the majority they wanted.

Carney remains prime minister, having only assumed the role in early March following Justin Trudeau's resignation.

His main rival, Conservative leader Pierre Poilievre, lost his own seat as did Jagmeet Singh, leader of the New Democratic Party (NDP).

Carney's Liberals have 170 seats, but need 172 for a majority. The Conservatives are set to remain in opposition as the second-largest party with 143 seats, with results in most districts now validated. The Bloc Québécois has 22 seats and only runs candidates in the province of Quebec. The NDP has been reduced to seven seats and the Green Party to one.



Union Sisters Highlighted in "Women of 955"



ONE OF THE most important values in the unionized trades, and particularly in the International Union of Operating Engineers, is the understanding that the key to a strong, skilled and dedicated workforce lies in the celebration and fostering of diversity within the ranks of its membership.

Breaking down traditional barriers that may deter some demographics from becoming a crane operator, or heavy haul truck driver or a welder is not only the right thing to do, but vital to growing IUOE membership to help fill the looming labour gap throughout North America due to demand not meeting supply.

At IUOE 955 in Alberta, we're incredibly proud of our diversity as a mixed local. Our growing membership of around 12,000 includes hard-working Canadians who do everything from oil sands construction and maintenance,

to pipelining, roadbuilding, frontline health care, clerical work, municipal services and much more.

But above the varied sectors of the economy we operate in, IUOE 955 also celebrates its member diversity, including the many talented women who make our local one of the largest, strongest and most effective in Canada.

"Currently, around 10 percent of our membership is women. And while we are proud that number is higher than many other trade unions, we know there is still work to do to bring more women the benefits a career with IUOE offers," said Chris Flett, IUOE 955 Business Manager.

"One of the greatest advantages being a member of our union brings is the elimination of the gender wage gap, which unfortunately does exist outside the union environment.

"Our collective agreements ensure fair and equitable treatment regardless of gender on wages, benefits, working conditions and pension. These are things I and my team are constantly communicating when speaking with potential members, and we look forward to welcoming more skilled women into the 955 family because of what we offer."

Under Business Manager Flett's leadership, IUOE 955 has seen a long-overdue push to not only bring more women the union advantage, but to also ensure they have a voice within their union once they get there.

Mr. Flett is responsible for being the first 955 Business Manager to hire a female Business Agent, of which we now have two, Laurie Matheson and Delanee Daviau, who do an outstanding job representing thousands of members with proficiency, skill and dedication, every day.

Moreover, under Business Manager Flett, the local developed a "Sisters of 955" committee, which provides a forum for women within 955 to come together to produce inclusive language suggestions for our collective agreements, to address issues women face in the workplace and to strategize ways to bring more women into the 955 membership.

"Our sisters are some of the hardest working and most talented professionals I've ever seen on a job site. They are a crucial part of our local's success and I'm proud to see them thrive in their areas of expertise, in all sectors we represent," said Flett.

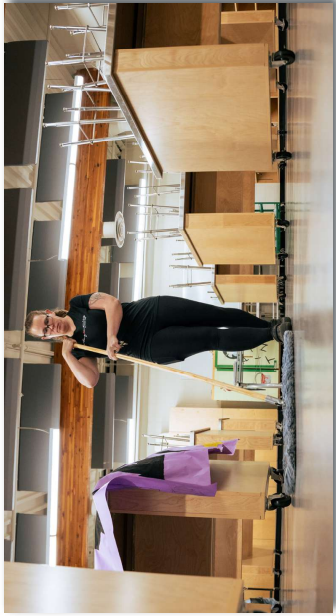
It's this pride and appreciation in our women that led Mr. Flett to want to highlight the strength our sisters bring to our union, and to do so in a way we could share with the world.

In early 2025, Chris, the leadership and executive team decided a well done, online video released just in time for International Women's Day on March 8 would be the way to go.

Very quickly, Tyler Bedford, IUOE 955's Executive Director, Government Relations and Communications; Business Agent, Delanee Daviau and Dispatcher, Krystia Evans went to work game planning what a video would look like, who they'd get to participate and who the best people to shoot and produce it would be.

The video, which was shot on job sites and at IUOE 955 headquarters in Edmonton, features women from very different professional backgrounds from both our private and public sector areas. From crane operators to a community peace officer, the video ended up not only celebrating the diversity of our membership, but also the areas 955 operates in.

And while the differences in the sisters are clear, it's what brings them



[clockwise from left] IUOE Local 955 members Gwen Klimosko, Amanda Sedore, and Nicole Humphries are a few of the women profiled in the video "Women of 955," who share their thoughts on professional growth, having a voice on the job, and knowing they have the support of a strong union behind them every step of the way.

together that really shines through:

"I'm proud to be a woman and I'm proud to be 955."

It is this line that each member says as the video closes that really sticks with the viewer long after the 7:37 minutes is over.

"I must tell you, the first time I saw the 'Women of 955' video, I was enthralled with not only their journeys to get where they are, but also in the absolute pride they feel in their union," said Flett.

Upon release, the video exploded on IUOE 955's social media, particularly Facebook and Instagram, which has so far seen 62,542 views and 6,352 respectively. And the numbers are still growing.

"The sisters in this video are a shining example of how the IUOE life has fostered their growth as both professionals and as people. It's a wonderful watch that truly warms the soul. But don't take my word for it, you've got to see it to believe it," said Flett.

Watch the Video



Changing of the Guard at Local 115



[left] General President Downey swears in new Business Manager Bryan Railton, President Brian Lefebvre, and members of the Local 115 Executive Board.

[below] Local 115 members in attendance listen as Business Manager and International Vice President Brian Cochrane bids them farewell upon his well deserved retirement.

[article & photos] IUOE Local 115

AFTER 34 YEARS of dedicated service to the IUOE, Local 115 and the labour movement, IUOE Business Manager and 13th General Vice President Brian Cochrane took his well-deserved retirement March 1, 2025. With membership numbers for Local 115 having grown to over 14,000 under his leadership and a local union pension plan with \$1.6 billion in value, Brother Cochrane joins the long list of Local 115 Business Managers who have left the local better than they found it.

