We are well under way for the work season this year, but not without the struggles of the weather. The rain has been relentless this year, with times that it rains nine out of ten days or you hear some stats that it has rained every weekend since February. It is frustrating when we are fortunate to have the heavy workload ahead of us this year and can’t get any consistent weather and you are missing the man hours week in and week out. I don’t usually talk about the weather because I know that you know all about it, because you are living it every day. The last thing I ever needed was someone giving me a weather report, I always wanted to know how good the work looked for the year when it did get weather fit.

The future could be really bright for Operators across the country if the elected officials did the right thing and pass an infrastructure bill. American taxpayers who have to use our aging, fragile structures every day, it is way past time for investment and fixes. Our infrastructure is crumbling around us. The American Society of Civil Engineers gives the United States, our nation’s infrastructure, the roads, bridges, airports, schools, railways, sewers and harbors, a D+ grade. The ASCE says $4.6 trillion is needed over the next decade. Over the next ten years, the ASCE says there is over a $2 trillion funding gap to bring our infrastructure to a state of good repair by 2025. I thought this stat was interesting to show how far our elected officials have kicked the can down the road. In the 1930’s, 4.2 percent of the country’s Gross Domestic Product (GDP), was spent on infrastructure investment, by 2016, that number fell to 1.5 percent. Those numbers and grades show us something has to be done, and if President Trump and Congress can come to an agreement, we have to be ready because the workload will be even better than it is today. So, keep your certifications up to date, and take all the classes you can, because I think the future is bright.

As always, I want to thank those that came before us, Thank You, Retirees. I don’t usually mention people’s names or incidents in the newsletter, but this time, I just wanted to mention someone who has helped me throughout my life. George W. Williams is a 58-year member that has been a productive Operator for his entire career, helped any young man that would listen and was tough enough to endure a day, month, or however long you were fortunate enough to be around George. I am lucky enough to have known him for over 30 years and be able to call him a friend most of it, thanks George. Everyone be safe, help the young ones, because they are the future. Remember, United We Stand, Divided We Fall.

Next year the road work will be better than this year, if that’s possible, with more funding than ever, so be ready for some long hours in the near future and I think next season also. But with long hours, comes safety concerns, so take care of yourself health wise and look after each other on the job.

I.U.O.E. LOCAL 103
MEETING DATES

General Membership:
Friday, July 26, 2019 - 7:00 PM

District 1:
Friday, July 19, 2019 - 7:00 PM

District 2:
Thursday, July 11, 2019 - 7:00 PM

District 3:
Tuesday, July 16, 2019 - 7:00 PM
LOCAL 103 NEWS
JULY 2019
This is an official publication of IUOE Local 103 News, published semi-annually solely for the education, betterment, and benefit of the membership of the Local Union. All communications must be addressed to the editor.

INDIANAPOLIS OFFICE
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Vice-President/Bus. Rep. …….. Brian Bramer
Fin. Sec./Bus. Rep. ………….. Stephen Scott
Rece. Cor. Sec./Bus. Rep. … Roger Hardwick
Bus. Rep. ……………………. Wade Sparks
Organizer ……………………. Jake Armstrong
Office Sec. ……………………. Rebecca Jones
Office Sec. ……………………. Maggie Armstrong

FORT WAYNE OFFICE
2080 Lincolnway Ct., Fort Wayne, IN 46819
Phone: (260) 747-2190 Fax: (260) 747-4806
Treasurer/Bus. Rep. ………….. Jim Harrison
Bus. Rep. ……………………. Bob Doutt
Office Sec. ……………………. Joshua Smart
Bookkeeper ……………………. Troy Smart

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107 N. Buckeye St., Kokomo, IN 46901
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Bus. Rep. ……………………. Cory Lodge
Bus. Rep. ……………………. Joe Hayden
Office Sec. ……………………. Judy Hendricks

APPRENTICESHIP & TRAINING SITE
4277 East CR 67, Anderson, IN 46017
Phone: (765) 378-0013 Fax: (765) 378-4805
Adm. Mgr. ………….. James “Randy” Ratican
Adm. Asst. ………………… Tammy Staimpel
Secretary ……………………. Stephanie Bagienski

