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SHORT CUTS

Trades mourn loss of 636's Tom Devlin

Condolences are extended to the family of Edward Thomas "Tommy" Devlin, a former Pipe Fitters Local 636 business manager who passed away on Dec. 13, 2023.



Mr. Devlin, 78, is survived by his wife Sandi Devlin, and children Brian (Kelli) and Colleen. He was also a grandfather and step-grandfather.

Mr. Devlin started a 40-year career as a United Association journeyman after serving in the U.S. Navy. He served as a business agent at the local union for seven years until 1995, when he was elected secretary-treasurer/assistant business manager. He was then elected business manager and served a term in office beginning in 2003. He passed away in Florida having moved there to retire 16 years ago.

"Not only was he a great labor leader, it was difficult not to like Tom; he was a very personable, friendly person and I know he was loved by the Local 636 membership," said his cousin, Michigan Building and Construction Trades Council Secretary-Treasurer Patrick Devlin. "He was just a great human being, and he's going to be missed."

Big year for labor action in 2023

Hot labor summer? More like hot labor year! Data from Cornell University's School of Industrial and Labor Relations' Labor Action Tracker shows that between Jan. 1 and Nov. 30, 2023, there were 393 strikes in the United States involving more than 500,000 workers.

Additionally, 2023 saw more work stoppages involving 1,000 or more workers than any year since 2013, according to the Bureau of Labor Statistics. And these demonstrations around the country led to huge wins across industries. According to Bloomberg Law, in the first quarter of 2023 alone, unionized workers saw an average 7 percent wage increase in the first year of their contracts – that's the biggest wage hike in a single quarter since 2007.

—From the AFL-CIO

Michigan women blazed way to the bar

Here's some forgotten lore regarding how Michigan's female bartenders got union recognition – and started a trend.

On Dec. 20, 1948, the U.S. Supreme Court on a 6-3 vote upheld a Michigan law that banned female bartenders, unless they were the wife or daughter of the bar owner. The state law was repealed in 1955 after public pressure from the Michigan Barmaids' Association. In 1952, *Life Magazine* reported on their struggle: "Michigan's lawmakers are learning what barflies already know – that angry barmaids are tough opponents in any hassle."

The Bartenders' Union, whose initial reluctance in part stemmed from fear of women lowering wage scales, eventually accepted barmaids into their ranks. The Michigan example led to women in other states breaking the barkeep barrier.

Quotable

"For even he who is most greedy for knowledge can achieve no greater perfection than to be thoroughly aware of his own ignorance in his particular field. The more he knows, the more aware he will be of his ignorance."

~ Nicholas of Cusa (1401-1464)



SETTING DUCTWORK on the 18th floor of the 150 Bagley project in Detroit are (l-r) Eric Allen and Dan Quinn, Sr. of Sheet Metal Workers Local 80. They're employed by Sylvan Inc.

Housing space is next chapter in history of 150 Bagley tower

By Marty Mulcahy
Editor

DETROIT – The United Artists Building opened on Jan. 28, 1928, as an office building, and "originally housed furriers, tailors, beauty salons, even travel agents," according to *Historic Detroit*.

Later this year, when the 200,000-square-foot building's renovation is complete, the 18-story tower will house "The Residences @ 150 Bagley." The project to transform the building, led by Brinker Christman Joint Venture, will create 148 new apartments of various sizes, 20 percent of which will be reserved as affordable housing.

The \$75 million project is headed by the Detroit-based, African American-led Bagley Development Group. "My partners and I are honored to develop Residences @150 Bagley in such a vibrant, downtown community," said Emmett Moten, the group's managing partner. "Residences @ 150 Bagley represents the perfect model for urban development, with the public and private sectors working collectively to benefit the community Residences @ 150 Bagley, will become a flagship, residential development in The District Detroit, and will honor the past while creating the next step in downtown's exciting future."

The project is funded by a diverse group of lenders, including the AFL-CIO Housing Investment Trust, whose involvement assured the hiring of 100 percent union labor on the project. There are currently about 100 tradespeople employed on the project, performing HVAC, electrical and plumbing rough-ins, framing, drywall placement, and the start of window installation.

Not surprisingly, not all historic buildings originally built for office or other uses are readily adaptable to modern residential space, a process which often requires wholesale interior demolition. But 150 Bagley's "original building footprint was conducive to apartment use, so demolition was mostly mechanical and finishes," said Joyce Lawton, senior

project manager for L.S. Brinker. She added: "Historic buildings always have unknowns; we are pleased with the efforts of the workers to meet our schedule. Our tradespeople consistently provide top-quality workmanship."

The tower's structural elements "were in
(Continued on Page 2)



THIS 18-STORY TOWER at 150 Bagley in Detroit is being transformed from a derelict office building into a structure with 148 apartments. The work at the former United Artists Building is being performed by a construction team led by Brinker-Christman Joint Venture. Little has changed since this photo was taken a decade ago, although a theater in the back has been razed. The building, incredibly, has been empty for 50 years. *Tradesman File Photo*



SOLDERING A SHOWER VALVE in what will be a fifth-floor apartment at the 150 Bagley project in Detroit is Randall Meyer of Plumbers Local 98. He's employed by Ben Washington and Sons Plumbing and Heating. *Photo credits: Marty Mulcahy*

Devote more money, not less, to bring lower on-the-job fatalities, AFL-CIO says

WASHINGTON (PAI) – The rise in fatal occupational injuries from 2021 to 2022 is "alarming and unacceptable" to the AFL-CIO, especially since it fears the upward trend may accelerate thanks to budget cuts proposed the House's ruling right-wing Republican majority.

"In 2022, 5,486 people in the United States died because of their job," the AFL-CIO said. "The job fatality rates for Black and Latino

workers both increased compared with the previous year. Immigrant workers accounted for 64 percent of Latino worker fatalities." Overall, fatalities on the job rose 5.7 percent.

The Bureau of Labor Statistics released the numbers in late December from its rolling data-gathering from all over the country. BLS said the Census of Fatal Occupational Injuries – the official name for the count – in-

creased from 5,190 in 2021 to the 5,486 in 2022, or 5.7 percent. The national fatality rate also rose, from 3.6/100,000 full-time workers in 2021 to 3.7/100,000 in 2022. It was 3.4/100,000 in 2020.

"A worker died every 96 minutes from a work-related injury in 2022 compared to 101 minutes in 2021," the federal agency added.

In the face of such numbers,
(Continued on Page 3)

State pipeliners stay busy: it's tough to quit natural gas

JACKSON – With the state Legislature's passage last month of Michigan's "Clean Action and Climate Action Package" expected to especially boost the use of solar and wind power, Consumers Energy followed up with a reminder that natural gas as an energy source isn't going away any time soon.

Consumers Energy announced Dec. 19 that it is continuing its \$1 billion annual investment in the company's natural gas delivery system, which is resulting in miles of aging and outdated pipeline replaced every year, thousands of hours of work for the trades, while "reducing long-term costs for customers by providing cleaner, more reliable natural gas for decades to come," according to the utility.

"While exploration of other affordable, clean energy alternatives continues, natural gas remains the most cost-effective means of heating homes and businesses in places like Michigan," said Chris Fultz, vice president of gas operations for Consumers Energy. "We take seriously

our responsibility to provide that gas to millions of customers that need it from us, and that is why we're making our system stronger, safer and more affordable than ever before."