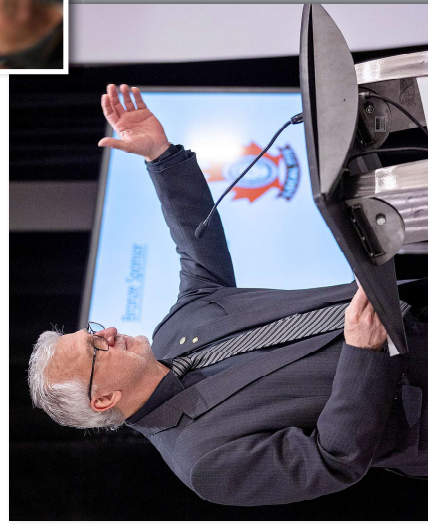
With the retirement of Brother Cochrane, the IUOE Local 115 Executive Board unanimously appointed Bryan Railton to the position of Business Manager. A fourth generation IUOE member, red seal crane operator and

Director of Organizing for Local 115, Brother Railton welcomed the opportunity to work together with the local union executive board and membership to build on the Local 115 legacy of success.



This changing of the guard for Local 115 was made official at the IUOE Local 115 General Membership meeting on March 15, 2025 in Burnaby, British Columbia. IUOE General President John L. Downey was in attendance to address the membership and officially swear in Bryan Railton as Business Manager and Brian Lefebvre as President of Local 115.

After the General Membership meeting, the evening was capped off with a retirement celebration for Brother Cochrane. IUOE Business Managers from across the country joined past and present staff, industry stakeholders, government, building trade union affiliates, members and family to celebrate Brother Cochrane's accomplishments and retirement.



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IUOE Delegation Shows Out at 2024 National Tradeswomen Conference

Record Attendance, Momentum Builds for 2025 Gathering

LAST YEAR, more than 5,200 tradeswomen—including over 220 IUOE members, along with top government, labor, and industry leaders from across North America, gathered in New Orleans, Louisiana, for NABTU's 14th annual Tradeswomen Build Nations Conference (TWBN).

TWBN has become the largest annual building trades conference in the world, bringing together union tradeswomen from the United States and Canada. The event included plenary sessions, workshops, panels, a mile-long banner parade, and networking opportunities geared towards empowering tradeswomen and increasing skills and knowledge to help them succeed and be fulfilled in their careers.

The conference featured high-level speeches and participation from rank-and-file tradeswomen, national government officials, labor leaders, and industry executives.

The event underscored the significance of the Infrastructure Generation – this once-in-a-generation workforce being created from the unprecedented federal policy wins delivered for working families in the construction industry – and emphasized the importance of the November election.

Vicki O'Leary, NABTU Tradeswomen Committee Chair, said, "This weekend, we were filled with immense pride and gratitude. TWBN is not just a culmination of our hard work; it represents a pivotal moment in our commitment to advancing tradeswomen and fostering collaboration across the industry and government. The magnitude of this event is unparalleled, and the tremendous, shared insights will shape the future of our field."

The 2025 Trades Women Build Nations conference is currently scheduled for September 19-21, 2025, in Chicago, Illinois.



CHICAGO 2025

TRADES WOMEN
BUILD NATIONS

More Conference Details!



Steady Growth, Solid Returns for 65 Years

CPF provides secure, lifetime retirement benefits

AS WE APPROACH the Central Pension Fund's 65th birthday, it is as good a time as any to reflect on the Fund's unprecedented growth and success over the past six and a half decades.

The idea to create a nationwide, "Central Pension Fund" was officially approved at the 26th General Convention of the IUOE in 1960. Prior to that, many IUOE Locals simply did not have the critical mass of membership and financial wherewithal necessary to sponsor a pension plan. It was this problem—the lack of retirement security for IUOE members and their families—that was addressed with the infusion of a \$10,000 start-up loan from the IUOE, which when combined with an asset transfer by Local 501, provided the building blocks for a new IUOE-sponsored, nation-wide pension plan.

The growth of your Central Pension Fund since that time has been nothing short of remarkable. In 1970, ten years after it was established, the net asset value of the Fund was \$45 million dollars. Fast forward to our most recently ended Plan Year (2/1/24-1/31/25), and the Fund's net assets available for benefits was approximately \$25 billion, making it one of the largest and most financially secure multiemployer pension funds in the United States.

While there are many important drivers of the Fund's success, undoubtedly the most important is and always has been the IUOE, its local unions, and you—the rank-and-file members of this great union. In that regard, the Fund's number of active IUOE members who participate in the Fund continues to climb year-over-year, going from 87,051 in 2023, 88,937 in 2024, to over 94,000 in 2025, which is a clear sign of the ongoing vitality of the Fund. Similarly, the Fund is buoyed by a strong and diversified employer contribution base, which consists of over 6,000 participating employers across the United States that contribute over \$1 billion in contributions on an annual basis.

Another major reason for the Fund's long-term success has been the strong and steady leadership of our Board of Trustees, which is made up of an equal number of union- and employer-appointed trustees and is led by the Board's Chairman, John Downey. In addition to General President Downey, we are fortunate to have General Vice Presidents McGowan, Curly, and Callahan of Locals 139, 501 and 15, respectively. On the Employer side, the Board is led by our experienced Secretary, Noel Borck, and serving alongside him is Paul Saccone, Elizabeth Worrell, and Tim Peterson. Having worked with several other pension fund boards over

the past twenty years, I can assure you this one is unique in its dedication, shared purpose, and single-minded focus on the Fund's important mission, which is to protect and deliver secure lifetime retirement benefits to IUOE members and their families.

Thanks to the Board's long-term, prudent stewardship of the Fund during both good times and bad times, the Central Pension Fund is well positioned to provide secure, lifetime retirement benefits to future generations of IUOE members and their families. In that regard, the most recent Annual Funding Notice, which will be arriving in your mailboxes in May of 2025, will reflect a funded percentage of 109.6%, which means that the Fund remains firmly in the "green zone," the highest funding rating under federal pension law.

In recognition of the solid financial position of the Fund, the Board recently approved a one-time accrual rate increase from 1.75% to 2.00% for hours worked during the period February 1, 2023, to January 1, 2025. While future accrual rate increases are impossible to predict, especially considering the current economic uncertainty, the Board has previously noted that it will continue to evaluate the feasibility of future increases every two years as such decisions can only be made after careful study and analysis of the long-term financial and actuarial impact on the Plan.

