

**International
Union of Operating
Engineers**

**LOCAL 25
MARINE DIVISION
AFL-CIO**

SPRING 2017



Millstone Township, NJ • Tampa, FL • Philadelphia, PA

VOL. 1 • NO. 1

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HEATHER BAWGUS, Executive Board Member
ALAN WALKER, Executive Board Member
REGGIE HEMPHILL, Executive Board Emeritus



JERRY ABELL
*President /
Business Manager*

President/Business Manager Report
Greetings Brothers and Sisters!

Welcome to the first newsletter of this Administration and welcome to 2017! We have been incredibly busy since our Installation of Officers in September 2016 and would like to bring you up to date on some newsworthy items that we have been working on and will continue to work on for the membership.

Work has been extremely robust throughout our jurisdiction. In 2016, we had over 2.7 million man hours worked by our members. This pattern has continued so far into 2017. Because of this and smart investing, our Medical, Vacation and Annuity Plans, the Joint Union / Employer Training Fund (JUETF) as well as the Central Pension Fund are in great shape. Since our installation as your new Officers and Executive Board, we have made it our mission to implement our vision for the future of this Local. Below are some of our accomplishments so far:

1. Our Local 25 By-Laws have been updated, amended and approved by the membership and IUOE General President James Callahan. The Bylaws and JUETF Policy have recently been mailed to every Local 25 member in good standing.
2. The Trustees of the JUETF have enhanced the Reimbursement Policy to create more opportunity for reimbursements and to expedite the process of receiving reimbursement checks after preapproval and the submission of your credential.
3. We are improving relationships with many of our sister Locals including Locals 825 in NJ and 37 in MD. This is beneficial to our members for many reasons, including expanding training opportunities.
4. Training is our future and it will be a backbone of this administration. We are continuing to expand our Training Program by creating more training classes for the membership using capable and qualified instructors from within Local 25 whenever possible. This direction has already proven to be highly effective and has been well received by the members who have attended these classes already.
5. With the cooperation and approval of the Executive Board and membership, we have made numerous much-needed repairs to the Headquarters building in NJ.
6. This administration has developed a new and invigorating relationship with IUOE General President James Callahan and his office in Washington, D.C. This has already proven to be hugely beneficial and we look forward to continuing this positive dynamic between Local 25 and the International.
7. We are in the process of developing an intensive Shop Steward Training Program. This

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President/Business Manager Report *from page one*

will be vital in educating and providing needed resources to our Shop Stewards so that they can be an effective and powerful representative for their Union Brothers and Sisters on the jobsites.

8. We are hitting the road more often with our monthly General Membership Meetings. We are reaching more of the membership by conducting the monthly meetings in different locations more often. You will receive text messages every month with the date and location of the meeting and you will find the information on our website and Facebook page as well.
9. We are constantly looking at fiscally responsible ways to enhance our Medical Plan. So far, we have raised the yearly Delta Dental benefit from \$750 to \$900 effective January 1, 2017 and doubled the optical benefit from \$150 to \$300 for regular lenses and from \$175 to \$350 for bifocals effective May 1, 2017.
10. The Trustees have voted to increase the yearly Vacation Benefit Plan paid out to each member by 4 hours. This increase will go into effect October 1, 2017.
11. We understand that better and more efficient communication with the membership is a vital component to creating a strong and united Brotherhood. To assist us in this endeavor, we have implemented a text messaging service to better communicate with the entire membership about upcoming events (Union meetings, training classes, etc.) and other pertinent and timely information. We are also developing a new website that will be much more user friendly, informative and interactive as well as using a Facebook Page (IUOELocal25) to share photos, stories, events, news items and more. The new website should be up and running in April/May 2017. Like us on the Facebook page at any time to stay connected and up to date.
12. We are installing a new dispatch / interoffice computer system in the Union Halls. This will help our Business Agents and staff in numerous ways. More importantly, this system will create a more efficient tracking system when it comes to members' job dispatches, credentials, etc. This system will also give us the ability to accept ONLINE PAYMENTS FOR DUES! This has been a widely requested

service for years and it has not fallen on deaf ears with this Administration. We are hoping to "go live" with this system in July 2017.