The state Legislature approved a package of bills last month that puts Michigan's utilities on a path to using 100 percent clean energy – like solar, wind and hydro power – by 2040. But with the burning of natural gas currently meeting about one-third of the state's energy needs, it remains a vital source of power. So the Legislature allows the use of natural gas as a fuel source, as long as the process includes "carbon
(Continued on Page 3)

RECENT CONSUMERS Energy pipeline work in the South Oakland Macomb Network project replaced natural gas pipe that was installed in the 1940s.

Photo credit: Consumers Energy



Federal PLA rule set; to benefit all U.S. construction workers

By Marty Mulcahy
Editor

WASHINGTON, D.C. – The Biden Administration has gone through a 22-month-long federal rulemaking process and made it official with an executive order issued on Dec. 18: project labor agreements (PLAs) will be in place on federal construction projects that have a price tag exceeding \$35 million.

Numerous private companies that sponsor construction projects large and small find it to be a good business decision to utilize construction PLAs to set pre-hire protocols for workforce training, schedules, safety standards, worker training and worker pay. Likewise, numerous local and state governments – like Michigan's – also have rules on the books that allow the use of PLAs

on taxpayer-funded projects.

The use of a PLA is not necessarily a union or nonunion matter. But nonunion companies have traditionally had a large bug up their butt about their use.

And the anti-union Associated Builders and Contractors, predictably, screamed the loudest when the new executive order was announced. The ABC immediately issued a statement that said "PLAs steer taxpayer-funded public works contracts to union-signatory contractors, granting union workers a monopoly to build these projects."

The United Association of Plumbers and Pipefitters countered that when the "contractors at ABC national are complaining about the Biden Administration protecting workers, you know it
(Continued on Page 3)

Year-end lull nicks U.S. construction, but 2024 outlook is solid

By Marty Mulcahy
Editor

The latest U.S. construction industry numbers reflect the cooling trend headed into winter. And there was a bit of an employment chill in Michigan's building industry, too.

U.S. construction starts "are deeply feeling the impact of higher (interest) rates," said Richard Branch, chief economist for Dodge Construction Network, on Dec. 20. "While the Federal Reserve seems poised to start cutting rates in the New Year, the impact on starts will lag. As a result, starts are expected to be weak through the mid-point of 2024 before we see more robust growth in the second half of next year."

From Jan. 1, 2023, through the end of November, total U.S. construction projects that broke ground lagged by 4 percent compared to the previous year. Residential and nonresidential starts were down 14 percent and 7 percent, respectively, but nonbuilding starts were up 19 percent, Dodge reported. In the nearer term from October to November,

however, nonresidential building starts experienced a steep fall of 29 percent.

Meanwhile, construction employment is slowing down in Michigan and around the country. But most economists see the job declines as just a bump in the road. The Associated General Contractors reported Dec. 22 that only 28 states saw an increase in construction employment between October and November last month – while it was common during the course of last year to see 40-plus states increasing their Hardhat headcounts.

"The number of states with construction job gains has been shrinking as apartment and office projects wind down," said Ken Simonson, the AGC's chief economist. "But contractors are optimistic about demand for infrastructure and federal projects in 2024, while homebuilding is starting to revive in many states." Michigan was one of the 22 states that experienced a loss of construction jobs from October to November – and the decline was substantial. Our state lost
(Continued on Page 4)

Tradeswomen boost profile with 'Build Nations' event

WASHINGTON, D.C. – North America's Building Trades Unions (NABTU) held its 13th international Tradeswomen Build Nations conference in early December – the largest gathering of its kind in the world.

More than 3,900 tradeswomen representing the U.S. and Canada gathered in Washington as a show of solidarity with their fellow tradeswomen, to learn about new programs and opportunities

in the industry, and to engage with leaders from the government, industry and NABTU's 15 international building trades unions.

The three-day conference, held the first weekend in December, featured sessions that included a banner parade in the heart of the nation's capital, and a dozen workshops highlighting topics that are critical to tradeswomen in the workforce, including leadership, recruitment, retention, conflict resolution, childcare, occupational safety, and more.

"Tradeswomen Build Nations has grown exponentially, and we know it will continue to grow," said NABTU President Sean McGarvey. "NABTU is proud to host the largest annual gathering of building trades members and tradeswomen. The caliber of this event is shown through the quality of our speakers, exhibitors, and sponsors, and
(Continued on Page 4)

Viewpoints



Momentum in Michigan

In the 17th Century, Sir Issac Newton published his three laws of motion, revolutionizing how people understand the physics of the world around us. The first law essentially states that without an outside force causing a change, “an object at rest stays at rest, and an object in motion stays in motion.”

Today, most of us rarely think about inertia outside of middle school science class. Last year in Michigan, however, offered a potent reminder of just how powerful inertia can be.

For decades, corporate lobbyists and extremist billionaires in the state pushed the Legislature to pass laws that take away power from working families, their unions and local elected officials. This paved the way for a long list of policies that benefited corporations but made life harder for working-class Michiganians, especially Black and Brown workers.

By limiting workers’ freedom to advocate for good jobs, corporations and the politicians who do their bidding seemed to be changing the rules in their favor for good. But working people refused to give up. By building collective power in their unions and communities, workers halted that inertia.

Last year, Michiganians moved from defending against corporate-led attacks to passing historic victories to restore their freedoms and put more power into their hands. For working people, the state is headed back toward a more hopeful, just future.

We did not reach this point overnight. It took years of organizing among communities and voters to elect new legislative majorities committed to putting the interests of working people first.

Perhaps an even more important factor was workers’ growing frustration around an economy that only seems to work for those at the very top, while regular families struggle to meet their basic needs. The pandemic brought that anger to full boil. Working people saw corporations make huge profits yet fail to protect their workers. During the pandemic, the average gap between CEO and median worker pay grew to a whopping 670 to 1.

On top of that, many people found inspiration in watching other workers stand up and go on strike, refusing to settle for less than they are worth. Harnessing that energy, Michiganians won major steps forward.

A stronger voice for working families and policies that respect hard work will enable Michigan to build balanced, sustainable prosperity for all. Unions and collective bargaining are not only linked to higher wages and better benefits for workers – “even if their workplaces are not unionized,” but also greater equity, as unions help close the wage gap for workers of color, and women of all races, as well as improved workplace health and safety.

In order to continue Michigan’s progress, we must support and invest in workers across our state, including those who provide essential care to our aging loved ones and those who keep our communities safe. We must strengthen the rights of workers to bargain together for safer workplaces, improved healthcare and retirement benefits, and a better future for their families. Additionally, the state should return power to local communities to allow them to make the decisions that are best for them.

There is still a lot more to do to create a Michigan that works for all of us, but for the first time in a long time, momentum is on our side.

Jennifer Root

Service Employees International Union
via the Detroit News Labor Voices

The Building Tradesman welcomes your letters to the editor:

By mail: Building Tradesman Editor,
1640 Porter St. Detroit, MI 48216

or, e-mail: buildingtradesman@ameritech.net

Housing next chapter for 150 Bagley

(Continued from Page 1)

good condition for the most part,” Lawton said. Unfortunately, the same couldn’t be said for the attached United Artists Theater, which opened at the same time as the tower. It was too far destroyed by the elements to be renovated. The 2,070-seat venue was another one of Detroit’s opulent movie palaces built during the 1920s that had been decorated to the hilt. The theater closed about the same time as the tower: in 1974, when the building’s last office tenant, AAA-Michigan, left the building for new digs in Dearborn.