MEMBERSHIP MEETINGS
INDIANAPOLIS
District No. 1, Fourth (4th) Friday Quarterly
7:00 p.m. 6814 East 21st St., Indianapolis, Indiana

FORT WAYNE
District No. 2, Second (2nd) Thursday Quarterly
7:00 p.m. 2080 Lincolnway Ct., Fort Wayne, Indiana

KOKOMO
District No. 3, Third (3rd) Tuesday Quarterly
7:00 p.m. 107 N. Buckeye St., Kokomo, Indiana

OPERATING ENGINEERS LOCAL 103
DIRECTORY OF OFFICERS

President & Bus. Mgr. …….. John D. Ballard
Vice-President …………………. Brian Bramer
Rec. - Corr. Sec. ………………. Roger Hardwick
Financial Sec. ………………… Stephen Scott
Trustees ………………………….. Michael Banks
……………………… Michael R. Craft
………………………………… David K. Holcomb
Auditors ………………………. Craig Tyler
………………………… John M. Jones
………………………………… Brian K. Scott
Conductor ………….. Ricky Collins, Jr.
Guard ………………………… John D. Clifford

In Memoriam
Our sincere sympathies go to the bereaved families as we share with them the loss of these good friends and brother members of Local 103.

<table>
<thead>
<tr>
<th>NAME</th>
<th>REGISTER #</th>
<th>DATE OF DEATH</th>
<th>Dist</th>
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<tbody>
<tr>
<td>Teddy Painter</td>
<td>2069419</td>
<td>6/6/2018</td>
<td>1</td>
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<td>Dwaine Lawyer</td>
<td>1441362</td>
<td>11/24/2018</td>
<td>1</td>
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<td>James “Rusty” Parker</td>
<td>2477902</td>
<td>1/19/2019</td>
<td>3</td>
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<td>Charles Cathcart</td>
<td>1013688</td>
<td>2/27/2019</td>
<td>1</td>
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<tr>
<td>Paul Moyer</td>
<td>1309462</td>
<td>3/17/2019</td>
<td>3</td>
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<tr>
<td>Harold Houser</td>
<td>1267602</td>
<td>4/19/2019</td>
<td>1</td>
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<tr>
<td>James McCoy</td>
<td>857706</td>
<td>5/20/2019</td>
<td>3</td>
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Retirees Club

District 1
Dist.1 retirees meetings are the second Wednesday of every month.
Spouses are welcome to attend.
If you have any questions, please call Ray Adcock at 812-988-6094.

District 2
The District 2 Retirees Club meets the second Thursday of every month at 8:30 A.M. at:
The Waynewood Inn.
8421 Bluffton Road
Fort Wayne, IN 46819
(Just north of the Union Hall)
If you have any questions regarding the District 2 Retirees Club, contact Charlie Acheson at 260-625-4257.

District 3
The District 3 Retirees Club meets every second Thursday of the month at the Union Hall at 10:00 A.M. for coffee and donuts.

Visit our website at www.iuoe103.com
We have been very busy at the Training Site since the beginning of class season at the end of November. Many of our classes were full to capacity with a waiting list. If you are scheduled to be in a class and can’t attend, please call us and let us know. We will then fill the open spot in that class with the first person off the waiting list. If we get enough people on the waiting list we will try to schedule an additional class. In the 2018-2019 class season we scheduled a total of 15 OSHA 10 Hour Classes. We scheduled four OSHA 10 Hour Classes at each district office. I hope these satellite classes we offer the membership help to get all the members the certification and recertifications they need to work in this industry. I have already started on the 2019-2020 Class Schedule. All members should receive their class schedule before the end of October 2019. It will also be available online at www.iuoe103training.org. Please look at the schedule and figure out what you need to take and get registered.

The International Training and Education Center located in Crosby, Texas has gone to an online registration system to sign up for classes. Just go to www.iuoe.org to see what classes are available and register for those classes. The International will pay for flights, lodging and meals for the duration of your class.

We are anticipating a huge work load this season. We have already done two new Apprentice Classes to try and get ready for the rush. The wet weather has really slowed our dispatch rate for apprentices. We currently (June 1st) have 15 apprentices on the out of work list in District 1, District 2 has 17 and District 3 has 13. Our number of apprentices has now climbed to a total of 170.