13. We have hired a new consulting firm by the name of Investment Consulting Services (ICS), who will replace Prudential Retirement for our Annuity / 401 K Plans. We also hired Milliman, Inc., who will be the record-keeper for every members' accounts. We feel this is a positive step to continue to ensure the financial stability and growth of these Plans. Much more information from ICS and Milliman, Inc. as well as Local 25 will be forthcoming in the mail as we near the turnover, which is expected to be July 1, 2017.
14. We are excited to announce the reinstatement of the annual Pensioners Luncheon! We are planning on holding the 2017 Luncheon this summer. All pensioners will be notified once we finalize the date so that you can make your plans.

Many of the accomplishments of this Administration in the past six months have been laying the groundwork in which to continue to build on as a Local and a Brotherhood. I am deeply grateful and appreciative that you have entrusted me with the job of President & Business Manager of this great Local. I will do my best to make Local 25 stronger and better than ever. I would like to take a moment to thank the Line Officers and Executive Board for their support, cooperation and invaluable input, not only since we were sworn in last year but also as we were building our team and campaigning for the future of this Local over the summer. It was an absolute honor to be sworn in beside this outstanding group. Our job is to always remember...MEMBERS FIRST.

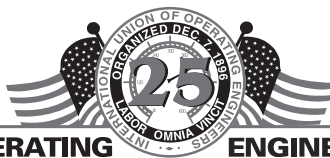
You Must Get Preapproved For Training Reimbursement!

In order to get reimbursed for training courses and credentials you are interested in obtaining, you MUST get preapproved BEFORE taking the course. You must fill out the Training Reimbursement Policy application and send it to the NJ Hall. If you are not in good standing with your dues, you will be denied.

Reinstatement Fee Increases

Effective January 1, 2017, the reinstatement fee required to return to good standing once you are suspended for nonpayment of dues will increase with every suspension you incur. For your first suspension after January 1, the reinstatement fee will be \$50 (plus back dues owed). If you are suspended for a 2nd time, the reinstatement fee will increase to \$100 (plus back dues owed). 3rd suspension will be \$200 (plus back dues owed), 4th suspension will be \$300 (plus back dues owed) and for your 5th suspension or greater, the reinstatement fee will be \$350 (plus back dues owed). We are hoping these new rates will encourage you to keep your dues up to date. Remember that if you are suspended for nonpayment, you may be unable to register on the Out of Work List and could even be expelled.

YOUR DUES ARE YOUR RESPONSIBILITY!



AGENT REPORTS



ANTHONY GONSIEWSKI
*Vice President /
Business Agent*

I would like to take a moment to thank Alan Pero and his staff from the International for teaching us valuable lessons on how to build a stronger Union. It was a tough 16 months when the International came in and put us under Supervision. No one here knew what the future of Local 25 was going to be. But with the support and backing of the membership, we showed the International that we were united and strong again. With this team and the membership moving forward together into the future, we will remain strong and united.

With that being said, we are very busy right now with creating more training opportunities for our members within Local 25 and opening up the doors to other Local Unions to utilize their training facilities. Also, work for 2017 and 2018 looks good for our membership. I would like to close with an important note. Brothers and Sisters, if you see a fellow Union Brother or Sister who needs help, please give one of your Business Agents a call. The Union is here for you. Remember...United We Stand, Divided We Fall.



SCOTT REEVES
*Recording
Corresponding
Secretary /
Business Agent*

I would like to say thank you for the support all of you have shown for this Administration. We are moving in the right direction and it's because of the support we have all been shown by you.

The work in my territory has been plentiful. Great Lakes Dredge & Dock has been especially busy. GLDD projects include: The Drill Boat Apache and the blaster barge are drilling in the Delaware River with Brandon Reynolds as the Shop Steward. The Dredge New York is digging the shot rock with Clayton Gibson as the Shop Steward. The Dredge 54 finished digging in the Philadelphia Naval Yard Back Basin and is now bottom dumping in Masonville, MD (Baltimore) with Frank Sanzone as the Shop Steward. They might come back to the Delaware River to dig a private pier job when they are finished. The Unloader #2 is finished unloading for the Dredge 54 in Fort Mifflin (Philly) and is waiting for word on whether they are coming back for pier work or heading to Baltimore, with Art Fulton as Shop Steward. The Dredge Texas finished up trying to chop rock with the cutter head, as it wasn't very

successful, went over to the Christiana River in Wilmington, DE and is now in Avalon, NJ for a beach replenishment project, with Jeff Huggins as Shop Steward. The Dredge Illinois is finishing up in Cape May, NJ in the Coast Guard Base with Dwayne Welch as Shop Steward. The Dredge 51 is tied up in the Staten Island Yard with Operator James Daly making periodic lifts. The Staten Island Yard crew is steadily working on supporting various vessels with Ed Moore as Shop Steward.

