


FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT

MUST BE USED BY LABOR ORGANIZATIONS WITH \$200,000 OR MORE IN TOTAL ANNUAL RECEIPTS AND LABOR ORGANIZATIONS IN TRUSTEESHIP

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

For Official Use Only  E	1. FILE NUMBER 0 2 1 - 0 8 8	2. PERIOD COVERED From MO DAY YEAR 0 1 0 1 2 0 0 3 Through 1 2 3 1 2 0 0 3	3. (a) AMENDED — If this is an amended report correcting a previously filed report, check here: <input type="checkbox"/> (b) TERMINAL — If your organization ceased to exist and this is its terminal report, see Section XII of the instructions and check here: <input type="checkbox"/> (c) SUBSIDIARY — If this is a report for a subsidiary organization of your union as defined in Section X of the instructions, check here: <input type="checkbox"/>
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4. AFFILIATION OR ORGANIZATION NAME ENGINEERS, OPERATING, AFL-CIO		8. MAILING ADDRESS First Name W E S L E Y Last Name C O O K P.O. Box - Building and Room Number (if any) Number and Street 3 3 1 0 W A T E R T O W E R R O A D City M A R I O N State ZIP Code + 4 I L 6 2 9 5 9 -	
5. DESIGNATION (Local, Lodge, etc.) LU	6. DESIGNATION NUMBER 318		
7. UNIT NAME (if any)			
9. Are your organization's records kept at its mailing address? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> (If "No," provide address in Item 75.)			

75. ADDITIONAL INFORMATION	
Item Number	

Each of the undersigned, duly authorized officers of the above labor organization, declares, under the applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct and complete. (See Section VI on penalties in the instructions.)

76. SIGNED: <u><i>Bobby Reed</i></u> 3-1-04 Date 618-942-3181 Telephone Number	PRESIDENT (If other title, see instructions.)	77. SIGNED: <u><i>[Signature]</i></u> 3-1-04 Date 618 993 0318 Telephone Number	TREASURER (If other title, see instructions.)
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04-075-012/021088



During the Reporting Period Did Your Organization:

10. Have a "subsidiary organization" as defined in Section X of the instructions? Yes No
11. Create or participate in the administration of a trust or other fund or organization, as defined in the instructions, which provides benefits for members or their beneficiaries? Yes No
12. Have a political action committee (PAC) fund? Yes No
13. Acquire or dispose of any goods or property in any manner other than by purchase or sale? Yes No
14. Have an audit or review of its books and records by an outside accountant or by a parent body auditor/representative? Yes No
15. Discover any loss or shortage of funds or other property? Yes No
(Answer "Yes" even if there has been repayment or recovery.)
16. Have any officer who was paid \$10,000 or more by your organization and also received \$10,000 or more as an officer or employee of another labor organization or of an employee benefit plan? Yes No
17. Liquidate or reduce any liabilities without disbursement of cash? Yes No

(If the answer to any of the above questions is "Yes," provide details in Item 75 as explained in the instructions for each item.)

18. How many members did your organization have at the end of the reporting period?
19. What is the date of your organization's next regular election of officers? MO: YEAR:
20. What is the maximum amount recoverable under your organization's fidelity bond for a loss caused by any officer or employee of your organization? \$
21. What are your organization's rates of dues and fees? *(Enter a minimum and maximum if more than one rate applies for any line.)*

Rates of Dues and Fees	
(a) Regular Dues/Fees	\$ 2.50/33.00 per Month <i>(Month, Year, etc.)</i>
(b) Initiation Fees	\$ 175/400
(c) Transfer Fees	\$ Varies
(d) Work Permits	\$ 30.50 per Month <i>(Month, Year, etc.)</i>

22. During the reporting period, did your organization have any changes in its constitution and bylaws (other than rates of dues and fees) or in practices/procedures listed in the instructions? Yes No
(If the constitution and bylaws or practices/procedures have changed, see the instructions.)
23. Were any of your organization's assets pledged as security or encumbered in any other way at the end of the reporting period? Yes No
24. Did your organization have any contingent liabilities at the end of the reporting period? Yes No

(If the answer to Item 23 or 24 is "Yes," provide details in Item 75.)