Looking ahead to the future, the Fund Office in Washington, D.C. is focused on improving all aspects of the Fund's pension operations with a specific focus on customer service. To that end, we recently launched a fully staffed Customer Service Department to more quickly address participant and retiree inquiries and are now in the middle of a multi-year major technology project, which will result in a new pension administration system within the next two to three years. Once implemented, the new system will streamline and greatly improve the pension application and customer service experience for IUOE members and their families.

In summary, the Central Pension Fund is well-positioned to continue to provide a secure retirement benefit to current and future generations of IUOE members and their families. And the fact we find ourselves in this enviable position is in large part due to the unwavering support and commitment of the IUOE, its local unions, and you.

[article] Joseph Selton, Chief Executive Officer, Central Pension Fund

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GEB Minutes

General Executive Board Minutes of the International Union of Operating Engineers Monday, January 20, 2025

Call of Meeting

General President James T. Callahan called the meeting of the General Executive Board to order at 7:00 a.m. on Monday, January 20, 2025, at the Sawgrass Marriott Golf Resort and Spa in Ponte Vedra, Florida. President Callahan then read the call of the meeting whereupon the roll call was taken, which disclosed that all members of the General Executive Board were present. First General Vice President Daren Konopaski attended and participated in the meeting by telephone. Also present were General Counsel Matthew G. McGuire and Associate General Counsel Andrew Buccì.

Case No. 3 Adoption of Agenda

General President Callahan presented a schedule and agenda of the General Executive Board's sessions. It was regularly moved and unanimously carried to adopt the agenda as presented.

Executive Session

Following the adoption of the Agenda, General President Callahan called the meeting into Executive Session. Upon completion of the agenda items in Executive Session, the Closed Session of the Board meeting was adjourned. General President Callahan advised the Board members that the meeting would be reconvened in the Open Session at 9:00 a.m. in the Champions Ballroom.

Case No. 1 Minutes of the Previous General Executive Board Meeting

The minutes of the General Executive Board meeting conducted on October 9, 2024, December 2, 2024, and December 17, 2024, were approved and made a part of the official records of the Board. Copies of these minutes had been distributed previously to all Board members.

Case No. 2 Expenses and Actions Taken Since the Last General Executive Board Meeting

Payment of expenses incurred and actions taken by the International

Union since the last Board meeting were thoroughly discussed. It was regularly moved and seconded that all such expenses and actions be approved. The motion was put to a vote and unanimously carried.

General President Callahan then introduced Donna Deegan, the Mayor of Jacksonville, who delivered welcoming remarks via pre-recorded video.

General President Callahan welcomed the delegates and attendees and thanked them for taking time from their busy schedules to attend the Open Session of the General Executive Board. General President Callahan introduced the General Executive Board and International Trustees.

General President Callahan reported that last year was another highly productive period for Operating Engineers throughout North America marked by strong membership growth and further gains in market share across the board. He announced that once again the IUOE stands at an all-time high in membership totaling 409,840 members strong.

In addition, General President Callahan reported that the union is in a very strong position financially with Treasury funds exceeding \$380 million dollars. This strength positions the union to leverage growth

General President Callahan's

remarks then looked back at President Joe Biden's impressive pro-worker and pro-union record of the past four years. He detailed aspects of major legislation like the Bipartisan Rescue Plan, the Bipartisan Infrastructure Act, and the Inflation Reduction Act. He noted that the Biden Administration had updated the rules governing Davis-Bacon prevailing wage, the first update in over 40 years. For that and other pro-worker actions, he deserves our respect and gratitude.

General President Callahan then looked ahead at what a second Trump Administration may bring. He said nothing is predetermined and that the union is ready and willing to work with the incoming Administration on issues where we are aligned. However, he also promised that the IUOE was ready to fight to protect the gains and hard-won rights we have now and will not tolerate any attacks that threaten our organization throughout North America.

General President Callahan then called on Chief Financial Officer Michael Antrobus to deliver a Financial Report to the Open Session. CFO Antrobus reviewed the International Union's internal financial results for the period ended November 30, 2024, highlighting the results as of that date and explaining variances from expected results. Mr. Antrobus presented an overview of membership changes and noted a large increase for the year of 2,624

members, Mr. Antrobus then presented the key financial results, including cash and investment balances. He reported that cash for the Political Funds had increased due to the 2024 primary & Presidential election cycle. He noted that investments have shown a sizeable increase for the year. Mr. Antrobus then discussed the year-to-date results from operations. He noted that revenue was up slightly YTD by .01 percent. Mr. Antrobus concluded his presentation with an overview of the financing activity of the International Training and Conference Center, reporting loan renewals had been completed on six of the six expiring Local loans for the year and that the Columbia Bank loan was paid in full on September 27, 2024.

General President Callahan then called on General Counsel Matthew G. McGuire to give his legal report. General Counsel McGuire began his report by reminding that at the 40th General Convention in April 2023, the delegation had adopted ten (10) amendments to the Constitution. He recommends that if any Local Unions had not already done so, it was a good time to review your Local Union Bylaws to ensure compliance with the Constitution. He advised the delegates to contact the Legal Department if they had any questions about the process. General Counsel McGuire then spoke about the attorneys in the Legal Department and the areas where he believed they

could be of assistance to the Local Unions. He also recognized former IUOE General Counsel Richard Griffin and thanked him for all of his assistance and support, and he told the delegation that Mr. Griffin would be speaking later on the expected changes at the NLRB. General Counsel McGuire noted that they expected major changes at the NLRB, and with the Board reverting to a Republican majority in the near future, we could expect a shift in the rules and decisions issued by the Board to shift back to being employer friendly. Finally, General Counsel

McGuire stated that the annual New Business Manager-New Business Agent Training would be conducted April 14th-17th at the ITEC and that registrations details would be sent to all Local Unions in the coming weeks. General Counsel McGuire concluded his report by thanking the delegation for their time and he asked them to look at the International Legal Department as a resource and a supplement to their own Local Union attorneys.

General President Callahan called on Associate General Counsel Richard Hopp who reported to the delegates and attendees on the status of IUOE General Pension Plan I and the IUOE General Pension Plan Canada. Mr. Hopp generally described the operation of the Plans which covers officers and employees of Local Unions and related organizations. Mr. Hopp outlined the assets of the Plans and reported

that the Plans are in good financial health. Mr. Hopp reviewed the rules for participation in the Plans and reminded the delegates and attendees to make sure that beneficiary and address information is up to date. Finally, he emphasized that the overriding goal of the Plan Trustees remains to preserve the long-term financial health of the Plans and deliver pension benefits to IUOE officers and staff for generations to come.