Norfolk Dredging is in Poplar Island, MD with the Dredge Chesapeake pumping sand for stockpiling and flotation for the Dredge Charleston to come in at a later date. Crawford Hodge is Shop Steward.

Mobile Dredging/Video Pipe has finished their Shark River project and has a crew getting ready to start dredging in Avalon, NJ with Ed Whitehurst as the Shop Steward.

Hydro Marine did not receive the expected permits to dig out the Penn's Landing Basin. They will hopefully be able to start in the summer now.



AGENT REPORTS



ANTHONY STEWART
*Financial Secretary /
Business Agent*

For those of you who don't know me, I am one of the Business Agents who took over for Jerry down south when he became the President/Business Manager. I have been a member of Local 25 since 1976 and I am proud to be a part of this Administration and look forward to continuing to represent my fellow Union Brothers and Sisters.

As far as the work goes in my area, we have been busy and it looks like that will continue for the foreseeable future.

GLDD has a bull gang working in Savannah, GA. They finished up a project there a while ago and are getting that pipe ready to tow to Morehead City, NC for a job coming up with the Dredge Illinois. The Dredge Illinois should be starting up in Morehead City in late March. Some of the bull gang crew currently in Savannah will be heading to Jacksonville, FL to complete an extension GLDD received for a job they finished up in December. They will be using baskets on the dump again in Jacksonville, meaning there will be a large dump crew there. We've got a drag barge crew that is going back and forth between Savannah and Jacksonville as well. We have a crew boat / survey boat in Jacksonville working on a separate project in the Mayport Naval Base alongside a hopper dredge. One of GLDD's bucket dredges should be coming down to Mayport to assist once they get freed up from other projects.

Weeks Marine has two projects starting in Florida. The Dredge Borinquen has a two-part job in St. Augustine starting in March. The first part of the job is a channel maintenance job with the material being pumped on to Anastasia and Valona Beach. The second part will be near Matanzas Inlet, with material being pumped from the ICW into the eroded portion along Highway A1A south of the Inlet. Weeks started up on 2/10/17 with the Dredge McCaskill in Boca Raton, FL.



MELSON GOODLOE
*Treasurer /
Business Agent*

Hello to all of our Union Brothers and Sisters. I hope that you and your families are doing well. President / Business Manager Jerry Abell brought me on to cover SC, NC and VA about a year ago. It has been an honor and I would like to recognize the members that have worked in my territory during this time. They have done a great job representing Local 25 and themselves in a professional manner.

Great Lakes Dredge & Dock is in Willoughby Spit, VA with a hopper dredge. One of our bull gang crews arrived first to start putting together subline and now the dump crew is there as well. This job should last 2-3 months.

Manson Construction has a hopper dredge job in Craney Island, VA. They started around 2/15/17 and there is approximately 3 months of work there for our bull gang and dump crew.

They started this job last year with the RS Weeks. Bringing the McCaskill to finish up the project instead of bringing back the RS Weeks is helpful for the crew since the McCaskill is a live on dredge and the rent is so high in that area this time of year. This job is a high-publicity, environmentally sensitive project and will hopefully be a successful endeavor for everyone involved. The experience and professionalism of the Local 25 crew will be a huge benefit here.

Dutra is back in Cape Canaveral, FL to finish up a job they pulled off of last September to head to Morehead City, NC for an emergency job. They have 8 months of work left in the West Basin. The Port Authority plans to deepen the entire channel and basin another 5 feet, which would be another 18-24 months of work. With Dutra's track record in Cape Canaveral lately (they have been there for the past three years with extensions and additional work being added multiple times), there's no reason to think they won't get the rest of that work.

Manson Construction is currently working in the St. Mary's River doing maintenance work for the Kings Bay sub base and placing the sand on Fernandina Beach in Florida. This is a hopper dredge job, but we have a bull gang and dump crew on site. The job is supposed to last about 45 days. They have been making good progress.