We have introduced two new classes this past winter training season. The first is a Drone Pilot preparation class. This class is designed to prepare members for the Federal Aviation Administration Drone Pilot License Examination. Any commercial drone flights require this license to operate a drone. This coming 2019-2020 class season we will introduce Drone Piloting as it applies to the construction industry. This class will teach the pilot how to fly grids to measure ground surface and measure quantities. We have also introduced a Lift Director Class. This class is designed to prepare you for the NCCCO Lift Director examination. The prerequisites for this examination are NCCCO Rigger I and Rigger II which we offer here at the training program as well. If you have more questions about these or any other classes we offer, please call us at 765-378-0013.

In closing I would like to thank our members for their service in the military here and abroad. I want to give a special thanks to apprentice Mike Ray for his recent service in Syria. We really appreciate the letter, photos and shirts you sent, letting us here at the program know that you are safe and will be home soon. God Bless

Sincerely,

James “Randy” Ratican
Administrative Manager
Officers & Representatives Reports

DISTRICT No. 1
By BRIAN BRAMER
Vice President/Business Representative

The first six months of 2019 in the eastern counties of District #1 has been wet and slow, you know, you’re living it. The next six months looks to be a lot better. The work on US 40 and SR 27 in downtown Richmond for Gradex and E&B is coming to an end. The second phase of that job is going to get let out for bid in the fall. Milestone is finishing up their work downtown also. Milestone has some finish work to do at the water treatment plant in Richmond. Dave O’Mara Contractor is doing the work in Connersville on Grand Ave between 24th and 30th St. Thieneman has started the work at the wastewater treatment plant in Connersville. Milestone is doing the work on Foote St. in Cambridge City. S C Case Excavating, one of your newest contractors is doing the work on the Industrial Park lift station improvement in Cambridge City. Lykins & Sons Contracting is working on the South Industrial Park Interceptor - Improvements in New Castle. The I-70 patch & pavement rehabilitation from SR 3 to the Ohio State Line is going to be out for bid in July. The asphalt resurface work out east this year looks to be very good. Looking forward to seeing you at the upcoming meetings, have a safe 2019.

DISTRICT No. 1 Continued
By STEPHEN SCOTT
Financial Secretary/Business Representative

2019 was projected to be another record year, and I think we can all agree the work is there. Unfortunately, mother nature has not been on our side. There’s been too many times I’ve drove to the jobs to see the equipment setting in puddles. The promising part is the work still has to be done. So hopefully this weather will dry up and the hours will be there to make up for a wet spring.

Hamilton and East Marion county are as busy as we’ve seen. Midwest Mole is still on the Noblesville Tunnel Project at 126th & Lantern Rd., with Super Excavators drilling the shafts at 146th & Allisonville. ICC is still working on a couple bridge projects at 32 & Wheeler in Westfield, as well as the Logan St bridge over the White River. Reynolds is doing a WWTP at 191st & Allisonville. White is still working on the Monon Trail in downtown Carmel. Milestone is working to finish up the Allisonville Rd. widening at 136th St. 3D & E&B are working on a road job at 37 & 126th St. Ryan Inc. is in town doing a few housing additions in Hamilton County. Crider is widening 146th St. at Shelbourne Rd., should be a good job until the end of the year. HIS is working at the new Criminal Justice Center, Wilhelm has moved in as well with numerous other contractors set to follow. Wilhelm is still doing some shaft work at Brookside. Rieth-Riley has a bridge job at 38th & Shadeland. Beaty also has a bridge job on Pleasant Run at Garfield Park. Rieth-Riley has crews bouncing all over the Red Line Project. Rieth-Riley
Riley and Milestone both have roundabouts in Franklin Township with a couple more on the books. E&B is paving around 465, as well as the 65 project. The asphalt plants are running full bore and the paving crews are running day and night.

We have quite a few new apprentices out there that can always use our help as well as the new journeyman. I encourage everyone to take advantage of the upcoming classes this winter to get your certifications. If you have any problems don’t hesitate to let us know. I hope everyone has a great rest of the year and be safe.