STATEMENT A - ASSETS AND LIABILITIES

FILE NUMBER: 0 2 1 - 0 8 8

Complete Schedules 1 Through 15 Before Completing Statement A

Enter Amounts in Dollars Only -- Do Not Enter Cents

	ASSETS		From	Start of Reporting	End of Reporting
	Item	SCH #	Period (A)	Period (B)	
ASSETS	25. Cash.....		2 5 2 1 1 0	3 4 4 0 2 9	
	26. Accounts Receivable.....		6 5 0	0	
	27. Loans Receivable.....	1	5 0 0 0	5 0 0 0	
	28. U.S. Treasury Securities.....		0	0	
	29. Investments.....	2	0	0	
	30. Fixed Assets.....	5	4 2 4 4 7 6	4 0 9 4 1 0	
	31. Other Assets.....	3	0	0	
	32. TOTAL ASSETS.....		6 8 2 2 3 6	7 5 8 4 3 9	
LIABILITIES	33. Accounts Payable.....		0	0	
	34. Loans Payable.....	8	1 1 9 4 1	1 2 3 1 9	
	35. Mortgages Payable.....		0	0	
	36. Other Liabilities.....	4	0	0	
	37. TOTAL LIABILITIES.....		1 1 9 4 1	1 2 3 1 9	
	38. NET ASSETS (Item 32 less Item 37).....		6 7 0 2 9 5	7 4 6 1 2 0	

STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: **0 2 1 - 0 8 8**

Complete Schedules 1 Through 15 Before Completing Statement B

Enter Amounts in Dollars Only -- Do Not Enter Cents

CASH RECEIPTS		From SCH #	AMOUNT	CASH DISBURSEMENTS		From SCH #	AMOUNT
Item				Item			
39. Dues.....			7 1 3 4 9 4	56. To Officers.....	9		1 0 4 0 9 8
40. Per Capita Tax.....			4 1 4 4	57. To Employees.....	10		8 4 8 3 1
41. Fees.....			5 2 1 0 0	58. Per Capita Tax.....			1 1 8 2 9 1
42. Fines.....			1 1 8 9	59. Fees, Fines, Assessments, etc.			0
43. Assessments.....			4 4 2 3 8	60. Office & Administrative Expense....	13		1 1 0 9 4 8
44. Work Permits.....			0	61. Educational & Publicity Expense...			0
45. Sale of Supplies.....			3 9 3 3	62. Professional Fees.....			3 6 4 3 6
46. Interest.....			2 1 3 7	63. Benefits.....	11		1 5 1 7 4 7
47. Dividends.....			0	64. Contributions, Gifts & Grants.....	12		0
48. Rents.....			0	65. Supplies for Resale.....			1 0 8 4 7
49. Sale of Investments & Fixed Assets.....	6		7 5 5 2	66. Direct Taxes.....			2 5 5 8 4
50. Loans Obtained.....	8		2 7 0 2 5	67. Withholding Taxes.....			1 1 3 1 5 7
51. Repayments of Loans Made.....	1		0	68. Purchase of Investments & Fixed Assets.....	7		3 3 0 2 5
52. On Behalf of Affiliates for Transmittal to Them.....			0	69. Loans Made.....	1		0
53. From Members for Disbursement on Their Behalf.....			3 4 9 6 0	70. Repayment of Loans Obtained.....	8		2 6 6 4 7
54. Other Receipts.....	14		1 0 8 3 8 6	71. To Affiliates of Funds Collected on Their Behalf.....			0
				72. On Behalf of Individual Members...			3 0 4 5 5
				73. Other Disbursements.....	15		6 1 1 7 3
55. TOTAL RECEIPTS.....			9 9 9 1 5 8	74. TOTAL DISBURSEMENTS			9 0 7 2 3 9

Enter Amounts in Dollars Only -- Do Not Enter Cents

SCHEDULE 1 – LOANS RECEIVABLE

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1. Name: EBOLT Sub Ab Screen Purpose: Drug Screening Security: N/A Terms: Payable 2/15/05	5 0 0 0	0	0	0	5 0 0 0
2.					
3.					
4. Totals from additional pages (if any)					
5. Totals of loans not listed above	0	0	0	0	0
6. Totals of Lines 1 through 5	5 0 0 0	0	0	0	5 0 0 0
The totals from Line 6 are entered in..... Item 27 Item 69 Item 51 Item 75 Item 27 Column (A) with Explanation Column (B)					

SCHEDULE 2 - INVESTMENTS

(OTHER THAN U.S. TREASURY SECURITIES)