General President Callahan then introduced guest speaker Christopher DiLeone, President of CORE Facility Services. Mr. DiLeone expressed how honored he was to be invited to speak at the conference having started his career as an IUOE Stationary Engineer and working his way up into a position to partner with and hire IUOE members from multiple different Locals across the country. He discussed the challenges of an aging American workforce and recruiting and training the next generation of stationary engineers. He lauded the high level of training being performed by the IUOE and the continued expansion of course offerings as technology continues to advance within the industry.

General President Callahan next called on Legislative and Political Director Jeff Soth. Director Soth summarized major policy accomplishments of the Biden Administration, emphasizing the once-in-a-generation infrastructure package, record-setting construction, employment,

and historic economic and job growth. Director Soth also described victories in the past 118th Congress, specifically approval of Mountain Valley Pipeline, passage of the Water Resources Development Act, and the Social Security Fairness Act, as well as enactment of the first National Environmental Policy Act reforms in decades. Director Soth then updated the Board on the current balance of power and dynamics of the 119th Congress, reminding IUOE leaders that Republicans control the House of Representatives with the slimmest majority in modern history. Finally, Director Soth previewed the incoming Trump Administration and the challenges ahead in the 119th Congress, including reauthorization of the highway bill and defending prevailing wage and apprenticeship requirements in the tax code.

General President Callahan next called on Andrew Bucci, Associate General Counsel to present a full review of the IUOE Ethics Code. Brother Bucci explained the history of the Ethics Code, the reasons for its enactment, and the series of amendments to the Code's Operating Procedures. The amendments occurred in 2018 in order to enhance efficiency in processing Ethics complaints while maintaining the Code's core expression of IUOE's values and guiding principles to better guide our Union officers, representatives, and employees in their day-

to-day decision-making and conduct. Brother Bucci further explained in detail examples of prohibited conduct under the Code, as well as the role of the IUOE Ethics Officer, and the procedures for filing an Ethics Complaint. At the close of his presentation, Mr. Bucci advised that the Ethics Code, Operating Procedures, and all other related information can be found on the IUOE website.

General President Callahan then introduced guest speaker Don Austin, North America Labor Relations Manager for Bechtel. Mr. Austin talked about the long and productive relationship Bechtel has enjoyed with the IUOE over many years and on many projects worked on in both the United States and Canada. He went on to preview some newer projects that Bechtel has in the works and saluted the IUOE for having the best trained and most productive tradesmen and women in the industry.

General President Callahan introduced Healthcare Initiatives Director Joanne Lye-Mckay who reported to the delegates and attendees how legislation regarding pharmaceuticals affects our members along with fund costs. The IUOE pharmacy benefit manager coalition protects our members and families by already achieving low pricing on insulin, demanding 100% of manufacturer rebates in our contract and working against changes in legislation which would cost our funds more

money spent on prescription drugs. Aon Consulting guides our proposals, audits and day to day management of the coalition, working hard to get us the best in market pricing. The Aon Consulting Statement of Work was approved with a 3-year renewal and fee increase, changing to a per member fee from a per script fee. The Aon Consulting audit of 2020-2021 OptumRx pricing, benefits and rebates produced a \$1.4MIL return to the funds, the second two-year audit of 2022-2023 OptumRx has begun. The new CVS/Caremark contract will save all funds \$422MIL over three years. Thirty-three funds with over 350,000 lives moved from OptumRx to the new CVS/Caremark contract. A corrected credit is available to all funds who moved to CVS/Caremark, submissions for expenses are due by June 1st to CVS/Caremark for reimbursement. Funds participating in the coalition have a \$2 per member per year credit to use on a variety of health programs. The costs of Medicare Part B, which most IUOE welfare funds require at retirement age were reviewed. The Healthcare Initiatives Conference will be May 6, 2025, at ITEC.

General President Callahan then introduced the morning's final guest speaker, former IUOE General Counsel Richard Griffin. Mr. Griffin, who also previously served as NLRB General Counsel, spoke about the progress made by

the NLRB over the past four years and what will likely happen now that changes to the agency are coming with a new Administration.

General President Callahan then announced his plans to retire effective at the close of the day today, January 20th. He spoke about his love for the Operating Engineers and how he did his best to leave the IUOE better than he found it. He thanked the delegation for their support during his time as General President, and the delegation responded with a standing ovation for General President Callahan.

There being no further business to come before the General Executive Board, General President Callahan adjourned the Open Session of the General Executive Board meeting. He advised the General Executive Board that the Closed Session of the meeting would reconvene at 12:30 p.m.

Closed Session

General President Callahan called the Closed Session of the General Executive Board meeting to order at 12:30 p.m. with all Board members previously present in attendance. Also, present were Chief of Staff John Downey, General Counsel Matthew G. McGuire, Associate General Counsel Andrew Bucci, Regional Directors Patrick Campbell, Josh Chambers, Derek Donley, Martin Patterson, and Alan Pero.

Case No. 4 Financial Report & National Charity Fund Report

Chief Financial Officer Michael Antrobus, CPA, reviewed all contributions and expenses over \$50k that were made between August 2024 and November 2024. He then went on to discuss the Charity Fund emergency payment made in the previous week in the amount of \$22.5k. Mr. Antrobus recommended a \$100,000 check issuance from Charity Fund to the Local 12 Charity Fund to help administer numerous incoming fire claims caused by the Southern California wildfires. A motion was made in order and the Board approved unanimously.

Case No. 5 Auditor's Financial Review

Mr. James C. Kokolas, Partner with Calibre CPA Group presented the audited financial statements for the six months ended June 30, 2024. Mr. Kokolas reported on the total assets and liabilities. Mr. Kokolas also reported on the categories of assets and liabilities and the allocation of the investments.

Case No. 6 Treasury Fund Report

Mr. Tripp Shreves, of the Institutional Consulting Group at The Monument Group at Wells Fargo Advisors, presented on the comprehensive review of the Treasury funds of the International Union of Operating Engineers which

included the General and Defense Funds. Mr. Shreves reviewed the Treasury fund's approved asset allocation, its investment performance, and expectations for future opportunities and risk over the next twelve to eighteen months in Capital Markets. Mr. Shreves reported that the Treasury funds continue to be conservatively invested to support the long-term mission of the IUOE and its membership.