DISTRICT No. 1 Continued
By ROGER HARDWICK
Recording Corresponding Secretary /Business Representative

Hello to the members of Local 103. I again would like to thank you for letting me represent you as your Recording – Corresponding Secretary and Business Representative. Once again, we find ourselves faced with weather challenges. I don’t think I can recall a year where we have had so much rain. And as always, we find ourselves trying to move forward though the mud. I know it makes for a frustrating job at times. But we stay optimistic that the rains will stop soon.

We are fortunate that despite the rain, we have a lot of work throughout the Local going on and more news of new jobs ready to start any day. Shelbyville has let a lot of work. Gradex, Shook and Atlas Industrial have been busy working on the new Ethanol Plant just off I-74. Beaty is downtown Shelbyville working on new street construction. Ryan Corp. is starting a new sewer project within the Blue River Park at Shelbyville. H.I.S continues reconstructing the historical bridge at the very back of the Blue River Park. Ryan Corp. has also just started work at the Water Treatment Plant in Shelbyville. Calumet has been installing new handicap ramps around town as well.

Indiana Excavating has been working around Greenfield on
another phase of a housing addition. Force construction is finishing up a big box for Avery Dennison. Gradex have been working on another big warehouse job at Mt. Comfort with Specialties in and out for lime stabilization. Fox Contractors are working at the new Car Vanna located at Mt. Comfort. Indiana Excavating has been trying to work on another phase of housing addition located in Engles and J.G. Case are down the road at Pendleton installing storm alongside of Hwy. 67., Hwy. 38 and I-69 is undergoing construction for the new round-about that 3D and Reith-Riley are working on.

UCS is also in the area building a new road with E&B. Walsh, Reith-Riley, Bunn, Denger, and Drew to name a few are working on the reconstruction of I-69. Gradex and E&B are on the last section of P street in Elwood. This is some of the work that is and has been going on in my area of coverage. Despite all the rain, safety has been very good. Keep watch over our brothers and sisters and help keep each other safe as we continue to move forward. Conversations with the contractors as always are asking for 103 members to get their training. So please take advantage of the Training Site. Keep up to date on your certs. Or look at getting some new training on a piece of equipment that you might have never been on before. Either way it is a benefit to you and helps our union contractors to continue to bid and rely on highly skilled and trained Operators from the International Union of Operating Engineers Local 103. Again, thank you for allowing me to represent the members of the Local 103 and please don’t hesitate to call me if you need anything.

DISTRICT No. 1 Continued
By WADE SPARKS
Business Representative

Hi, all. It’s hard to believe it’s July already!! Westside of Marion County, Milestone is replacing the Ditch Rd Bridge over 465. Rieth-Riley is paving on 465 from 56th St. to US 31 working nights and weekends. F.A. Wilhelm is working on a motel on Main St. and 16th St in Speedway. ICC is replacing a bridge over Little Eagle Creek and Dandy Trail. EZ Construction is working on the Tunnel Project all over downtown. Midwest Mole is tunneling on Wabash St. for EZ Construction, Eli Lilly’s, Red Line and the De-icing Ponds at the Airport.

There’s going to be a lot of work out at the Airport for the next several years with the Fed-Ex expansion. Beaty, Bowen, Gradex, EDCO, Poindefxer, Ben-Hur, Atlas Excavating, White Construction, Midwest Mole, Grade-Rite, Milestone, E & B Paving, Walsh, and Ozinga Brothers are all staying busy at the Airport. SK-JV, the Tunnel
Officers & Representatives Reports
(continued from page six)

Project, is tunneling on 3 shifts. Bowen Engineering is working on a nice pipe job starting on Wicker Rd. south into Johnson County. Indiana Excavating Services is working at Old City Park in Greenwood.

Gradex is still working on the Amazon Project off Allen Rd. along with E & B Paving. Poindexter is working on a 100 acre on Whiteland Rd and N 300 E off I 65. Thieneman is working at the Wastewater Treatment Plant in Bargersville off 300 N and N 400 W. Milestone is working on E. Worthsville Rd. widening and pipe work. In Franklin on E King St. the paving crews are running around the clock paving everywhere.

The Crane Barns are all busy. Asphalt plants are working around the clock. Milestone is paving on I-65 on the northwest side on nights and weekends. They’re starting a 17-day shut-down north bound then a week or two later, south bound lanes will be shut down for 17 days. Poindexter is working on a parking lot on W. McCarty St. and West St. Renascent is removing a huge footer 800 yards plus at Fed-Ex. It’s a busy year, work hard and be safe.