FILE NUMBER: 021 - 088

SCHEDULE 3 - OTHER ASSETS

Description (A)	Amount (B)
Marketable Securities	
1. Total Cost	0
2. Total Book Value	0
3. List each marketable security which has a book value over \$1,000 and exceeds 20% of Line 2.	
(a) None	0
(b) _____	
(c) _____	
(d) _____	
Other Investments	
4. Total Cost	0
5. Total Book Value	0
6. List each other investment which has a book value over \$1,000 and exceeds 20% of Line 5. Also list each subsidiary for which separate reports are attached.	
(a) None	0
(b) _____	
(c) _____	
(d) _____	
(e) Total from additional pages (if any)	
7. Total of Lines 2 and 5	0
The total from Line 7 is entered in Item 29, Column (B)	

Description (A)	Book Value (B)
1. None	0
2. _____	
3. _____	
4. _____	
5. _____	
6. Total from additional pages (if any)	
7. Total of Lines 1 through 6	0
The total from Line 7 is entered in Item 31, Column (B)	

SCHEDULE 4 - OTHER LIABILITIES

Description (A)	Amount at End of Period (B)
1. None	0
2. _____	
3. _____	
4. _____	
5. _____	
6. Total from additional pages (if any)	
7. Total of Lines 1 through 6	0
The total from Line 7 is entered in Item 36, Column (D)	

SCHEDULE 5 - FIXED ASSETS

FILE NUMBER: 0 2 1 - 0 8 8

Description (A)	Cost or Other Basis (B)	Total Depreciation or Amount Expensed (C)	Book Value (D)	Fair Market Value (E)
1. Land (give location): 3310 Water Tower Road, Marion, IL	3 6 0 0 0		3 6 0 0 0	3 8 0 0 0
2. Totals from additional pages (if any)				
3. Buildings (give location): 3310 Water Tower Road, Marion,	3 2 2 5 8 0	6 3 0 8 9	2 5 9 4 9 1	3 1 0 0 0 0
4. Totals from additional pages (if any)				
5. Automobiles and Other Vehicles	1 2 2 5 3 9	5 5 8 6 7	6 6 6 7 2	7 1 0 0 0
6. Office Furniture and Equipment	1 0 3 6 0 7	8 9 7 4 4	1 3 8 6 3	2 9 0 0 0
7. Other Fixed Assets	4 4 3 9 7	1 1 0 1 3	3 3 3 8 4	4 3 0 0 0
8. Totals of Lines 1 through 7	6 2 9 1 2 3	2 1 9 7 1 3	4 0 9 4 1 0	4 9 1 0 0 0
The total from Line 8, Column (D) is entered in.....				Item 30, Column (B)

SCHEDULE 6 - SALE OF INVESTMENTS AND FIXED ASSETS

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Gross Sales Price (D)	Amount Received (E)
1. 1999 Ford Truck	2 8 4 2 5	4 2 6 4	7 5 5 2	7 5 5 2
2.				
3.				
4.				
5. Totals from additional pages (if any)				
6. Totals of Lines 1 through 5	2 8 4 2 5	4 2 6 4	7 5 5 2	7 5 5 2
	7. Less Reinvestments			0
	8. Net Sales			7 5 5 2
The total from Line 8 is entered in				Item 49

SCHEDULE 7 – PURCHASE OF INVESTMENTS AND FIXED ASSETS

FILE NUMBER: 0 2 1 - 0 8 8

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Cash Paid (D)
1. 2003 Chevy Truck	3 2 0 2 5	3 2 0 2 5	3 2 0 2 5
2. Laptop Computer	1 0 0 0	1 0 0 0	1 0 0 0
3.			
4.			
5. Totals from additional pages (if any)			
6. Totals of Lines 1 through 5	3 3 0 2 5	3 3 0 2 5	3 3 0 2 5
7. Less Reinvestments			0
8. Net Purchases			3 3 0 2 5
The total from Line 8 is entered in Item 68			

SCHEDULE 8 -- LOANS PAYABLE

Source of Loans Payable at Any Time During the Reporting Period (A)	Loans Owed at Start of Period (B)	Loans Obtained During Period (C)	Repayment Made During Period		Loans Owed at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1. Old National Bank	0	2 7 0 2 5	1 4 7 0 6	0	1 2 3 1 9
2. Ford Motor Credit	1 1 9 4 1	0	1 1 9 4 1	0	0
3.					
4.					
5. Totals from additional pages (if any)					
6. Totals of Lines 1 through 5	1 1 9 4 1	2 7 0 2 5	2 6 6 4 7	0	1 2 3 1 9
The total from Line 6 is entered in Item 34 Item 50 Item 70 Item 75 Item 34					
Column (C) with Explanation Column (D)					

