



From the Office of
BRIAN E. HICKEY
President and Business Manager
International Union Of Operating Engineers
LOCAL 399

To my Local 399 Brothers and Sisters,

First, I'd like to sincerely thank each of you for the dedication you've shown to Local 399 and your craft. You are the absolute BEST in our industry, and you are the backbone of this great organization!

With that said, it is with heavy heart and yet great excitement that I write my last letter to my brothers and sisters as President and Business Manager of Local 399. After much thought and contemplation, I will officially begin my retirement on January 31, 2021. While I hate leaving during such an unprecedented time (due to COVID-19), I feel the time is right for me personally to pass the torch on to the next generation of leadership for our Local.

I am very proud of what we've accomplished at Local 399. We've grown our membership to over 10,000 and have achieved a highly regarded reputation within our International Union and with the many, many employers that we work for.

While there have been some rough patches in the 20 years that I have served as your President and Business Manager, I am proud of how we have adapted and adjusted to these challenges. We may have taken some hits, but our achievements have far outweighed any disappointments.

Our Training and Education Program is unsurpassed in the country. We've turned our craft into a more progressive and respected area of work and have tackled all new technology introduced in our field because of the expansion of our Training Facilities and (in no small part) because of our fabulous Training Director Jim Coates and Assistant Training Director Tom Phillips.

The Local 399 campus on South Grove Street is something our entire membership can be proud of. We have all of our Local 399 events at our own facility and have been able to leverage this prime location to rent it to many other organizations and private parties because of its central location and attractiveness.

The many Local 399 departments that serve our membership have grown in size and professionalism.

Because of the diligence of our 401(k) staff our Retirement Plan continues to grow (even in recessions) and to their credit, our members have stayed with it.

The ETF Department Staff efficiency has been impressive to watch. Consistently semester after semester, they have been able to enroll and place well over 1,000 students in Local 399 classes and seminars ... all while implementing a new virtual enrollment system and adapting to COVID-19 safety rules for class check-in.

Our Health & Welfare Department staff has worked tirelessly to aid members with health insurance benefits and other issues, and their efforts during the COVID-19 pandemic have been exceptional.

I would also like to commend our entire office staff. It takes an entire team to keep this organization running smoothly and our Local 399 staff is second to none! The dedication of everyone working in the office has never been on finer display than during the past year, working during the pandemic. Like our membership (you essential workers), our staff stepped up and kept our offices running, allowing us to serve our members without missing a beat. For that, I am truly grateful.

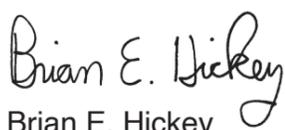
Personally, I have been working for the local for over 31 years. In that time, I have been the beneficiary of wise counsel from people I respect. One constant in the advice I've received is to always keep looking for new ideas and not be afraid of change. To accomplish this goal, we've always tried to remain ahead of the curve to keep our industry changing with the times. In that spirit, I've tried over the years to bring in new, young talent to absorb the institutional knowledge from the veterans so that we are always moving our Local forward to meet the challenges of the present and future. In sports they tell you to retire a year too early rather than stay too late. With this in mind, and with the highest respect and affection for Local 399 and its membership, I feel this is the right time for me to step aside. Patrick J. Kelly will be taking the reins as President and Business Manager upon my retirement. I know Pat will keep the proud tradition of our Local going strong. As Local 399's Financial Secretary since July 2012, Pat and I have worked side by side for 30 years. While Pat is younger than me, he shares the long-time knowledge of our Local. I believe Pat will continue our union's tradition of innovation and advancement well into the future. With the team that's already in place, and the ideas that Pat is hungering to advance, I feel great about the future of Local 399.

I intend to remain local and will always look forward to attending Local 399 events. I will fondly look back on the many friendships I have formed with you and hope to see many of you in the future.

Thank you to all our members for giving me the honor of serving as your President and Business Manager. Your support has always meant the world to me.

Be Safe. Be Well.

Fraternally,


Brian E. Hickey