Case No. 7 Construction Department Report

Director of Construction John Downey informed the Board that, due to the new NMAPC website, an accurate work hour report was still not available. However, site extension requests data for the year decreased by 26% compared to last year. This drop in requests does not necessarily indicate fewer work hours, as many large projects approved last year are still ramping up as mentioned at the last Board meeting. Director Downey informed the Board we have 720 signatory employers under the agreement.

Director Downey then informed the Board that 19 grievances were processed in 2024 – twelve under the National Maintenance Agreement, four under the General Presidents Agreement, two under the National Construction Agreement, and one under the National Off-shore Wind Agreement that is headed to arbitration. All but two of the remaining grievances for the

year were either sustained or resolved to the satisfaction of the Local Union.

PLA requests have increased by 42% compared to last year. We processed 500 PLAs representing \$188.3 billion of covered work. The number of PLA requests from two years ago has doubled. Director Downey updated the Board that we finished the year with 18 NCA requests representing \$4.6 billion of work covered.

An update on the Empire Wind PLA off the coast of New York was also provided. The PLA has been fully executed. The project is \$2 billion and scheduled to be completed in 2027.

Lastly, Director Downey reported on the NTTSA, which has been in place for one year and has processed 29 requests and approvals covering \$2 billion of work.

Case No. 8 Jurisdiction

The Director of Jurisdiction

James J. Callahan briefed the Board on the rotating telehandler appeal in Local 3. Further the Board was briefed on the pending IBEW transmission jurisdiction agreement which we are waiting to get back from the IBEW to finalize. The Board engaged in a Q&A on it and were told they'd have the agreement in full before voting whether to sign it.

Continuing with manufacturer agreement updates, he informed the

Case No. 9 Construction Training Report

Construction Training Director Chris Trembl reported on the activities in the department since the last General Executive Board meeting. He started his report informing the Board of the total amount of hours at the ITEC for 2024 and reported that there were over 166,000 total hours of training. He also informed the Board that there will be over 12 different Locals utilizing the ITEC with their apprenticeship classes over the Winter and the ITEC is geared up for another busy season.

Director Trembl then spoke about new industry partner Kubota. He informed the Board that there are two new Kubota pieces of equipment on site, both outfitted with Topcon GPS. He continued to explain that this allows these machines to be used both for general excavation classes as well as GPS machine control classes.

Director Trembl then mentioned his meeting with our corporate Topcon representative on January 7th at the ITEC. He mentioned to the Board of the new updated agreement between Topcon and the ITEC and that in the springtime all Topcon equipment will be replaced with the latest and greatest available through that manufacturer.

Continuing with manufacturer agreement updates, he informed the

Board that the discount agreements with Caterpillar and John Deere were both renewed for the Locals to take full advantage of and that they were working to update the equipment/instructor agreement between Wirtgen and the ITEC.

Director Trembl, then informed the Board that the PD 10 pile driver is set up and ready to go. He also let the Board know that industry partner Trimble is working to get that machine set up and outfitted with GPS which is another level of training for this type of equipment.

He then spoke about the mobilization of the foundation drill at the ITEC to offer operations training as well as certification testing. Director Trembl then discussed with the Board, about industry partner Komatsu. He reminded the Board of a previous GEB meeting where Komatsu was going to recognize the ITEC as an evaluation center for their new products. He informed the Board that one of Komatsu's hybrid excavators has been delivered to the property, and they have asked us to give them feedback from instructors and students.

Director Trembl, then discussed an annual event scheduled at the ITEC, which is the NCCCO mobile and Tower Crane workshops for new instructors that need to become proctors to administer the certification at the Local Union level. He informed the Board that

and displayed a timeline for future LMS projects. Director Dollah concluded his report discussing the organizing through education process which included ITEC tours for Tennessee Valley Authority, Duke University, and CyrusOne Data Centers.

**Case No. 11
Pipeline Director Report**

Pipeline Director Paul McCormick spoke on manhours reported for 2024 up to December and compared them to 2023. He noted the increase and a few reasons why more hours were reported. He next reported on NPLA job notices for 2024 compared to 2023 and the NPLA break out of job notices per region.

Director McCormick next reported on DCA job notices for 2024 and comparison to 2023 as well as the DCA break out of job notices per region. Next, he gave an update on new signatory contractors to NPLA as well as new signatory contractors to DCA.

Director McCormick gave a status update on major projects which include Mountain Valley Pipeline, Tall Grass Energy, Williams LEG, and Virginia Reliability. He also reported on recent awarded major projects including Wisconsin Reliability, Oak Grove Enhancement, and Morgantown Connector. He next reported on major projects that are awaiting permits that include Ridgeline and an

upcoming meeting with Summit Carbon Capture. Lastly, Director McCormick reported that signed MOU's include Summit and Sunset Carbon.

**Case No. 12
Organizing and Research Department Report**

Director of the Organizing and Research Department Colin Fones-Wolf reported on the planned New Organizer training scheduled for April 2025 and the second annual National Organizing Conference scheduled for July 2025.

Director Fones-Wolf reported on the current status of the International Organizing Grant Program and modifications to the "Join Now" platform on the IUOE.org website, which has yielded multiple organizing leads. The Organizing and Research Department is also focused on growth opportunities in the booming data center market.

Director Fones-Wolf also reported on a campaign involving a solar manufacturing facility in central Ohio, as well as prevailing wage compliance assistance the department has provided to IUOE Locals.

Director Fones-Wolf also reported on a campaign involving a solar manufacturing facility in central Ohio, as well as prevailing wage compliance assistance the department has provided to IUOE Locals.

**Case No. 13
Northeast Region Report**

Northeast Director Alan Pero informed the Board of the employment status in the Northeast. He provided a comparative of the previous five years. He noted, as of December 31, 2024, the

unemployed stood at 7.9%, normal for this time of year in the Northeast.

Director Pero reported on the membership growth in the Northeast Region since 2013. Noting the work of the Business Managers in Locals 57, 30, 825 and 15, which have had as high as 40% increase in active members in their respective Locals. Director Pero congratulated their staff and them for their dedication to the craft.