On the tower’s exterior, Bricklayers and Allied Craftworkers Local 2 masons employed by Pullman Services are addressing one of the major problems of the building, especially on its southwest face: brick had fallen or been previously removed, leading to significant deterioration. The wall is being re-built with new framing and brick, and other walls are undergoing brick repair and tuckpointing as necessary. A 1960s-era façade is being removed, and it will be restored to its original design.

Historic Detroit reported that in the 1980s, on at least two occasions, showers of brick fell onto parked cars from the United



GIVING A WAVE from their stage four levels up at the Residences @ 150 Bagley in Detroit are Stephen Jacobs and Carlton McGinnis of Bricklayers and Allied Craftworkers Local 2. They’re employed by Pullman Services.

Artists tower. Now, “just about the whole drop on this (west) side is getting all new brick,” said Pullman foreman Stephen Jacobs of Bricklayers and Allied Craftworkers Local 2. “We’re taking the whole wall down and putting it back together.”

Replacement brick is being taken from that salvaged from the demolished United Artists Theater at the site, as well as new, matching brick from a yard in Nebraska. On the job since last

May, Jacobs said about 26,000 brick were salvaged and cleaned, joined with another 32,000 new brick that would be blended in on the southwest side of the building. Another 30,000 in new brick will be used to create a new back wall on the building, he said.

Original terra cotta veneer panels ringing each floor of the building will be replaced with a matching Glass Fiber Reinforced Concrete (GFRC) or Glass Fiber Reinforced Plastic (GFRP). “It’s

going smooth so far out here,” Jacobs said. “I’ve been doing this kind of historical restoration work for over 30 years, and I really like doing it; we’re revitalizing the building.”

Added journeyman mason Carlton McGinnis: “I enjoy being able to take down a wall that’s in poor condition and putting it back together. It’s very satisfying.”

The former footprint of the demolished theater on the northwest side of the site will include green space, as well as some loading and parking areas. The entire project is expected to be complete in the second quarter of 2024.

Downtown Detroit developers have had a spotty record over the decades in rehabilitating the city’s enviable fleet of historic buildings. The Residences @ 150 Bagley project is a huge win for the historic redevelopment community, especially given that it has sat empty for half a century. And we’re pleased to report this job has been a safe one: more than 250,000 hours have been worked on the project as of early January, with zero recordable incidents.

“Brinker takes the safety of every person on our job sites very seriously,” Lawton said. “Brinker takes pride in being part of the rebuilding of Detroit and I personally find great satisfaction in bringing these old buildings back to life.”

Next! More health care unionizing, please

By Jim Hightower

You wait a month to get a doctor appointment, then you sit in the waiting room an hour because Dr. Incorporated is perpetually overbooked, then you’re finally rushed in for your 10-minute with the doc... tick, tick, tick... and then you’re scooted out, uncertain whether you’re supposed to take pills or make funeral arrangements.

Welcome to corporatized, consolidated, and bureaucratized “healthcare” – a rigid system in which nurses, pharmacists, and even doctors are no longer

independent health professionals driven by a moral mandate to provide their best care to patients. Instead, all are treated as cogs in a monopolistic structure driven by an imperative to provide maximum profit to Wall Street owners of the corporate-care chains.

This financial hierarchy demands factory-like cost-cutting – including cutting the numbers of nurses, pharmacists, and physicians who actually provide the care.

The cutbacks leave remaining caregivers stressed to the breaking point, and “care” is regimented to such time-motion metrics as limiting doctors to only 10 minutes per patient.

Next! Even when professionals complain that corporate cutbacks are endangering patients, the hi-

erarchy responds with irrelevant financial statistics. For example, when Walgreens’ pharmacists recently revolted against constant staff cuts, the chain’s corporate bosses coldly retorted that they were investing \$400 million in new pharmacists.

Sounds like a big number, but really? Walgreens is pocketing \$27 billion this year in profit! So, investing under 2 percent of one year’s profit will not make a blip in service to patients. Instead, the bulk of the billions that consumers pay goes to enrich top executives and Wall Street investors.

This enrichment of the rich few at our expense is why health care providers are unionizing – not for themselves, but for us patients. For information and action, go to doctorscouncil.org.

ALL BUILDING TRADESMEN

Notice of Asbestos Health Hazards in Michigan

BRICKLAYERS BOILERMAKERS ELECTRICIANS INSULATORS PIPE FITTERS
PLUMBERS SHEET METAL WORKERS

- ◆ Mesothelioma
- ◆ Lung Cancer
- ◆ Asbestosis
- ◆ Pulmonary Fibrosis
- ◆ Throat Cancer
- ◆ Colon Cancer

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Many building tradesmen worked with or near asbestos. Some are not aware they were even exposed. Family members may be at risk of bystander exposure.

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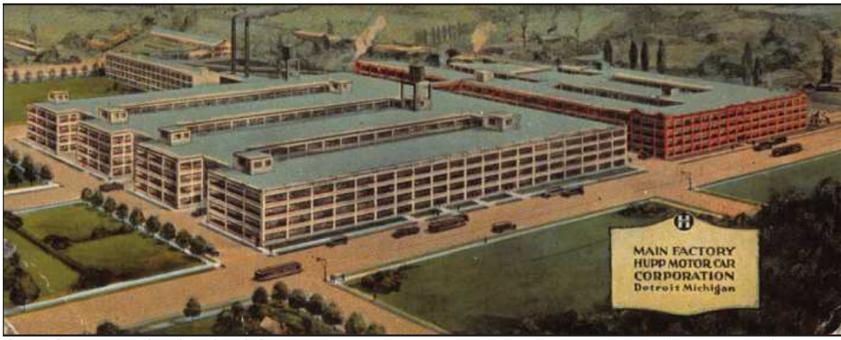
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Please don't delay, protect yourself and your family before it's too late. You may be entitled to claim money damages from the responsible members of the asbestos industry. Call for a FREE consultation.

BUILDING MICHIGAN: The Hupp Motor Car Corp. HISTORY IN THE MAKING

By Marty Mulcahy



ONE OF THE LONG-FORGOTTEN nameplates on Michigan's deep roster of auto manufacturers is the Hupp Motor Car Corp. Shown here is an undated postcard of Hupp's plant in Detroit, which was built and expanded from 1919-1925, north of Milwaukee Avenue between Moran and Mt. Elliott. The company's peak manufacturing year was 1929, when it sold 50,000 vehicles – it was among the top 10 auto manufacturers in the world – and employed about 5,000. (Meanwhile, GM sold 1.9 million vehicles that year). When Hupp stopped making vehicles in 1940, it made parts for the war effort. Later in the 1940s, it made auto parts. In the 1950s and 60s, the plant produced products for commercial heating and cooling equipment, then conveyors and other industrial equipment. The plant was demolished in 1981 to make way for the GM Poletown facility. The Hupp name lasted until the late 1990s for non-automotive products, when owner White Industries finally dropped it.

If you ever want to go down a rabbit hole of history, *Wikipedia's* "List of Defunct Auto Manufacturers in the United States" documents about 1,500 companies that built motor vehicles in the past 124 years or so.

Most companies on the list were early firms that washed out after only a short period of time, victims of a capitalist economy that rewarded well-run (and often lucky) companies that ultimately gave the driving public what they wanted. Just looking at nameplates starting with the first four letters of the alphabet, our car-buying forebears might have purchased an "American Beauty" (b. 1918 - d. 1920); a "Ben Hur" (1917-1918), or a "Caloric" (1903-1904). And who wouldn't be tempted to buy a vehicle with the "Darling" nameplate (1901-1902).