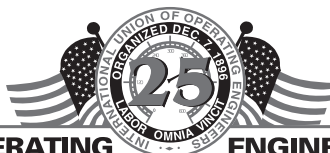
Norfolk Dredging is working on Lake Pontchartrain with the Dredge Pullen. We have a Memorandum of Understanding with the company for this project, meaning they are using a Local 25 crew and adhering to our contract. This is a great development in the Gulf and we hope to use this successful joint venture between Local 25 and Norfolk Dredging as an example of what we can do in the future in the Gulf if we work together.

GLDD has been working on the Dredge 55 in their Norfolk yard, getting it ready to head to Baltimore, MD.

We've got another dump crew in Holden Beach, NC with Weeks Marine on a hopper dredge project. They expect to finish up that job sometime in March.

Norfolk Dredging is in Sunny Point, NC with the Dredge Virginian. The Dredge Atlantic was also on this project but was towed back to the yard for repairs after breaking the center pin. The Virginian has about 3 months left on this project.

We've got a bull gang and some dump crew in Morehead City, NC right now with GLDD, doing mob work for the Dredge Illinois. The Illinois will head to Morehead City when they finish up in NJ, hopefully by the end of March.



Administrative Staff Reports



PATTY COLSON

PATTY COLSON

Administrative Assistant, Dues, Out of Work List (Millstone, NJ)

Are your membership dues up to date? Your dues are due on the first day of each quarter. The quarters begin on January 1, April 1, July 1 and October 1. If you do not know what date you are currently paid up through, call any of the Union Halls and we will be happy to look it up. Have you renewed or updated your credentials lately? Have you sent us copies? Make sure to send your up to date credentials to

the NJ Hall so we can add them to your member profile. Hang in there, spring is on its way! Be safe!



DEVIN SHERESHEVSKY

DEVIN SHERESHEVSKY

Administrative Assistant, Bookkeeping, Out of Work List (Millstone, NJ)

Please remember to get pre-approved before taking a training class if you would like to get reimbursed through the Joint Union / Employer Training Fund. As always, be safe out there!



LINDSAY ABELL

LINDSAY ABELL

Administrative Assistant, Out of Work List, Dispatch/Crewing (Tampa, FL)

There have been a lot of exciting changes in the Tampa Hall in the past 16 months. While Jerry's presence in the Hall has been lessened and missed since he became President/Business Manager (and I know he is missing this weather right now!), we now have two new Business Agents to cover the Southern jurisdiction and that has been a great development for us down here. Now, to important business...Do you have the voicemail set up on your cell

phone? Have you checked your voice mailbox lately? Is it full? If we can't leave you a message because your voicemail isn't set up or is full, you could miss out on important information, including work! Please make sure that we can leave you a message and that we have your most current phone numbers. I hope our beautiful Florida weather starts getting to the rest of you soon. Stay safe out there!



GABRIELLA BASELICE

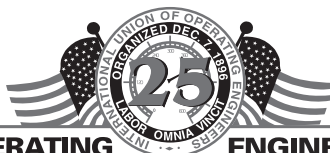
GABRIELLA BASELICE

Administrative Assistant, Out of Work List (Philadelphia, PA)

I am the new Administrative Assistant in the Philadelphia office. I am honored to be a part of this Brotherhood and I look forward to working with all of you. Thank you to everyone who has welcomed me so far.

Take Care Of Yourself, Look Out For Each Other

Let's not sugarcoat it. This is a tough way of life. It requires sacrifice, commitment and strength. It can be easy to overlook issues we might be struggling with. We have had some great success stories lately of members who have recognized they needed help and reached out. Unfortunately, we also know of some of our members who have not gotten the help they needed and the consequences have been tragic. Local 25 has an Employee Assistance Program designed to assist you in getting the help you need for substance abuse or mental health issues while staying anonymous. If you don't get the help you need, you are putting your career, your family and yourself at risk. PLEASE ASK FOR HELP IF YOU NEED IT. Call our EAP's 24-hour toll free # (800-258-6376), call any of your Union Reps or reach out to a fellow Union Brother or Sister, just REACH OUT. That is the first step. We are here for you. If you are the Union Brother or Sister who is reached out to by someone who needs help, TAKE THEM SERIOUSLY. Refer them to the EAP Hotline. Let them know that there is help out there and that this Brotherhood will do everything we can to help them. One of our members recently asked for help and took advantage of the EAP Program. After a 30-day rehab program, we got him back to work and he is doing better than he has in years. He chose to tell us that he took advantage of the EAP resource. This doesn't mean there won't be obstacles for him. There are some signatory contractors who he can't work with right now, but he has been able to mend some of those bridges already and he is proving himself daily by working hard on himself and at work. Don't wait until it's too late to ask for help. There is help out there and you can succeed.