He then informed the Board of the Amtrak Bridge Replacement project beginning in Local 478. Plans call for a replacement bascule bridge 52 feet south of the existing span, with clearance in the closed position increased from 18 feet to 24 feet. Operating speed will increase from 45 miles per hour over the existing bridge to 70 miles per hour over the new bridge. This will reduce travel time from Boston to New York City significantly.

Regional Director Pero reported Skanska was awarded the Hillview Reservoir project in Local 137's jurisdiction. The contract is worth \$848M, which includes covering the reservoir along with the construction of new chemical addition facilities buildings.

Director Pero reported Local 95 was successful in organizing 27 employees of St. Clair Hospital. The vote was by skilled maintenance workers and biomedical technicians at the hospital, which is located in Mt. Lebanon, PA. Noting the new Business Manager, Jason Amenta, is well on his way of establishing his agenda,

continued expansion in the stationary jurisdiction.

He reported on Locals 14 & 15 who are completing the South Brooklyn Marine Terminal (SBMT) which will become one of the nation's largest dedicated port facilities for offshore wind in the U.S. SBMT will serve as the operations and maintenance (O&M) hub for Empire Wind 1 and will be the site of the project's onshore substation. The port is being developed as a low-emissions facility with solar power and EV charging stations installed onsite.

Director Pero continued to discuss the offshore windfarm projects involving Locals 14, 15, 57 and 138. Empire Wind 1 is located 15-30 miles south of Long Island. The project is comprised of 54 turbines, the next phase Empire Wind 2 will add up to 147 turbines. Empire Wind is expected to be fully operational by the end of 2027. Revolution Wind is located more than 15 miles south of Rhode Island and is comprised of 65 turbines. Revolution Wind will be fully operational by the end of 2026. Sunrise Wind is at least 30 miles east of Long Island's Montauk Point, virtually unnoticeable from Long Island and is comprised of 84 turbines.

Director Pero reported on the organizing success of Local 542 under the leadership of Business Manager James Reilly informing the Board of the Local's six recent campaign wins and noting that the Local has entered into bargaining for these new locations.

In closing, Regional Director Alan Pero announced his

retirement thanking the General Executive Board noting what an incredible opportunity this has been.

**Case No. 14
North Central Region Report**

North Central Regional Director Josh Chambers reported the out of work numbers in the region. The numbers are down 2% from a year ago for the same period. There are currently 138,036 Operating Engineers in the region. He then gave an update on Organizing objectives with Locals 49, 139, 150, 178, and 564. Within Local 49, Minnesota gained 12 municipal and utility workers for the City of Glencoe and 31 maintenance and utility workers for the Parks and Recreation Department. Local 150 has an ongoing campaign against Crown Lift Trucks and gained 240 forklift mechanics and technicians. Local 178 finalized a local CBA with Kiewit Heavy Transport and gained 12 new members to provide transport and specialized heavy lift/rigging services in Texas. Finally, Local 564 Centro Houston ratified their contract and gained 17 new members.

Director Chambers shared with the Board several large projects in the region. Local 18 has the Brent Spence Bridge in Ohio and Kentucky with Walsh Kokosing. Local 139 has Microsoft being built in Wisconsin with Walsh Construction. Construction has been paused to evaluate the project design. Local 101 has the KNC (Google) project in Missouri. Local 318 has Vistra Pulaski Solar in Illinois with Gemma Power Systems.

**Case No. 16
Western Region Report**

Western Regional Director Derek Donley reported that out of work numbers in the

Local 324, in Michigan, has Muskogean Solar Project with Consumers Energy and Palisades Nuclear Facility by Holtec. Finally, Local 513 has Chain of Rocks Bridge with Walsh over the Mississippi River in Illinois and Missouri.

Director Chambers reported on the progress that has been made at Local 70. Financials continue to improve. The Public Sector membership is at 74.49% up from 54.63% when the local was put under mentorship. The collective bargaining agreements for the Clerical Staff and Business Representatives were renegotiated. The Local continues to work on organizing campaigns in downtown Minneapolis and St. Paul.

**Case No. 15
Southern Region Report**

Southern Regional Director Martin "Red" Patterson reported on the out of work list comparisons from October 2024 to December 2025. He then reported on ongoing projects in the Southern Region. Director Patterson next reported on the Local Unions that are in need of operators. He reported on two Southern Companies facilities in Georgia that were put under a collective bargaining agreements for the first time.

Lastly, Regional Director Patterson gave a detailed organizing report for the region and reported on Southern Region Locals and when their next elections will be.

Western Region for the 4th quarter of 2024. The region was at 5,085 members on the 1st of work list compared to last year at this time of 5,084 members. He noted that for the year there were almost identical numbers. Director Donley also reported that membership numbers were up as well.

Director Donley also reported on some major projects in the region for the H&P Locals that have thousands of operating engineers working. He mentioned Locals 9 and 800 both signed up Ames Construction. He reported it had been over 40 years since AMES has been signatory in either state, however after multiple meetings both Locals have been successful getting them to become fully signatory to their Local's master labor agreements.

The company is flush with work and is looking for a skilled and trained workforce that can only be provided with union training centers and Crosby. He went on to report on Local 3's Mosquito Bridge Project in Placerville, California. It is a very difficult build project in a remote area with almost 40 Operating Engineers.

He reported on a rather large project for Local 302. The Portage Bay Bridge – Roanoke Lid Project in Seattle, Washington with over 100 Operating Engineers manning the job. He then reported on Local 12's Rosamond South Phase 1 Solar & BESS Kern County, CA. Construction has started on the \$550 million dollar Rosamond South I Solar and Battery Storage Project in

Kern County, California with over 40 Operating Engineers on the project.

Regional Director Donley reported that many Locals were busy manning solar projects. He stated that solar projects are very popular due to the Inflation Reduction Act incentives. In the Western Region last year, Locals had 55 solar projects completed for 2024 and another 49 that are currently ongoing.

He went on report that there remains an enormous amount of capacity in the pipeline, with more than 139 large-scale solar projects either under construction or under development. Along with the solar farms being constructed are the Battery Storage Projects or BESS to give storage capacity. This is creating hundreds of jobs for Operating Engineers.

Director Donley reported for the fourth quarter the region has received notification of 23 new Project Labor Agreements totaling \$11.5 billion dollars' worth of work. That brings the total for the year to 84 new PLAs in the region with a price tag of over \$170 billion dollars' worth of work for the year.