Then, there was the smaller subset of companies that had more longevity. Witness Detroit's "Hupp Motor Car Co. (1909-1940)," another interestingly named car company, but whose products left an important imprint on the automotive landscape, and whose manufacturing plants left a lasting imprint on Detroit's topography.

Namesake Robert Hupp was born in Grand Rapids in 1877, and he died in Detroit in 1931.

"Robert C. Hupp was one of several early Detroit automakers who achieved moderate success, but was ultimately unable to compete against Ford, General Motors, and Chrysler," says *Historic Structures*. "He began working as a common laborer at the Olds Motor Works in Detroit in 1902. Hupp and E.A. Nelson, a stylist with Packard, decided to build a high-quality, medium-size automobile and they launched the Hupp Motor Car Co. on Nov. 8, 1908, with a capitalization of only \$25,000. Charles D. Hastings, who invested \$8,500 in the new firm, became general manager in 1910."

The Hupp Motor Car Co. first operated out of a small, rented factory at 345 Bellevue Ave. in Detroit. The prototype Hupmobile "Runabout" was completed and first shown at the Detroit Automobile Show on Feb. 15, 1909. The car was a little 2-passenger vehicle designated the Model 20. It had a water-cooled four-cylinder, four-stroke engine rated at 16.9 h.p.

The demand for the Model 20 was high enough that, in late 1909, the Hupp Motor Car Co. moved to larger facilities at Jefferson and Concord in Detroit where the production in 1910 was increased to 5,340.

"Hupmobiles developed a reputation not just for being cheap, but also rugged and reliable," says *Historic Detroit*. "The Hupp 20 Runabout (\$750) was chosen as Detroit's first police cars. As a publicity stunt,



THE HUPP MOTOR CAR CORP. was among the nation's 10 largest auto manufacturers in 1928.

Hupp hired three men to drive a Hupmobile around the globe, departing Nov. 10, 1910, and returning to Detroit on Jan. 24, 1912. People all over were fascinated by what the automobile could now accomplish, given that 14 of the 26 countries the Hupmobile visited had never even seen a car before."

Robert C. Hupp left the Hupp Motor Car Co. in September 1911, having been bought out by other investors who thought he was expanding too rapidly by absorbing supplier companies. Hupp began other car companies, the Hupp-Yeats (1911-1919) electric car, R.C.H. (1912-1915), Monarch Car Co. (1913-1916) and the Emerson Car Co. (1917), but none were very successful. But owing in part to the value of its catchy and familiar name, the Hupp moniker remained on Hupmobiles for three decades.

"Both factories were located on Detroit's east side in a congested industrial district extending along the Detroit River," said *Historic Structures*. "By 1915, Hupp had completed the first segments of a new complex on East Milwaukee Avenue at Mt. Elliott, in the rapidly-developing Milwaukee Junction industrial district, and it served as the company's main plant for three decades."

The Milwaukee Avenue facility initially consisted of a sprawling, four-story brick building with several wings, plus a brick powerhouse. About 1,700 worked there by 1919 and the facility became increasing overcrowded as production rose. The company added six inter-connected, four-story reinforced concrete buildings in 1919-1922, giving the complex a total of about 1.6 million square feet of floorspace.

Historic Structures said the Detroit architectural firm of Smith, Hinchman & Grylls designed these additions and Everitt Winter served as the general contractor. With the new facilities, the Hupp Corp. increased production from 15,000 units in 1921 to 38,000 in 1923. Hupp sales peaked at more than 50,000 cars in 1929, but dropped dramatically, to

around 17,500 in 1931.

According to *The Hupmobile Club*, Hupp produced a four-passenger touring car, beginning in 1910. The Model 32 replaced the Model 20, and it was replaced by the Model K then the Model N. The Model R enjoyed an eight-year run through 1925.

Hupp's Series E cars for the first time included an inline eight-cylinder, 60 h.p. engine in 1926, adding to a product lineup that included a variety of wheelbases, engine types and body styles.

In 1911 Hupp became the first domestic automaker to pioneer the use of an all-steel body. In 1938 Hupmobiles' unique "Evanair Conditioner" system filtered and heated outside air using a hot water control system, a forerunner used ever since by nearly all auto manufacturers. Robert Hupp is generally credited with developing and introducing the hydraulic brake as standard equipment on cars, and he was also an early advocate of the "eight-in-line" engines.

The company was hurt by a 1937 strike, which resulted in virtually no automobiles being produced that year. Hupp's sales were subsequently further anchored by a corporate decision to sell upscale cars to Depression-era buyers.

"During the second week of July 1940, the last Hupmobile Skylark was built," said *The Hupmobile Club*, with the vehicle ultimately being a failed effort using a five-year old body design from defunct automaker Cord. "On Nov. 1, 1940, Hupp Motor Car Co. began reorganization under bankruptcy. Its future endeavors would not include the manufacturing of automobiles. Some of the last Skylarks were delivered to the dealers in 1941 and sold as 1941 models."



PLENTY OF MUSHROOM support columns are in evidence on the fourth floor of the Hupp plant, pre-demolition.



THE FORMER HUPP MOTOR CORP. plant on Milwaukee Avenue in Detroit, shown prior to its demolition in 1981. "The Milwaukee Avenue plant of the Hupp Motor Car Co. is a good example of a medium-size manufacturing complex developed by one of the more significant Detroit car companies during the booming 1910s and 1920s," said *Historic Structures*. "Hupp was among a handful of companies to achieve any prolonged success, in part because it found a niche in the marketplace, at least for a while. Hupp remained a tiny producer compared to the Big Three or even compared to the largest independents like Packard, which also ultimately failed." Photo credits: *Historic Structures*

Federal PLA rule set; to benefit all U.S. construction workers

(Continued from Page 1)
must be good policy. PLAs mean better wages, safer jobsites, and jobs done on time and on budget – something ABC contractors wouldn't know a thing about."

Said Ben Brubeck, ABC's vice president of regulatory, labor and state affairs: "The Biden administration's burdensome, inflationary and anti-competitive PLA mandate rule will needlessly raise costs on taxpayer-funded construction projects and steer contracts to unionized contractors and workers. Absent a successful legal challenge, this executive overreach will reward powerful special interests with government construction contracts at the expense of taxpayers and the principles of free enterprise and fair and open competition in government procurement."

The Biden Administration's policy replaces President Obama's 2009 Executive Order which encouraged, but did not require, the use of PLAs on projects exceeding \$25 million. The Biden administration expects its mandatory PLA rule to affect about 120 federal contracts valued at \$10 billion to \$14 billion per year.

The PLA announcement was lauded by North America's Building Trades Unions.

"This final step for the executive order on project labor agreements is welcome news for the responsible use of taxpayer dollars," NABTU said. "Project labor agreements ensure that large-scale projects are completed on time, with the highest quality, efficiency, and safety. Time and again, PLAs have proven to address labor supply issues, prevent work stoppages, protect workers' classification, strengthen health and safety standards, and achieve substantial, direct cost savings by standardizing contract terms for highly skilled craft workers."

"PLAs also boost community economies through local hiring goals and recruitment of workers into apprenticeship and pre-apprenticeship job training programs that uplift historically marginalized communities into middle-class construction careers. With this latest action to strengthen economic security, labor-management relations and family-sustaining job opportunities, President Biden is yet again demonstrating his rock-solid commitment to American taxpayers and all workers – union and non-union – across the country."