MEMBERS CORNER:

Brother Bret Carlson has been a member since 2003. At a recent Union Meeting, he approached President/Business Manager Jerry Abell to express his thanks once again for the Brotherhood that supported him through the tragic loss of his wife six years ago. He wanted to publicly thank his fellow Union Brothers and Sisters and we wanted to give him the opportunity to do just that. Bret was running one of GLDD's boats when he got a phone call from home. His wife was sick. He rushed home to be with her and their children. Unfortunately, she never recovered. After Bret returned to work, his neighbor called him one day to tell him that a pick-up truck with Local 25 stickers on it had just stopped in his driveway and put an envelope under his door mat. Bret asked his neighbor to go see what it was. Bret was blown away when he got the answer. His fellow Union Brothers and Sisters had taken up a collection for him. This money didn't just come from the Brothers and Sisters he had worked with over the years. The shop stewards and Business Agents got the word out to various dredges and crews and money was collected from many members that Bret had never met. They collected \$9,000.00. When he

was retelling this story to Jerry at the Union Meeting, he expressed how much that kind of support meant to him during the darkest time of his life. He said it wasn't about the money really, though he appreciated that greatly. According to Bret, the support shown by this Brotherhood restored his faith in humanity at a time when he had lost that faith completely. While Bret returned to work for a while after his wife passed away, it became clear that his children needed him home more than was possible with our line of work. His children are almost grown now and he has no doubt that they are doing as well as they are because of this decision, no matter how difficult it was to walk away at the time. Bret intends to return to work with Local 25 one day. He said that he has never felt the kind of camaraderie and Brotherhood that he has felt with Local 25 anywhere else. As he told his story to a few more people at the Union meeting, Bret summed up the Union Brotherhood perfectly. He said, "It's just like family. We may not always get along and sometimes we might not even like each other, but we are always family and we have each others' backs no matter what." We couldn't agree more, Bret.

Plans Administrator Report



LARRY SCHLEYER

LARRY SCHLEYER

Conductor / Plans Administrator

The Trustees are pleased to announce that, effective for claims incurred on or after January 1, 2017, the calendar year maximum for active participants and their eligible dependents for covered dental services have been increased from \$750 to \$900.

The Presidential election is over and the first order of business for newly elected President Trump is to repeal the Affordable Care Act (Obamacare) and replace it. Through both executive actions and legislation, Trump and the Republican lawmakers aim to dismantle the healthcare law and replace it with a free-market based system. What this will end up looking like is still a mystery. We will have to wait and see how the proposed changes will end up affecting the Local 25 Medical Plan.

If you get divorced, your dependent spouse loses eligibility due to the divorce. Their coverage ends as of the date of the divorce. It is your obligation to promptly notify the Plan if you divorce your dependent spouse. You must

notify the Plan no later than 60 days after the date of the divorce.

If you lose or need a new Medical ID Card, please call the Plans office (800-548-6662) and we will replace it.

The Trustees have developed an Employee Assistance Program (EAP) through Allied Trades Assistance Program. This program is a confidential information and referral service which is designed to help individuals in need of assistance with the appropriate health professionals for substance abuse and mental health issues. They can be reached at 1 (800) 258-6376, (215) 677-8820 or www.alliedtrades-online.com. Professionally trained counselors are available 24 hours a day, 365 days a year. You can also call the Plans Office at (800) 548-6662 or (732) 446-0394 and speak to me personally.

Certification/License Check!

Don't forget to check the expiration dates on your certifications such as NCCCO, MMC, FIRST AID/CPR, etc. Make sure that the Union Headquarters has copies of all of your certifications, credentials and licenses on file!