He also reported that there was quite a bit of organizing going on in the region. He mentioned there were nine NLRB elections and one public sector for the fourth quarter, and was very happy to report all were wins. In total, 134 new potential members after new contracts are achieved. He also stated that some of the Locals had card check neutrality

campaigns that have been rather successful as well securing six units totaling over 58 members.

Director Donley also gave an update on Arizona and reported that both Local's 12 and 501 are now running things there. At the time of the merger there were almost 2,400 people working under the H&P contracts with only a little over 1000 as dues paying members. On the stationary side there are 594 members working under a Collective Bargaining Agreement with less than 100 of them being members. Local 12 has signed up seven new contractors and have also brought in a new Contractor Association as well. To date, they have signed up 155 new operators in the state. He went on to say Local 501 has signed up one new contractor with more on the way. They are primarily focusing on internal organizing of almost 500 potential members and to date have brought in 111 members in the state.

Lastly, Regional Director Donley reported that there are five locals in the region that will have nominations for election.

Case No. 17

Canadian Region Report

Patrick Campbell provided a comprehensive report on the activities of the region. Reporting on the out of work number of 6,263 members in Q4 of 2024 down from 6,602 in Q4 of 2023. A positive sign given overall membership

IUOE Canadian Regional office reports total craft work hours under the GPMC/NMA in Canada are down in 2024 compared to 2023, but up for IUOE. 2023 hours worked are 19,153,533 for all Craft and 368,850 for IUOE Members while 2024 hours worked are 17,723,767 for all Craft and 390,426 for IUOE members. 2025 is a bargaining year for Alberta with this marking the first time the Association of Maintenance Contractors of Canada (AMCC) are representing all contractors together.

IUOE Canadian Region election cycle has five (5) Local Unions up for election in 2025. IUOE Local 721 (Nova Scotia), IUOE Local 946 (New Brunswick), IUOE Local 955 (Alberta), IUOE Local 959 (Williams Lake, BC), IUOE Local 987 (Manitoba). As in the past the Canadian Regional office will work with these locals and IUOE Legal department to ensure any election related questions and concerns are addressed.

Director Campbell reported on Local Union activities starting in British Columbia. Provincial election resulted in an NDP Majority by one riding, which was decided by a very close 27 votes. IUOE Local 882 under Business Manager Haemant Sawh liberated four (4) power engineer bargaining units for a total of fifty (50) new stationary members. IUOE Local 115 saw organizing successes with nine (9) new certificates in 2024 and the renewal of thirty-one collective agreements. IUOE Local 115 membership grew by seven hundred and fifty (750) members in 2024 through organizing efforts. Local 115 membership has

now surpassed 14,000 for the first time.

Director Campbell reported on Local Union activities in Alberta. IUOE Local 955 was the first trade union in the province of Alberta to receive provincial funding for their training centre. The first class of level 1 crane apprentices have recently completed UPC sponsored training at the IUOE Local 955 Budd Courts Training Centre. 2025 will see seven (7) major shutdowns in Alberta that will strain crane operator supply. He reported that crane rental bargaining is still underway, with it now referred to mediation services to assist in coming to a deal. Local 955 continues to pursue organizing targets in Northern Alberta despite a very challenging provincial labour code.

Director Campbell reported on Local Union activities in Saskatchewan and Manitoba. Local 870's membership was at 100% employment for 2024 with 2025 looking as busy thanks to the potash industry. Manitoba work picture is slow but positive legislation has been passed by the Manitoba NDP that will assist with organizing and securing projects under PLAs. PLA framework is scheduled to be released in the coming weeks to set out the threshold for publicly funded projects to fall under the PLA legislation. IUOE Local 987 is also undertaking By-law reviews with the assistance of IUOE Legal department.

Director Campbell next reported on Local Union activities in Ontario. IUOE Local 793 currently has eighteen (18) organizers on staff that has resulted in

eleven hundred (1100) new members being brought in through organizing efforts in 2024. Local 793 membership has now surpassed 20,000 for the first time. As a result of continued aggression by LIUNA Local 183, the largest LIUNA Local in North America, and with the provincial open period coming in the spring IUOE Local 793 has entered into a co-operation agreement with the UBC in the province of Ontario. Business Manager Gallagher has reported that time will tell if this agreement is a success. Local 793 will enter into PLA discussion with Ballfinland Iron Ore Mine in 2025 for the construction of the Steensby railway. IUOE Local 793 continues to defend the jurisdiction of the IUOE with 14 ongoing jurisdictional Disputes at various stages, with one dispute with the Teamsters and the remaining 13 with LIUNA. IUOE Local 772 Business Manager Greg Hoath has been successful in negotiating the payment of wages for Local 772 power engineers while they attend stationary training at ITEC. This success will increase participation in the world class stationary training at ITEC by Local 772 members. Currently the Local is involved in seven rounds of negotiations, ten grievances and two human rights complaints.

He reported on Local Union activities in Quebec. Local 905 and 484 merger will be completed by 2026 with the last Local 484 bargaining unit absorbed into Local 905. Local 905 will again lead provincial crane negotiations that are underway in 2025, with a \$15.00/hour total package spread between a crane operator in Quebec

compared to a crane operator in the neighboring province of Ontario; wages will be the main issue. Director Campbell has made efforts in the past to explain to the General Executive Board the R-20 system in Quebec that allows ridding in construction every four years. Based on the complications with this system, IUOE local 905, with the assistance of International Representative Andre Chenier, have turned organizing efforts towards non-construction workplaces that fall outside the R-20 rules. They have seen success with the organizing of Lafarge Quarry, DJL Quarry and Montreal East Asphalt Plant in an effort to grow the membership.

Director Campbell reported on Local Union activities in the Atlantic provinces for Local Union(s) 721, 727, 904, 942 & 946. Local 946 anticipating Mactaquac Life Achievement Project with 500+ Trades for 15 years starting in 2025. Local 942 is seeing positive membership engagement at membership meetings with newly elected Business Manager Chad McNeil. Local 904 is currently slow but with the announcement of the Gulf Island Hydroelectric project budgeted at \$25 billion dollars, the Local will see a decade major work that will draw members from across the country. Local 721 has a consistent work picture. IUOE Local 727 participated in a hearing in DC on January 8, 2025, regarding the Local Union election.