There's scant evidence that government-backed PLAs inflate costs to the taxpayer. In

a sideways manner, the ABC acknowledged this in their Dec. 18 statement, which focused on the limited use of such PLAs.

"Of the 2,499 large-scale federal construction contracts valued at \$165.6 billion procured from FY 2009 to FY 2023 subject to President Obama's pro-PLA policy, federal agency contracting officers chose to require PLAs on just 12 large-scale federal construction contracts. There were no reports of widespread cost overruns, delays, labor unrest or poor-quality construction on \$164.4 billion worth of non-PLA projects during this time period, indicating that PLA mandates are

not needed to ensure economy and efficiency in government contracting."

In Michigan alone, several large owners – GM, Ford, Stellantis, DTE Energy and Consumers Energy, among others – see a benefit to their bottom line and seek out the use of PLAs on their construction projects.

"It's estimated this rule will give approximately 200,000 construction workers collectively bargained wages, benefits and safety protections, regardless of union membership status," said the AFL-CIO. "As per usual, union standards create rising tides that lift all boats."

Pipeliners stay busy moving natural gas

(Continued from Page 1)
capture" technology that captures and buries carbon byproducts.

Consumers Energy, which provides natural gas and/or electricity to 6.7 million of the state's 10 million residents in all 68 Lower Peninsula counties, said in 2023 alone they replaced 30 miles of pipeline crossing three counties. The work is part of the 55-mile, \$550 million Mid-Michigan Pipeline Replacement project, which involves the replacement of a total of 55 miles of transmission pipeline in Washtenaw, Livingston, Ingham, Shiawassee and Clinton counties.

The project will involve the replacement of vintage 20-inch pipeline dating back to the 1940s with new 36-inch pipeline that will help the utility move natural gas more quickly, safely and efficiently.

Other work to increase reliability of the company's natural gas storage and delivery systems has resulted in:

- Upgrades to transmission infrastructure, including the mid-

"Rudeness is the weak man's imitation of strength."
–Eric Hoffer (1902 - 1983)

"You can't deny laughter; when it comes, it plops down in your favorite chair and stays as long as it wants."
–Stephen King (1947 -)

"A sound mind in a sound body is a short but full description of a happy state in this world."
–John Locke (1632 - 1704)

"Absolute faith corrupts as absolutely as absolute power."
–Eric Hoffer (1902 - 1983)

Michigan Pipeline.

- The removal of pipe made from vintage materials, in some cases more than 60 years old.

- The replacement of outdated mains and services with streamlined processes.

- The support of hundreds of construction jobs each year.

"Our ultimate goal is to keep costs as low as possible for our customers in the years to come, but we have to make these investments in the short term to achieve that goal," said Holly Bowers, vice president of gas engineering and supply for Consumers Energy.

Just joking

A wife was making the eulogy at her husband's funeral, remembering her last moments with him after she rushed him to the local hospital's emergency room:

"Norman needed a blood transfusion, but his blood type was not on record, so the doctors asked me if I knew what it was."

"They urgently needed to know, to save Norman's life. Tragically, I had never known his blood type, so I only had time to sit and say goodbye."

"I'll never forget how supportive and optimistic my Norman was! Even as he was fading away, he kept on whispering to me, 'Be positive! Be positive!'"

"That was my Norman! Always thinking of others..."



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Bricklayers and Allied Craftworkers

Local 2 members:

\$2,000 Signing Bonus for Skilled Journeyman Bricklayers!

BAC Local 2- Michigan is offering up to a \$2,000 Signing Bonus for Skilled Journeyman Bricklayers and Masonry Restoration Workers who join now and who stay working for our contractors!

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For more information go to: bricklayers.org

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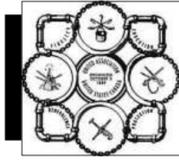
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Local 357 Plumbers, Pipe Fitters & HVAC Service

UA Local 357

KALAMAZOO – UNION MEETING: The next regular Union Meeting will be on **Tuesday, Jan. 9** at 6:30 pm. Other meetings that day will be the Finance Committee at 4:30 and the Executive Board at 5:30.

K-WINGS HOCKEY NIGHT: Local 357 will be participating in a “night out” K-Wings Hockey Game on **Saturday, Feb. 3, at 7:00 pm.** Tickets will be at the K-Wings WILL CALL window. Please call Lori at (269) 679-3708, or email her at lhatfield@ualocal357.com on or before **Wednesday, Jan. 31**, to reserve your tickets.

TRAINING INSTRUCTOR: We are taking resumes for a full-time building trades instructor. Applicants must have welding and industrial rigging experience. If you would like to apply, please turn in your resume to Lori no later than **January 31st, 2024.** Contact Justin Rock at (269) 744-4424 with questions.

UNION DUES REMINDERS: Phone call reminders to pay your dues will not be made. Cash is accepted at the Union Hall for any payments. You also have the option to pay your union dues through the Local 357 website (www.ualocal357.com). Note that you must add a 4% fee for using this site... so, if you are paying a month of dues at \$34.00... you need to pay \$35.36. Other ways to pay include sending a check, stopping by the Union Hall, dropping off a payment in the drop box outside the front door or calling Lori at (269) 679-3708 and paying with a credit card.

RETIREE MEETINGS: Retiree lunch meetings will now be **BREAKFAST** on the 1st Monday of every month. Breakfast will commence at 9 am at Long Island Cafe, 5222 Portage Rd, Portage, MI. Phone number for the location is (269) 218-0003.

MEDICAL CLAIMS ISSUES: As a member, TIC International and Labor First provide a dedicated team of member advocates to assist with the resolution of any and all

Devote more money, not less, to bring lower on-the-job fatalities, AFL-CIO says

(Continued from Page 1)

AFL-CIO President Liz Shuler was irate the Republican-run House majority wants to cut Occupational Safety and Health Administration spending, enforcement and powers by double-digit percentages in the fiscal year starting Oct. 1, and hobble the Mine Safety and Health Administration's enforcement money and powers, too.

“No family should ever have to experience the agony of watching a relative leave for a shift and never come back home,” Shuler declared. “We cannot and will not accept this tragic loss of human life as unavoidable. Workplace fatalities are preventable, but irresponsible employers treat workers as disposable and their deaths as abstract numbers calculated into corporate bottom lines.

“We refuse to allow CEOs to shrug off worker deaths as inevitable or House Republicans to propose cut after cut” to the two safety agencies. “Maintaining a safe workplace should not be a divisive, partisan issue. Now is the time for more resources, standards and agency oversight to ensure our family members have the protections they need to come home at the end of the day.”

A breakdown of the federal figures shows logging was again the most-dangerous occupation, at 100.5 fatal occupational injuries per 100,000 full-time workers. It was also followed, as usual, by roofing (57.5/100,000), hunting and fishing (50.9/100,000). Next came construction helpers (38.5/100,000), pilots and flight engineers (35.9/100,000) and truckers (30.4/100,000).

The higher fatality rates are in contrast to the national workplace injury/illness rate, which, as we reported in our last issue, plunged significantly in 2021 (when the rate dropped 13 percent) and in 2022 (when it fell another 17 percent).

medical claims issues. If at any time you experience an issue with your claims being processed and paid correctly, contact TIC international, (888) 281-3461. For Medicare Retirees – Contact Labor First, (269) 218-3533 or (833) 933-0036.