FORT WAYNE DISTRICT No. 2
By JIM HARRISON
Treasurer /Business Representative

The calendar says it’s early June, but it feels like November. And after the polar vortex, along with the monsoon season for the last three months, I know it’s been hard to get a full week of work in. Our contractors in the northern counties of District 2 had plenty of work to start on this Spring but they are at Mother Nature’s mercy too. It’s worrisome for all.

Contractors are anywhere from three to eight weeks behind on most jobs. The work outlook for the rest of the year looks good. In early May there was still over sixty members on the out of work list, today there is less than ten even though it’s been wet and muddy rather than dry and dusty.

F. A. Wilhelm was the low bidder on the deep sewer consolidation project off Rudisill Boulevard. Phend and Brown are finishing up the Dupont Road two-year project between Lima and Coldwater Roads. Kokosing are still working on the transmission lines for AEP.
Officers & Representatives Reports

(continued from page seven)

Fort Wayne to resurface. Along with Ardmore Avenue rebuild with Fleming doing the utilities. They are also working on SR 5 from South Whitley to US 30, SR 327 from SR 4 to the Michigan state line, Saint Joe Center Road improvement with Fox doing the utilities, SR 327 from SR 205 to SR 8 in Garrett, SR 8 from east of Auburn to the Ohio state line, US 24 from SR 9 west to SR 9 east through Huntington and box culverts on SR 1 and SR 20.

Brooks Construction has resurface work on I 69 from US 6 to US 20 along with five pairs of bridges to rework. R L McCoy will be their sub on these bridge jobs. They are also working on I 69 from Union Chapel interchange to south of Auburn; Harris Road and Coliseum Blvd intersection; South Street rehab in Churubusco; trail jobs in Fort Wayne and Angola; six housing additions with curbs and pavement and the Fort Wayne International Airport Phase 2 runway rehab. E & B and Brooks both have plenty of private work along with city and county paving projects underway.

Bridge work continues to be abundant throughout the area with Pioneer Associates, R L McCoy, Rieth Riley, and I.C.C. performing state and county work.

Fox Contractors is finishing up on Ryan Road. They just started the I 469 and US 24 interchange as a sub. They also have site work at Sweetwater Sound, Rail Connect, Parkview Tower, Parkside Development, Huntington landfill, Illinois Crossing Auto mall, IU Health Offices and the Ashley Biofuels project. And they have five housing additions ongoing as well.

Fleming is working at Sabert, State Street, Hillegas Road, Stonebridge Road Industrial Park, Columbia City High School and five housing additions.

Badger-Daylighting, Bercot-Gibson, Prime Resource Services, Infra-Source, Miller Pipeline, and the Crane Rental Barns all have work throughout the area.

Kevin Click working at the Ft. Wayne tunnel project

and the drop/vent shaft linings. Bunn Excavating are working at Multimatic, Carmax, and Glenbrook Sears demolition project and site work for the new retail center at that location.

E & B Paving still has the second phase of US 27 through downtown
Remember before going to work outside of Local 103 territory, it is your responsibility to call and be “cleared in” and to fill out the proper paperwork with another local’s jurisdiction. Have a safe summer.

**DISTRICT No. 2 continued**

*By BOB DOUTT*

*Business Representative*

As we all know, it’s been a really wet start to the 2019 season, forcing the contractors off to a slow start. The work in the southern counties of District 2 is looking good. The bulk of the work is in Delaware County.

Ball State University has a lot going on. The new food court and residence hall are still ongoing with JG Case and 3D wrapping up on the site work. Both projects should be near completion by early fall. Bunn Excavating will be starting the demolition of the old dorms off McKinley Ave. by the end of June.

JG Case is working on the complete reconstruction of Martin St., putting in new utilities; E&B will be doing the asphalt. 3D is on the new parking garage on New York Ave., doing site and utility work. Maxim Crane will be putting in a tower crane to assist on the project. United Construction Services is off to a good start on the new justice center on 26th St.