SCHEDULE 9 - ALL OFFICERS AND DISBURSEMENTS TO OFFICERS

FILE NUMBER: 0 2 1 - 0 8 8

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Status (C)*	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>							
1.	BOWEN GARY TRUSTEE	C	1 4 4 0 0	0	0	0	1 4 4 0 0
2.	WALKER RICHARD TRUSTEE/AUDITOR	C	2 0 1 6 0	0	0	0	2 0 1 6 0
3.	DARNELL MATT RECORDING SEC	C	6 2 4 0 0	0	0	0	6 2 4 0 0
4.	COOK WESLEY BUSINESS MGR	C	7 4 8 8 0	0	0	0	7 4 8 8 0
5.	REED BOBBY PRESIDENT	C	0	0	0	0	0
6.	SURGALSKI LARRY VICE-PRESIDENT	C	0	0	0	0	0
7.	SULLIVAN GARY FINANCIAL SE.	C	0	0	0	0	0
8. Totals from additional pages (if any)			0	0	0	0	0
9. Totals of Lines 1 through 8			1 7 1 8 4 0	0	0	0	1 7 1 8 4 0
					10. Less Deductions		6 7 7 4 2
The total from Line 11 is entered in Item 56					11. Net Disbursements		1 0 4 0 9 8
*Code for Status (C): past officer - P; continuing officer - C; new officer during the reporting period - N.					<small>(If any officer was not elected at a regular election in accordance with your organization's constitution and bylaws, explain in Item 75.)</small>		

SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: 0 2 1 - 0 8 8

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
1. BENNET DEBORAH OFFICE MGR	3 6 3 7 2	0	0	0	3 6 3 7 2
2. HEFLIN PATTY SECRETARY	2 8 5 9 4	0	0	0	2 8 5 9 4
3. HILLIARD RICK BUSINESS REP	5 1 8 4 0	0	0	0	5 1 8 4 0
4. BILLINGSLEY ROBERT ORGANIZER	1 3 4 4 0	0	0	0	1 3 4 4 0
5.					
6. Totals from additional pages (if any)					
7. Totals for all employees who, during the reporting period, received \$10,000 or less in total disbursements from your organization and any affiliates	0	0	0	0	0
8. Totals of Lines 1 through 7	1 3 0 2 4 6	0	0	0	1 3 0 2 4 6
			9. Less Deductions	4 5 4 1 5	
The total from Line 10 is entered in Item 57			10. Net Disbursements	8 4 8 3 1	

SCHEDULE 11 - BENEFITS

FILE NUMBER: 0 2 1 - 0 8 8

Description (A)	To Whom Paid (B)	Amount (C)
1. General Pension	General	2 8 0 6 9
2. Health & Welfare	Health & Welfare	4 9 1 2 0
3. Central Pension	Central Pension	7 4 5 5 8
4.		
5. Total from additional pages (if any)		
6. Total of Lines 1 through 5		1 5 1 7 4 7
The total from Line 6 is entered in Item 63		

SCHEDULE 12 - CONTRIBUTIONS, GIFTS & GRANTS

Description (A)	Amount (B)
1. None	0
2.	
3.	
4.	
5.	
6.	
7. Total from additional pages (if any)	
8. Total of Lines 1 through 7	0
The total from Line 8 is entered in Item 64	

SCHEDULE 13 - OFFICE & ADMINISTRATIVE EXPENSE

Description (A)	Amount (B)
1. Office Supplies	1 5 5 7 2
2. Postage	6 0 5 8
3. Office Telephone	8 7 0 3
4. Cellular & Mobile Phone	4 6 6 2
5. Utilities	6 2 9 4
6. Printing & Advertising	5 4 1 5
7. Total from additional pages (if any)	6 4 2 4 4
8. Total of Lines 1 through 7	1 1 0 9 4 8
The total from Line 8 is entered in Item 60	