WEBSITE INFORMATION – FRINGES – TIC: Check out the website at www.ualocal357.com and the **FACEBOOK** Page @ www.facebook.com/UALocal357/. You should sign up for access to your fringe reporting done by TIC via the Union website. To gain access, click on the Member Resources, then click on MRA / TIC Intl Information and then Register. This is where you will type in your Name, Email Address, UA Card # and create your own password. Once you have completed all the information – click on the **LARGE REGISTER** button that is surrounded by a Blue Box. Your User Access will be granted the next business day. To access your account, once it is set up, all you need to do is access the Membership Button again – type in your email address and password – and all your information will be presented. As a member via the website, you will be able to keep track of all your hours and receive an e-mail when the hours are posted to your account. **This is very important as it is up to you to keep up to date on the hours being paid on your behalf by ANY CONTRACTORS.**

CHANGE OF STATUS: If you have a change of status for example: married, divorced, re-married, birth, death, workers comp, address change, etc., please call Lori at the Union Hall. It is very important that we keep all our records up to date. **There seems to be a continuing problem regarding notification of divorces.** (See Pages 6 and 27 in the Summary Plan Description Booklet for clarification).

CONGRATULATIONS: Congratulations to Dakota Gould on his recent marriage to Allyson. Congratulations to Marshall Killian, and family, on the birth of a son, Liam.

Congratulations to Matthew Ursin, and family, on the birth of a daughter, Sophia.

CONDOLENCES: Condolences to the family of brother Jay Hildebrand on his recent passing. Condolences to the family of brother Don Saunders on the recent passing of his wife.

Tradeswomen boost profile with ‘Build Nations’ event

(Continued from Page 1)

we thank them for their support of the highly skilled, hardworking women of the Building Trades. NABTU is committed to continuing to support them and increase opportunities for our sisters in the unionized skilled trades.”

Saturday's Speakers included Nancy Pelosi, speaker emerita of the U.S. House of Representatives; Julie Su, acting secretary of the U.S. Department of Labor; Maria Ford, president of commercial, industrial, and farm & hardware for the Tools & Outdoor Business, a Stanley Black & Decker, Inc. representative; Liz Shuler, president of the AFL-CIO and NABTU's McGarvey.

Sunday's session included keynote speeches from Jim Williams, Jr., general president of the International Union of Painters and Allied Trades, Kilah Engelke, business agent of OPCMIA Local 599, and Nicole Schwartz, executive director of TradesFutures.

Other speakers included Vicki O'Leary, NABTU Tradeswomen's Committee Chair and Ironworkers International Director of Diversity; Erica Stewart, International Brotherhood of Boilermakers National Coordinator of Women in the Trades Initiatives; and Melissa Wells, Special Assistant to the President of NABTU who emceed the event.

The conference started 13 years ago and has grown dramatically every year. A key theme throughout the conference, the Laborers reported, was the importance of breaking down barriers and challenging the attitudes that prevent women from pursuing construction. Although women make up nearly half of the U.S. workforce, only one in 10 construction workers are women. Despite the countless advantages to having a construction career, there are still factors that might stop a woman from choosing one. For twin sisters Suveen and Shmyla Thandi, the biggest barrier was disapproval from their family.

“We've always wanted a career that was challenging and rewarding, and knew that a career in the skilled trades would suit us best,” Suveen explained in her remarks to the TWBN conference. “But our family initially didn't support our career path, especially being in a male-dominated field with a perception that what we were doing was dirty work.” The sisters have been United Association welders for more than a decade.

Year-end lull nicks U.S. construction, but 2024 outlook is solid

(Continued from Page 1)

jobs (-1.3 percent) during that month, among the three worst declines for both numbers and percentage among the states.

Michigan's longer-term numbers are less concerning – our state overall lost only 100 jobs from January through November 2023. And by the end of November, Michigan's construction industry employed 185,800 – 8,000 more than prior to the start of the pandemic in February 2020.

The AGC, as usual, used their monthly jobs report to harp on the ongoing employment situation, as “many contractors are worried about being able to find enough people to keep pace with demand.”

The AGC “urged public officials to boost funding for construction education and training programs and to allow more people to legally enter the country to work in construction.”



Plumbers, Pipe Fitters, Service Technicians, Gas Distribution

ANN ARBOR – UNION MEETING: A monthly union meeting will be held on **Monday, Feb. 12** at 6 p.m. at **7920 Jackson Rd., Ann Arbor, MI.** Members are urged to attend and take an active part in the proceedings.

APPRENTICESHIP OPPORTUNITY: Applications will be available for the Plumber/Pipefitter Apprenticeship Programs for Greater Michigan UA Local 190 JTC. There are two options to apply. Applicants may apply online, starting Jan. 2, 2024 <https://www.ua190.org/apprentice-application.aspx>. The link will be in the upper right of this page and on the UA 190 home web page. The second option is, you can apply, in person, at the Training Center, during normal business hours which are Monday through Thursday 8 a.m. to 5 p.m. and Friday 8 a.m. to 3:30 p.m. Training Center address is 8040 Jackson Rd., Ann Arbor MI 48103. Training Center phone number 734-426-3700. Applications will be accepted Tuesday, Jan. 2 and close on Friday, Jan. 26, 2024.

GAS DISTRIBUTION APPRENTICES DOWN HILL WELDING TRAINING & HELPER TRAINING: Will begin Tuesday, Jan. 2 and run for 2 months. This class will be held at the training center Monday through Friday from 8 a.m. to 4:30 p.m. **In order to take the journeyman gas distribution weld test, you must attend this training as a prerequisite.** Please note that 4th and 5th year gas apprentices have preference to sign up for this welding training. Limited space is available so please contact Pat Duffy at 734-368-4423, Roy Musgrove 734-646-8838 or Ralph Booth at 734-369-1432.

MICHIGAN GAS DISTRIBUTION JOURNEYMAN: If you are currently laid off and you would like to work building trades. Please contact Kristyn at our Training Center to get information on a UA 21 Weld Certification. 734-426-3700 Ext. #1 for Kristyn

FUSING CLASS: Anyone interested in registering for the fusing class, please contact Business Agent Pat Duffy at (734) 368-4423, Business Agent Roy Musgrove 734-646-8838 or Ralph Booth at (734) 369-1432.

MICHIGAN GAS DISTRIBUTION - E-Mail address: Please contact the union hall 734-424-0962 or Pat Duffy 734-

368-4423 to make sure we have a current e-mail address.

MICHIGAN LICENSE RENEWAL: Plumbing license renewals are done online **ONLY!** For detailed instructions and requirements, please visit: www.michigan.gov/bcc. Feel free to stop into the Union Hall and pick up a copy of the instructions. The link is now on the website in the “Members Only” section under “Helpful Member Forms”

CREDIT CARD MACHINE: You now have the ability to pay your union dues or purchase merchandise by credit card or debit card. We accept Visa, MasterCard and Discover. A surcharge of 3.99% is added to your card on the transaction amount. We will then mail you your dues receipt and credit charge slip.

LAI D OFF OR BACK TO WORK – IMPORTANT REMINDER TO ALL MEMBERS: All members who get laid off or report back to work **please immediately contact Karen (734) 424-0962 Ext. #210.** Please report the last day in which you worked. When calling to report back to work please let Karen know the contactor and the date you reported back to work.

PLEASE NOTE: All Members can now go to the website under “members only” and fill out a “back to work” form or “laid off” form.

