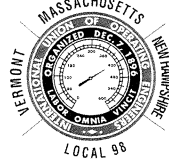


# INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 98 BENEFIT FUNDS

40 Hudson Drive, P.O. Box 1290, Southwick, MA 01077  
Telephone: (413) 998-3230 • Fax: (413) 998-3249

HEALTH & WELFARE FUND  
PENSION FUND  
ANNUITY FUND  
J L M-COOPERATIVE TRUST



KARA A. RICHOTTE  
Fund Administrator



## TO ALL CONTRIBUTING EMPLOYERS

It has come to our attention that there has been some confusion regarding payment of wages and benefits. This is a brief summary of how wages and benefits are paid.

When a signatory employer has a job in the I.U.O.E. Local 98 area, you are working under the Agreement you signed with Local 98 for the area the work is being performed in. Any Operating Engineer working for your Company and any employee performing work that is covered under the I.U.O.E. Local 98 Collective Bargaining Agreement, regardless of what local that employee belongs to, wages and benefits are to be paid in accordance with the Local 98 Collective Bargaining Agreement for that area. Benefits are to be paid to the Local 98 Fund Office at the rates defined in the Collective Bargaining Agreement. The Fund Office will then reciprocate the Health & Welfare, Pension and Annuity Fund benefits for any non-Local 98 member, back to the employee's home local.

If you are a signatory employer working in the jurisdiction of another local, you are then working under that local's Collective Bargaining Agreement and the wages and benefits for all employees covered under that Agreement, including Local 98 members should be paid to that local's Fund Office. That local will then reciprocate Health & Welfare, Pension, and Annuity Fund benefits back to the home local of each employee.

If you are not sure which jurisdiction you are working in, or if you have any other questions regarding payment of wages and benefits, please contact the Union Office or Fund Office for assistance. We can be reached at (413) 998-3230.

Please be sure to share this information with your payroll staff so they are aware of how wages and benefits are to be paid.