Welcome Home

Honoring those
who retired in 2016.

HERMAN ALVAREZ
Member Since 1982

WALLACE BLAIR, JR.
Member Since 1975

DAVID BOWLES
Member Since 1981

MICHAEL CRIM
Member Since 1968

JOSE DE LOS SANTOS
Member Since 1977

CHARLES GOODWIN
Member Since 2001

DAVID HARRIS
Member Since 1990

RONNIE M. MCDANIEL
Member Since 1990

JOSE MONTEMAYOR, JR.
Member Since 1988

CLYDE MORRIS
Member Since 2005

KEITH MURSON
Member Since 2004

THOMAS PATE
Member Since 1992

MARKUS REYNOLDS
Member Since 1982

THEODORE ROZIER
Member Since 2007

JONATHAN SMITH
Member Since 1989

RICHARD TUFNELL
Member Since 2001

LAWRENCE WESTON
Member Since 2002

WILLIE J. WILSON
Member Since 2004

In Memoriam

Honoring our
Brothers and Sisters who passed away in 2016.
May you rest in eternal peace.

Moses Battise
Member Since 1968
Age 79, Passed 12/26/16

Anthony Carbone
Member Since 2002
Age 60, Passed 12/11/16

Leonard Church
Member Since 1969
Age 81, Passed 04/13/16

Paul Clark
Member Since 1992
Age 51, Passed 02/08/16

James Coradi
Member Since 1958
Age 77, Passed 05/31/16

Randy Cuthrell
Member Since 2007
Age 57, Passed 02/13/16

Charles Cutler
Member Since 1962
Age 86, Passed 12/12/16

Joseph Di Iorio
Member Since 1956
Age 89, Passed 02/27/16

Clifton Duvall
Member Since 1968
Age 81, Passed 08/23/16

Robet Fielder
Member Since 1968
Age 69, Passed 03/20/16

Tom Gentry
Member Since 1962
Age 84, Passed 09/18/16

Rufus Gore
Member Since 1961
Age 92, Passed 02/15/16

Silver Gsell
Member Since 2002
Age 35, Passed 07/15/16

Dustin Howell
Member Since 2014
Age 38, Passed 02/17/16

Richard Hughes
Member Since 1991
Age 62, Passed 05/18/16

John Johnsen
Member Since 1961
Age 78, Passed 02/15/16

John Kennedy
Member Since 1982
Age 90, Passed 05/16/16

Earl Lawrence
Member Since 1963
Age 84, Passed 02/21/16

David Lloyd
Member Since 1970
Age 77, Passed 08/29/16

Willie Mackins
Member Since 1955
Age 84, Passed 11/05/16

David Maurer
Member Since 1964
Age 70, Passed 08/15/16

Joseph McConkey
Member Since 1971
Age 81, Passed 05/21/16

Donald Mills
Member Since 1999
Age 50, Passed 04/30/16

Robert Pulley
Member Since 1975
Age 82, Passed 06/08/16

Edward Puryear
Member Since 2005
Age 62, Passed 09/17/16

Antonio Ramos
Member Since 1988
Age 77, Passed 10/28/16

Eric Renegar
Member Since 1997
Age 53, Passed 01/12/16

Walter Scott
Member Since 1962
Age 95, Passed 01/12/16

Albert Smith
Member Since 1953
Age 83, Passed 01/14/16

Frank Steinke
Member Since 1964
Age 78, Passed 09/02/16

Stanley Swenson
Member Since 1954
Age 87, Passed 02/01/16

Robert Sylvester
Member Since 2012
Age 33, Passed 11/10/16

James Voyles
Member Since 1968
Age 88, Passed 05/02/16

Tommie Watts
Member Since 1959
Age 90, Passed 11/14/16

Danny Weaver
Member Since 1976
Age 73, Passed 09/27/16

John Wiggins
Member Since 1971
Age 71, Passed 04/16/16

Wallace Yarborough
Member Since 1996
Age 65, Passed 02/07/16

Out Of Work Registration!

Effective January 1, 2017, you can register on both the Northern and Southern Out Of Work Lists by calling any one of the Union Halls. Just let whichever Hall you call know which list(s) to register you on. It's your choice.





**Operating Engineers Local 25
MARINE DIVISION**

463 State Route 33
Millstone Township, NJ 08535



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