INFORMATION - FRINGE BENEFIT OFFICE: 2023 HEALTH COSTS: Just a reminder to all members if you have paid 2023 health costs personally, you must submit information to our fringe benefit office by Feb. 15, 2024. If you have any questions please feel free to contact Bernadette at 1-888-390-7473

NEW BLUE CROSS BLUE SHIELD APP FOR YOUR SMART DEVICE: Attention all members you can download the free Blue Cross Blue Shield APP on your smart device. This will allow you to see a copy of your BCBS card, review your claims, explanation benefits and much more. **Download: BCBSM**

A REPRESENTATIVE FROM FRINGE BENEFIT OFFICE WILL BE AT THE UNION HALL: each month on the 2nd, 3rd, and 4th Wednesday of each month. Members will be able to meet with Bernadette from 9 a.m. to 12 p.m. and 1-3:30 p.m. You can reach the benefits office Monday through Friday by calling 888-390-7473.

MEDICARE: When you become eligible for Medicare, please contact Bernadette Maus at our Fringe Benefit office 1-888-390-7473.

The Training Center is open to members wishing to update any certifications, licenses, or qualifications. Office hours of operation are Monday through Thursday 8am. to 5 pm. Friday 8am. to 3:30pm. We will be closed for lunch from Noon to 1pm. Please give Kristyn a call with any questions regarding certifications and training schedules or visit us on UA190.org members only section under training to register for classes online. The Training Center will no longer accept cash payments, we will accept checks or credit card payments only. We are following CDC, OSHA, MIOSHA, MD-HHS, and Washtenaw County Health Department guidelines.

Check your Certifications to make sure that you are current! Please submit all certifications and licenses to the Training Center, so we can keep your profiles up to date.

Lead/Asbestos/Blood-borne Pathogens Training (4 hrs): Please register through the website: ua190.org 2024 Schedule – **Mondays – April 1, July 15, and Sept. 30.** Each class will start at 5:00 pm.

First Aid/CPR Training (4 hrs): Please register through the website: ua190.org 2024 Schedule – **Mondays – April 15, July 22, and Oct 7.** Each class will start at 5 pm.

Welding Lab: Open welding lab schedule is **Mondays, Tuesdays, Wednesdays, and Thursdays from 4:30pm-9 pm** The welding lab will **reopen Jan. 4** and will be scheduled for **Mondays and Thursdays at 4:30pm. to 9pm. and Saturdays 7am to 3:30pm.** The welding lab will be closed for Union Meetings and Holidays. Welding tests will be scheduled after participants are approved by welding instructors and the training coordinator.

ASSE Backflow Certification (40hrs): This is a 40-hour

class, to become an ASSE Certified Backflow Tester (5110).

2024 Schedule: First course starts on **Jan 9.** The second course starts **Sept 10.** Courses run on Tue and Wed for 5 weeks and are limited to 8 participants. Call the Training Center to secure your spot or register through the website: ua190.org

ASSE Backflow Re-Certification (8hrs): ASSE PRICE INCREASE ASSE has increased the retesting fee to \$85 for this recertification. Re-certification for the ASSE Backflow Tester (5110). **2024 Schedule:** First course starts **Feb 13.** The second course starts **Oct 17.** Courses are on Tue and Wed and start at 5 pm. Each course is limited to 8. Call the Training Center to sign up for one of these courses or register through the website: ua190.org

Med Gas Installer and Brazer Certification (40hrs): This is a 40-hour class to be Med Gas certified. Must have a minimum of 4 years, documented experience in the plumbing and/or piping industry. **2024 Schedule:** First course starts **March 12.** The second course starts **Aug 20.** Courses will run for 5 weeks, Tue and Thur. These courses are limited to 16 participants. Call the Training Center to sign up for one of these courses or register through the website: ua190.org

Med Gas Installer Up-Date (8hrs): This is a two-day course. **2024 Schedule:** First course starts **April 16th, 2024,** Second course starts **Sept 24th, 2024.** Courses will be on Tue and Thu and are limited to 24 participants, per course. Call the Training Center to be put on the list for the next class or register through the website: ua190.org

EPRI Rigging and Signal Person Certification (40hrs): This is a 40-hour class, to become Certified in Rigging and Crane Signaling. Must have 5 years of experience or have gone through Rigging Technologies (Apprenticeship Rigging). Next class will be **Spring 2024.** Class size is limited to 8. Please register through the website: ua190.org

EPRI Rigging and Signal Person Re-certification (8hrs): This rigging re-certification will now include the EPRI Signal person certification. Classes are scheduled for the following dates: **Monday, March 18,** refresher starts at 5 p.m. and then on **Monday, March 25,** test starts at 5 p.m. Please register through the website: ua190.org

CONDOLENCES: Our member **Richard Hosler** passed away Dec. 20. **Richard initiated March 10, 2005 and retired February 1, 2011.** To all family members and friends may the care and love of those around you provide comfort and peace to get you through the days ahead. We send our most sincere condolences.

Our member **Lance Stone** passed away Dec. 24. **Lance initiated June 15, 1990 and retired March 1, 2015.** To all family members and friends, may our condolences bring you comfort and may our prayers ease the pain of your loss.

RETIREMENT CONGRATULATIONS: Congratulations to the following members:

Scott Morris, initiated June 10, 1987; retired Nov. 1, 2023

Matt Yeo, initiated July 29, 2002; retired Nov. 1, 2023

Best wishes to both of you for a happy and relaxing retirement.

RETIREE MEETINGS – PLEASE JOIN US: Our next Spades meeting will start at 9 a.m. on Thursday, Feb. 1, at the Union Hall. Come and join us for card games, pastries, and a warm cup of coffee.

NOTIFICATIONS FOR THE BUILDING TRADESMAN PAPER: Please contact Karen Spearin at the union hall, (734) 424-0962 Ext #210, if you would like to put a special notification in the paper.

“If you have made mistakes, even serious ones, there is always another chance for you. What we call failure is not the falling down but the staying down.”

–Mary Pickford (1893 - 1979)

“It is bitter to lose a friend to evil, before one loses him to death.”

–Mary Renault

“The nice thing about standards is that there are so many of them to choose from.”

–Andrew S. Tanenbaum

“Patience has its limits. Take it too far, and it's cowardice.”

–George Jackson (1941 - 1971)



Plumbers & Pipe Fitters

UA Local 333

LANSING – The January meeting will be Wednesday, Jan. 17, 2024 at 7:30 pm at the Lansing Hall, 56405 S. Martin L. King Jr. Blvd., Lansing MI 48911.

Attention: Per Sect. 130 of the UA Constitution monthly dues will go from \$28 per month to \$31.00 per month effective Jan. 1, 2024 for Journeymen with no change for retirees.

A Diversity Committee meeting will be held Wednesday, Feb. 28 at 5:30 pm at the Local 333 Hall, 5405 S. Martin L. King Jr Blvd., Lansing, MI.

WINTER CLASSESCHEDULE, WELD CLASSES

LANSING - Beginning - 1/08/24 - 3/13/24 - Monday and Wednesday 4:30 - 8:30 Advanced - 1/09/24 - 3/14/24 - Tuesday and Thursday 4:30 - 8:30

JACKSON Beginning - 1/08/24 - 3/13/24 - Monday and Wednesday 4:30 - 8:30 Advanced - 1/09/24 - 3/14/24 - Tuesday and Thursday 4:30 - 8:30

BATTLE CREEK Welding - 1/08/24 - 3/13/24 - Monday and Wednesday 4:30 - 8:30

ADVANCE PIPEFITTING - Jeff Thom, Instructor Lansing Training Center, Jan. 29 - Monday & Wednesday: 5-8:30 Total Hours to complete certification - 40 hours. Class limited to 12 members.

