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International Union of Operating Engineers

LOCAL UNION NO. 95-95A

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Business Manager and
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AFFILIATED WITH STATE COUNCIL OF OPERATING ENGINEERS
MEMBER OF THE PENNSYLVANIA AFL-CIO

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Brother or Sister Union Member,

We are happy to welcome you as a new member of your Union, the International Union of Operating Engineers, Local 95. Our labor organization is over 120 years old, and we currently have a membership of 2,000 men and women throughout the western half of Pennsylvania, and a few counties in eastern Ohio. We represent skilled maintenance workers in high rise buildings, hospitals, refineries, universities, hotels, casinos, data centers, sports stadiums and more. This letter will help explain the role of the Union in your workplace, and the many benefits offered to our members. Here are just some of the benefits you are eligible for, as a member of Local 95:

- The Union's role in your workplace is primarily to negotiate wages, benefits and working conditions at your job site. When your current collective bargaining agreement is approaching expiration, your Business Agent and Union Steward will compile contract proposals from the members at the site. The Business Agent and Union Steward will then negotiate with your employer, for new contract terms. After we arrive upon terms, they are presented to the bargaining unit for approval, and a ratification vote is conducted.
- The Union also serves to defend members who are unjustly disciplined or terminated on the job. Unlike a non-union workplace, where workers are classified as "at-will" employees, our collective bargaining agreements contain grievance language. This allows the Union to grieve unjust terminations, unjust disciplinary actions, or other contract violations by the employer.
- If your employer participates in the Local 95 Training Fund, you can attend most of our educational classes, free of charge. Some classes do feature a charge for books or consumable materials, but education fund members can attend for zero charge on tuition.
- If your employer is a participant in the IUOE Central Pension Fund, this is a defined benefit pension, that allows you to contribute a fixed dollar amount (by classification), for every hour you work. This benefit becomes payable to you, upon retirement for the rest of your life, or for the rest of your spouse's life, if you choose the surviving spouse benefit.
- Optional supplemental insurance with AFLAC – In addition to your employer provided benefits, you are eligible to purchase additional coverage through AFLAC. Further details are enclosed, or you can reach out to our AFLAC contact, Nancy Basta, at 412-737-4425.
- Special Rates on Early Retirement Healthcare – Local 95 has negotiated special rates for members not yet eligible for Medicare. These plans are primarily priced for members retiring between the ages of 55 and 65.
- Special Rates for Medicare Retirees – Local 95 offers supplemental Medicare Plans for purchase, when you retire.
- Member Assistance Program

The following forms are enclosed in this packet, please ask your steward if you have any questions about the forms:

1. Union Dues Authorization Form (a copy of this form must go to your employer, and the union) This form gives your employer permission to deduct union dues and the union initiation fee from your pay. The union initiation fee is a one time fee, to join Local 95. Until you are initiated, you will be responsible to pay a monthly permit fee, which is the same amount that members pay in union dues. This is a temporary permit fee to work at the site as a non-member. Once you are initiated, the permit fee goes away, and you then become a Local 95 member. Once a member, monthly dues begin. It is important to note that your union dues can not be used for any political purposes. 96% of your union dues go directly to union representation. The other 4% are used for non-representational things, such as member events, picnics, golf outings, etc. (need fair share number for letter). As a member, you are entitled to attend these events, at a discounted rate. Monthly membership dues are calculated as follows:

(hourly rate of pay + hourly pension contribution if applicable + hourly fringe if applicable) x 2 + current international per capita of \$13.25 per month.

2. Membership Application – This is the application form, to become a member of the local.
3. PAC Fund Authorization Form – This is a **voluntary** \$5 monthly donation to the Local 95 Political Action Committee Fund. If you choose to participate, this form should go to your employer, with a copy to the union. This voluntary donation helps fund the Union's Political Action Committee. From this fund, political donations are provided to vetted candidates, who are proven to support Unions and the working class with their votes. The PAC Committee sets aside social issues, and looks at issues that affect our members, and their bottom line. The Committee has supported both Republicans and Democrats in the past, if they are labor friendly, and will continue to do so.

Here are a few other important items to mention:

- Our monthly meetings take place on the second Wednesday of every month, at 5:30pm, at the Union Hall in Pittsburgh. Meetings are typically suspended during the summer months of June, July and August. We also have monthly meetings at our Union Hall in Warren, PA, on the second Wednesday of the month.
- We host member events, including golf outings, an annual Kennywood Picnic, and more. As a member, you are entitled to attend these events at a discount.
- In order to be eligible for all of these benefits, it is important to remain a member in good standing.

We are excited to welcome you as a new member of Local 95. Union membership is a pathway to family sustaining wages, great health benefits, and a dignified retirement. Please contact your steward with questions, or contact our main office, and ask to speak to your business agent. Good luck in your new employment.

In solidarity,

Keith L. Thurner
Business Manager & Financial Secretary

Jason A. Amenta
President & Assistant Business Manager