Bowen Engineering is still working on the Muncie utility package in various locations. Beaty Construction will be setting the new walk bridge on Highway 32 on the 18th of June with Maxim Crane assisting. Reynolds Construction is still working on the Indiana American Water project in Muncie and should be near completion by mid-October.

The asphalt companies are covered up again this season. E&B,
Brooks and Milestone all have state and private work in my area. NPL Construction is working on new valve and line replacement at the NIPSCO pump station just north of Decatur. Atlas Excavating is still working on the town of Eaton utility replacement project. In closing, I would like to thank you all and have a safe season.

KOKOMO DISTRICT No. 3
By JOE HAYDEN
Business Representative

With Mother Nature’s hand trying to hinder us here in western District 3, there are several jobs waiting for her to get over her tantrum. We have experienced high winds resulting in blown down structure in W. Lafayette, toppled trees, and flooded job sites. There were 25 rain days in April and May had just about as many. It is very frustrating knowing that many of you are only getting a few days a week.

However, we need to prepare for the busy work loads and long hours to meet deadlines when the weather breaks. Several asphalt projects, housing additions, bridge projects, turn lanes, road reconstructions, integrity and maintenance throughout the area have started despite the weather.

With skilled trades in high demand, Tippecanoe Building Trades reached out to several area High Schools and hosted a first annual “Summer Camp”. Our Apprenticeship program brought a mini excavator, challenging their skills to operate heavy equipment. Resulting in inquiries and questions about out trade.

I want to wish safe travels to you and your families during the 2019 work season

DISTRICT No. 3 Continued
By CORY LODGE
Business Representative

The eastern side of District 3 is no different than anywhere else when it comes to dealing with the 2nd wettest spring on record. However, work is starting to pick up. Fox is working at the landfill in Logansport on a cap project and a new cell that should last most of the season. Kokosing is still working the waste water treatment plant in Royal Center. HIS has a nice little job at Grissom Air Reserve Base. They also have a bridge job on ST Rd 26 in Grant County.

3D is working the Alber St. project in Wabash. Beaty is still working the bridge job in Logansport. Deichman is also still working on the Markland Avenue job here in Kokomo. Work at the Chrysler plant(s) in Kokomo has slowed way down. Shoek, Walbridge, and HMH are still present inside the plants. Summit Civil Services has a nice little job at Real Alloy in Wabash that has just started. Pioneer is continuing work on the bridge on Business 31 in Peru.

Industrial Maintenance is currently working at the Ethanol (CIE) Plant in Marion. Wilhelm and Atlas are working on waste water treatment/sewer project in Logansport. This project will be a good amount of work for us. Currently Haywood Baker and McKinney Drilling are working on the railroad right of way in conjunction with the river area drilling for this project. There is also a lot of Distribution work underway in the Kokomo area with Meade and Infrasource. Their workload there may be increasing.

R.L. Coolsaet is doing some pipeline inspection digs in Cass and Miami Counties. E & B paving seems to be everywhere! They continue keeping our members busy on the US 31 project on the North side of Kokomo, as is R.L. McCoy, who has the bridge replacement on this project. Brooks is still on the I-69 project near Marion. All of the asphalt plants are up and running hard to keep up with the demand. As you can tell, there is a tremendous amount of work across our area. I want to thank ALL our members for stepping up to that challenge! And as things get even busier, a reminder to everyone to stay alert and safe.
Congratulations - 2019 Awards

Please attend the General Membership Meeting to receive your certificate and pin.

25 Years
- James E. Allen
- Thomas J. Amburgey
- Norman Baker
- Brian E. Bartley
- Gregory K. Beatty
- Greg Beesley
- Kurt Benson
- Randy E. Bilyeu
- James. T. Brown
- Terry A. Brown
- Kenneth A. Bryan
- Jerry Buckman
- Bryan G. Caudill
- Kevin K. Chapman
- George M. Christman
- Ernie Chriswell
- Daniel T. Cline
- Scott E. Coers
- Paul E. Crouch
- Rick Curtis
- Charles Douglass, III
- John R. Dulin
- Brian E. Elsrod
- David E. Eylens
- Daren Fallowfield
- Brent Ferguson
- Brad Fleetwood
- Travis E. Fleetwood
- Donald L. Fruits
- Jeffery Gabbard
- Noel D. Gaddis
- Douglas W. Ginger
- Gina M. Gonzalez
- Ronald L. Graft
- Brett Green
- John V. Gregor
- Brent M. Griswold
- Mike Gwin
- Thomas R. Hamilton
- Jay Harshman
- James A. Hawkins, Jr.
- Kevin Hendrickson
- Chris A. Houser
- Jeffery W. Hubbard
- Richard A. Kinder
- James E. Lawler
- William Lawson
- David J. Little
- William C. McAuley, Jr.
- Seth K. McCully
- Jim Meeks
- Earl R. Merkel
- William Newby
- Charles C. Patterson
- Brian Pfeifer
- Gregory A. Poston
- Bruce A. Price
- Kevin Pullins