SCHEDULE 14 - OTHER RECEIPTS

Description (A)	Amount (B)
1. IUOE Organizing Grant	3 2 3 2 0
2. School to Work Grant	3 1 0 0 0
3. Operators Action Fund Receipts	4 4 1 2 9
4. Miscellaneous	9 3 7
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16. Total from additional pages (if any)	
17. Total of Lines 1 through 16	1 0 8 3 8 6
The total from Line 17 is entered in Item 54	

SCHEDULE 15 - OTHER DISBURSEMENTS

Description (A)	Amount (B)
1. Uniform Cleaning & Rental	1 0 4 3
2. Equipment Rental	1 3 4
3. Contract Labor	3 4 0 2 2
4. Interest Expense	7 6 4
5. School to Work- Supplies	1 7 5 3
6. School to Work - Equip. Rental	5 0 0
7. Dues, Subscriptions, Donations	1 1 7 1 3
8. Political Contributions	5 0 0 0
9. Training	2 7 0
10. Miscellaneous	5 9 7 4
11.	
12.	
13.	
14.	
15.	
16. Total from additional pages (if any)	
17. Total of Lines 1 through 16	6 1 1 7 3
The total from Line 17 is entered in Item 73	

ORGANIZATION NAME: ENGINEERS, OPERATING, AFL-CIO
ENDING DATE OF PERIOD COVERED: 12/31/2003

FILE NUMBER: 0 2 1 - 0 8 8

SCHEDULE 9 – ALL OFFICERS AND DISBURSEMENTS TO OFFICERS (continued)

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Status (C)*	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>							
CHOATE	BILL	P	0	0	0	0	0
TREASURER							
VESTAL	TOM	C	0	0	0	0	0
CONDUCTOR							
SHOEMAKER	LARRY	C	0	0	0	0	0
GUARD/AUDITOR							
RIDGWAY	NATHAN	C	0	0	0	0	0
AUDITOR							
SIMMONS	CHARLIE	C	0	0	0	0	0
TREASURER							

ORGANIZATION NAME:
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: **0 2 1 - 0 8 8**

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION

Item Number	
14	Kemper CPA Group, LLP 1909 West Coolidge Avenue Suite A Marion, IL 62959

ORGANIZATION NAME:
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 0 2 1 - 0 8 8

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION(*continued*)

Item Number	
11	Death Benefit Self Insurance Trust Fund, 3310 Water Tower Road, Marion, IL 62959. The fund was established to provide death benefits to its participating members. This fund creates a restriction of net assets amounting to \$235,357 in 2003.

ORGANIZATION NAME:
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 0 2 1 - 0 8 8

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION *(continued)*

Item Number	
23	Vehicle purchased with borrowings from Old National Bank. Balance at December 31, 2003: \$12,319 Pledged Collateral: 2003 Chevy Truck

ORGANIZATION NAME:
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 0 2 1 - 0 8 8

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION (continued)

Item Number	
12	Operators Action Fund. The PAC fund files reports with the Illinois State Board of Elections.

ORGANIZATION NAME:
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 0 2 1 - 0 8 8

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION *(continued)*

Item Number	
25	<p>Beginning balances were restated to include the presentation of the Operators Action Fund (OAF) which is used to make political contributions as well as to provide assistance to specific members in need through voluntary contributions of the Local 318's members. This fund was omitted in the prior year as per the instructions; however, since the OAF is used for more than just political contributions, it has been determined that the activity of the fund should be included on the LM-2.</p>

ORGANIZATION NAME:
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 0 2 1 - 0 8 8

ENDING DATE OF PERIOD COVERED:
12/31/2003

75. ADDITIONAL INFORMATION *(continued)*

Item Number	
38	<p>Beginning balances were restated to include the presentation of the Operators Action Fund (OAF) which is used to make political contributions as well as to provide assistance to specific members in need through voluntary contributions of the Local 318's members. This fund was omitted in the prior year as per the instructions; however, since the OAF is used for more than just political contributions, it has been determined that the activity of the fund should be included on the LM-2.</p>

ORGANIZATION NAME:
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 0 2 1 - 0 8 8

ENDING DATE OF PERIOD COVERED:
12/31/2003

TRUSTEE SIGNATURES

Each of the undersigned, duly authorized officers of the above labor organization, declares, under the applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VI on penalties in the instructions.)

Trustee Sign: Richard Walker TRUSTEE

Trustee Sign: Matt Doddard TRUSTEE

3/1/04 661-1313
Date Telephone Number

3-1-04 618-833-4936
Date Telephone Number