Director Campbell summarized many but not all of the Canadian Regional Office initiatives that were undertaken across Canada in the last thirteen

years; the establishment of Canadians United for Change, IUOE Local 987 Healthcare campaign, TMX Safety before profits campaign, development of the IUOE Canadian Regional Organizing Course, the IUOE Organizing Grant Program, the complete reboot of the IUOE Canadian Regional Office Staff support for Equal Voice, and the establishment of the IUOE Trades Women Committee that includes Canadian IR Lorna Harnum as a member. All these initiatives have been a direct benefit to the IUOE members in Canada and have resulted in the continued growth of the Canadian IUOE membership. He reported to the General Executive Board that none of these initiatives would have gotten off the ground if it were not for the full support of General President James I. Callahan and therefore on behalf of the entire Canadian IUOE Membership Regional Director Campbell expressed thanks and appreciation for this unprecedented level of support for the Canadian Region.

**Case No. 18
Appeal to the General
Executive Board of
Samantha Hamilton IUOE
Local 727, Dartmouth,
Nova Scotia**

Associate General Counsel Andrew Buccì reported on an appeal to the General Executive Board of Samantha Hamilton, a member of Local 727, appealing from a decision finding her ineligible to be a candidate for Local Union office.

Constitution, pursuant to the Boards authority as specifically delineated in Article V, Section 7 of the International Constitution. Upon conclusion of its review, the Board hereby agrees with and adopts, in its entirety, the definitive interpretation of the International Constitution as provided in the Decision of Record, dated July 10, 2024, finding that Ms. Hamilton does not meet the eligibility requirements to run for the office of Business Manager. That Decision of Record is consistent with the Panel's findings and conclusions, and prior definitive interpretations of the International Constitution.

THAT, as of the time of nominations Ms. Hamilton had not worked at the trade for one and a half years of the two-year requirement. During this time period the member was on leave and thus was neither working at the trade nor actively seeking work at the trade. Given the duration of time the member has been on leave, the member does not meet the working at the trade requirement, and therefore is not eligible to run as a candidate for office.

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did not, in fact, deem Ms. Hamilton to be an eligible candidate.

THAT, the Constitutional eligibility requirements were not selectively enforced against Ms. Hamilton.

THAT, Ms. Hamilton's purported involvement in an investigation, had no bearing on her ineligibility as a candidate.

THAT, Ms. Hamilton was not denied a fair hearing or fair appeal process.

AND THAT, the Appeal presents no basis to modify or overrule the General President's Decision of Record."

Accordingly, the Appeal is denied.

Case No. 19
General Secretary-
Treasurer's Report

General Secretary-Treasurer James M. Sweeney reported that the Central Pension Fund Lease for the 5th and 6th floors are being finalized.

He then reported that Composite Model Pricing (CMP) annual increase has

effective January 1, 2025,
with a daily rate established
at \$418.

General Secretary-Treasurer Sweeney then reported that year-end activities are in process and the IUOE's LM-2 is on track for a March 31, 2025, filing.

He advised that the the

implementation of the Parents Maternity Leave Benefit is within 45-60 days. He then reported his annual review meeting with Kore Insurance included reviewing all IUOE policies and insure line for adequate coverage. All outstanding claims and risks were also reviewed. Kore Insurance is reviewing fiduciary policies for adequate coverage.

Lastly, General Secretary-Treasurer Sweeney reported that all year-end political reports as well as Congressional Lobbying reports are in process of being completed.

Case No. 20
Contributions

General President Callahan advised the Board of several requests by charitable organizations and others seeking financial contributions. After some discussion of these various requests, it was regularly moved and seconded that the matter of donations and the amount thereof be left in the hands of the General President and the General Secretary-Treasurer. This motion was put to a vote and unanimously carried.

Case No. 21
New Business

General Vice President Doug Stockwell asked the Board that he be permitted to take a moment to say a few words concerning the significant contributions that General President Callahan has made to this organization. He closed his

remarks by motioning that the Board agree to furnish a request to the Trustees of the International Training and Education Center that the ITEC facility, located in Harris County Texas, be renamed "The James T. Callahan International Training and Education Center." The motion was seconded and unanimously carried.

General Vice President
Brian Cochrane proposed
a draft Resolution for the
consideration of the Board.
The Resolution addressed
the recent tariffs enacted by
the U.S. Federal Government

Case No. 22
Good of the Order

A variety of issues and subjects important to the welfare of the International Union were discussed.

Case No. 23
Payment of Expenses in
Holding Meeting

It was regularly moved and seconded to authorize the General Secretary-Treasurer to pay all necessary and reasonable expenses incurred in connection with the meeting of the General Executive Board. The motion was put to a vote and was unanimously adopted by the

Board.

Case No. 24
2025 Meeting Locations

General President Callahan advised the Board of the dates and locations for upcoming GEB meetings.

There being no further business to come before the General Executive Board, upon a motion made, seconded, and carried, General President Callahan adjourned the meeting.

I, James M. Sweeney,
General Secretary-Treasurer
of the International Union of
Operating Engineers, hereby
certify that the foregoing is a
true copy of the minutes of
the General Executive Board
Meeting on January 20, 2025.

Fraternally yours,

James M. Sweeney
General Secretary-Treasurer



INTERNATIONAL UNION OF OPERATING ENGINEERS



Paid Maternity Leave Benefit

Building a stronger future for you, your family, and our union

The IUOE Paid Maternity Leave benefit provides eligible members with up to \$800 per week, for up to 12 weeks.

Visit the [IUOE Paid Maternity Leave page](#) to learn more about this exciting new member only benefit.

Starting April 1, 2025, eligible IUOE members in both the United States and Canada can access up to twelve (12) weeks of paid maternity leave to bond with their new child. In coordination with Parento, eligible members will also have access to a suite of parent-friendly programming, articles, and resources.

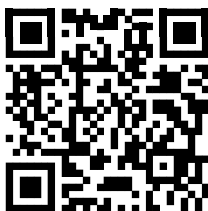


PREFER PRINT?

Today, International Operating Engineer magazine is currently publishing in a digital format only.

[This member survey](#) is to gauge interest in returning to a printed version of the magazine and possibly receiving future issues at home through the mail.

**Thanks
for your
feedback!**



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