25 Years Cont.
- Terry J. Ray
- Riley Rees
- Lonnny J. Rice
- Tony W. Robinson
- Terry L. Rogers, Jr.
- Stephen L. Rouse
- Douglas E. Rowlett
- Brett M. Schipper
- Ora L. Shugert
- David K. Sloan
- Jerry Sonnigsen
- Brent M. Speer
- David W. Stoudier
- William F. Sullivan
- Timothy F. Thomas
- Lynn Thurman
- Wes Tracy
- David B. Vest
- James C. Werner
- John M. White
- John C. Williams
- Robin L. Wooten
- Jeff Wyant

30 Years
- Timothy C. Adam
- James R. Addison
- Benjamin R. Baughman
- Timothy J. Biddle
- Curt W. Brinkmann
- Ned Bynum
- Brian K. Campbell
- Timothy W. Carter
- Paul E. Chandler
- Jonathan R. Collins
- Randy L. Denney
- Ronald L. Eastes
- Lanny K. Ferrell
- Brenda S. Finchum
- Michael A. Foster
- Jeffrey L. Fruits
- Barry Gamble
- John E. Garner
- Todd Gasaway
- Walter L. Gillespie
- Craig Goings
- Byron J. Handshee
- Ancel W. Harden
- Mark A. Hardwick
- Donald R. Harris
- Robert Hines
- Paul D. Hockemeyer
- Kim W. Hodson
- Nicky Hoover
- Darrell Hoskins
- Douglas W. Kirkwood
- Charles W. Krohn
- Jack L. Lambert
- Robert J. Lawson
- Craig Leininger
- Stanley Lindsey
- Kent D. McKenney
- Leston N. McVicar
- Jeffrey D. Meyer
- John T. Mihalec, Jr.
- Kevin T. Miller
- Timothy L. Miller
- Michael C. Milikian
- Roger H. Mussche
- Earl J. Powell
- Harold W. Putt
- Vernon T. Quinn
- Gary W. Randolph
- Denny Rollins
- Gregory Smart
- Lonnie D. Smith
- Thomas W. Spilker
- Frank J. Stewart
- Kerry A. Stinson
- Michael K. Stinson
- Brian Tarvin
- Alan W. Taylor
- Michael D. Thurman
- Tony True
- Blake A. Walters
- Larry L. West
- Joseph Wiggins
- Robert M. Wiley
- Thomas I. Wilfong
- James M. Woods
- Roy Yarde

35 Years
- Larry Adams
- Ronald M. Bailey
- Jeff Boeheil
- P. Frank Bowling
- David N. Brinkman
- Patrick G. Brugh
- Terry E. Campbell
- Bryant L. Davis
- William E. Ech
- Donald G. Ginder
- John P. Jennings
- Steven L. Lehman
- Edwin C. Roberts
- Frederick J. Short
- Bernard J. Smart
- Nathan D. Smith
- Mark A. Sorg
- David W. Thornburgh
- Jerry R. Trimnell
- Dewayne H. Wesley

40 Years
- Ronald R. Albrecht
- Kevin Boston
- Kenneth D. Brammer
- Rikkie Lee Cooper
- David L. Crane
- Melvin “John” Diemer, Jr.
- David Ewers
- Terry L. Ford
- Lewis M. Gilkerson
- Michael D. Hapner
- John A. Harrison, Jr.
- Richard G. Hatton
- Daniel E. Helpingstine
- Merle K. Hinton
- Craig Howell
- David W. Hutchison
- James L. Keser
- Kenton D. Kline
- Paul D. Little
- Robert A. Lockhart
- David L. Miller
- Lyle S. Mohr
- Timothy D. Moores
- P. David Morris
- Brent L. Ormsby
- Thomas A. Rhodes
- Ronald G. Richardson
- Mark G. Roe
- Keith Scott
- Jerry L. Seifers
- Edward L. St. Clair
- Larry Teague
- Jose R. Vergara
- Elmer J. Wilson, III
- Larry W. Wolf

45 Years
- Rex H. Baxter
- Kevin R. Bushue
- Edison D. Byrd
- Charles Christman, Jr.
- Stephen R. Daugherty
- Carl R. Dennis
- Wayne E. Dickey, Jr.
- Robert L. Draper
- Gary R. Ensminger
- Robert B. Gallivan
- David R. Goodman
- Warren P. Halsey
- G.K. Holloway
- Lester C. Pointdexter
- Richard E. Pursell
- Jesse V. Yates

50 Years
- Robert J. Alexander
- John L. Carroll
- Rex E. Cole, Sr.
- James H. Delucio
- Dennis Gates
- James R. Grounds
- Clinton Hargis
- Donald L. Heck
- John E. Huegel
- Bobby Jewell
- Ronald L. Loflin
- Bobby R. Mace
- Dale N. Shutz
- Larry J. Thomas

55 Years
- Willaim E. Bates
- George Eltzroth
- Douglas F. Hampton
- David J. Holland
- Sanford L. Hooley
- Wayne M. Martin
- Thomas Sadler
- Jerry E. Satterly
- Ronald E. Sparks
- Donald Wigginton

60 Years
- Norman L. Fisher
- John J. McMillan
- Donald W. Shupe
- Hailey Smith
- James W. Sparks
- Robert L. Warner

65 Years
- Clifford Linn
- Jerry Moore
Please inform your district office of new addresses and phone numbers!

### IUOE LOCAL 103 CONSTRUCTION AGREEMENT RATES

#### HIGHWAY, HEAVY RAILROAD AND UTILITY CONSTRUCTION AGREEMENT
**EFFECTIVE 4/1/19**

<table>
<thead>
<tr>
<th>Group</th>
<th>Rate</th>
<th>H &amp; W</th>
<th>Pension</th>
<th>Training</th>
<th>ICIAF</th>
<th>SAT</th>
<th>Gross</th>
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#### ZONE 1 BUILDING AGREEMENT
**FOR COUNTIES OF:**
- Blackford, Delaware, Fayette, Hamilton, Hancock, Henry, Jay, Johnson, Madison, Marion, Randolph, Rush, Shelby, Union & Wayne
**EFFECTIVE 4/1/19**

<table>
<thead>
<tr>
<th>Group</th>
<th>Rate</th>
<th>H &amp; W</th>
<th>Pension</th>
<th>Training</th>
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<th>Gross</th>
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#### ZONE 2 BUILDING AGREEMENT
**FOR COUNTIES OF:**
- Adams, Allen, DeKalb, Huntington, Steuben, Wells & Whitley
**EFFECTIVE 4/1/19**

<table>
<thead>
<tr>
<th>Group</th>
<th>Rate</th>
<th>H &amp; W</th>
<th>Pension</th>
<th>Training</th>
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<th>Gross</th>
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#### ZONE 3 BUILDING AGREEMENT
**FOR COUNTIES OF:**
- Benton, Carroll, Cass, Clinton, Grant, Howard, Miami, Tippecanoe, Tipton, Wabash & White
**EFFECTIVE 4/1/19**

<table>
<thead>
<tr>
<th>Group</th>
<th>Rate</th>
<th>H &amp; W</th>
<th>Pension</th>
<th>Training</th>
<th>CIPC</th>
<th>CAPCI</th>
<th>IUCSAT</th>
<th>Gross</th>
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</thead>
<tbody>
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#### DISTRIBUTION AGREEMENT
**EFFECTIVE 4/1/19**

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**Semi-Annual Auditors & Trustees Meeting**

**Tuesday, July 23, 2019 • 7:00 P.M.**

Dist. 1 Union Hall • 6814 E. 21st St. Indianapolis, IN