MED-GAS CERTIFICATION - Tim Hicks, Instructor Lansing Training Center - Jan. 8, - Monday & Wednesday 5-8:30 Total hours to complete certification - 40 hours. Class limited to 10 members.

INTRO TO NAVISWORKS - Eric Kosloski, Instructor Lansing Training Center - Jan. 28 - Monday and Wednesday - 5-8 p.m. Total hours to complete class - 24 hours. Class limited to 6 members.

Please sign up on the Website - UA333.org or is you need assistance call the Lansing Training Center, 517-323-0333.

PLEASE NOTE FOR ALL CERTIFICATIONS: Per the UA as of January, 2019 all Braze and Weld Certifications shall be updated within 120 days of their expiration date, or you will lose your certifications. Check the date(s) of your Certifications, if they have expired, contact Diana at 517-323-0333 Even though we send out everyone's continuities to be renewed, between changes of addresses and the Post Office, there is plenty of room for error. Ultimately it is the member's responsibility to make sure their certifications are current.

NOTE: Members needing assistance with the Journeyman Plumbing Code test prep, contact Tim Hicks at the Training Center.

Our hearts were saddened recently when we learned of the passing of Nan Perkins-Ehinger who passed away Dec. 18, 2023. She was the administrative assistant for about 30 years at Plumbers & Pipefitters Local 313 and for Local 333 for a short time after the merger. Our thoughts and prayers are with her daughters and their families during this time of deep sorrow.

Condolences to Local 333 retiree Gorden Case on the loss of his son, Michael Case, who passed away Dec. 18, 2023. Our thoughts and prayers are with him and his family.

Condolences to the family of Local 333 retiree Thomas Foor, who passed away Dec. 16, 2023. Our thoughts and prayers are with his family during this time of sorrow.

Heartfelt prayers to Local 333 member David Ballard and Life Member Bruce Ballard on the loss of their mother and wife, Betty Ballard, who passed away Dec. 30, 2023 at the age of 85. Our thoughts are with David, Bruce and the family during this time of sorrow.

Congratulations to Local 333 member Luke Davis and his wife Sarah on the birth of their son, Dax Jimmie Davis, who was born Dec. 13, 2023. Proud grandparents and great grandparents are Kurt and Candy Davis and Local 333 retiree Jim and Connie Davis.

Battle Creek Retirees' Breakfasts are held the fourth Thursday of every month at Lux Café, 2587 Capital Ave., Battle Creek, MI at 9 am. Please spread the word.

Retirees' Breakfast in Jackson: They meet the third Tuesday of every month at 10 am at the Alpha Omega Island, 1188 Jackson Crossing, Jackson MI. The restaurant is at the west end of the Jackson Crossing shopping center.



Local 671
 UA Local 671
 MONROE – The next regular scheduled Union Meeting is scheduled for Feb. 1, 2023 at 7pm. There will also be an Executive Board meeting at 5pm on Feb. 1. If any member would like to attend the Executive Board Meeting, please contact the Union Hall prior to the meeting.
ATTENTION: This paper is to serve as official notice to the membership.

Also, please refer to our website <https://www.unitedassociationlocal671.com/> and its calendar for the latest updates.

Local 671 App: Our Mobile app is back up and running after a large update required by the Apple App Store. The new username will be your last name and book number @ ibusiness-tech.com. (ex. smith1234567@ibusiness-tech.com) and the password is your book number. Contact Winnie if you have any issues logging in.

All upcoming courses and certifications have now also been added to the App under the Training tab. Please contact Justin to register for any training opportunities.

Kid's Christmas Party: Thank you to those who helped once again with the Kid's Christmas Party; it was another success and Santa is always a huge hit! We thank Julie Jewell, Tawni Fenech, Ron and Jo Sweat, Justin and Sara McManaway, and Jerry Payment for their help. We appreciate it!

Congratulations: We congratulate Brother Kyle Jewell on the birth of a Son, Hudson Ryan Sydney Jewell on Dec. 17. Enjoy your wonderful gift!

Vehicle for Sale: We will be accepting sealed bids from Local 671 members in good standing on the 2018 GMC Acadia. The starting bid will be \$12,500, and we will accept the bids until Thursday, Feb. 1 at 4pm. The winning bid will be announced at the Union Meeting that evening. Please contact the Hall if you wish to see the vehicle. Members may drop a sealed bid off to the Hall or mail it in, no call-ins please.

Open Weld Shop Nights: The open weld shop nights are now **Wednesday and Thursday nights** from 6pm-10pm now that school is back in session. **There will be no open welding on Union Meeting or UA weld test nights.** A booth will need to be reserved by noon on the Monday prior to the practice night. If we have (3) or more signed up, we will hold the practice night. Booths will be first come, first served with whoever is practicing for a UA test getting priority.

*Per the UA Weld Quality System Manual, any member who does not currently hold a UA Welding certification must prove that they are ready to take a UA weld test prior to the UA Weld test date. Contact Justin if you want to sign up for the next scheduled UA weld test which will be held on **01/25/2024**.

Valve Technician Recertification Classes: We will be holding (2) Valve Recert Classes on Feb. 3 and March 2. If you have not been contacted for these classes yet, please review your certifications to ensure that you are up to date!

Michigan Plumbing Exam Prep Class: We will be holding classes to prepare Members who will be taking their Michigan Journeyman Plumbing Test. If you have any questions or are curious about your Plumbing hours with the State, contact Justin for details.

Wachs Machining Class: We will be conducting an introductory Wachs Pipe Machining Class. Contact Justin for details.

In Closing: We would like to begin 2024 by wishing everyone a happy and prosperous New Year! It is already shaping up to be another great year for work in Michigan as well as the rest of the country. As always, Local 671 will take ownership, and continue moving forward in order to meet those growing demands.
 Mike Jewell: email: mike@ualocal671.com
 Winnie Fenech: email: vinnie@ualocal671.com
 Carly Neely: Insurance Line (734) 241-6180 email: carly@ualocal671.com
 Local 671 Fax: (734) 242-4692



Local 370
 Plumbers, Pipe Fitters and HVAC Service
 UA Local 370

FLINT The next Membership Meeting is scheduled for **Tuesday, Jan. 9, 2023, at 7:00**
Upcoming Night Class Schedule:

Night Welding Session 1: Jan. 8 thru Jan. 31. Monday and Wednesdays @ 4:30
Med-Gas Jan. 8 thru March 7. Mondays and Thursdays @ 4:30
First Aid & CPR March 6 @ 4:30pm * Sept. 18 @ 4:30
Backflow March 11th thru April 8. Mondays and Thursdays @ 4:30

Night Welding Session 2: Feb. 12 thru March 6. Mondays and Wednesdays @ 4:30. Enrollment opens Jan. 22.

Night Welding Session 3 March 18 thru April 10. Mondays and Wednesdays @ 4:30
 Enrollment opens Feb. 26

HVAC Apprenticeship Class New apprenticeship class begins in January.
 All classes and test days can be signed up with Kaytlin at 810-720-5243 ext 15.

Per our **By-Laws Article XV, The Building Tradesman** is hereby adopted and subscribed to as our Labor paper for all members of Local 370. Said paper to be used for all official notification of membership.

Committee and Board meetings are as follows:

Examining Board – Tuesday, January 9, 2023, at 4:00pm
 FMR Committee – Tuesday January 9, 2023, at 4:00pm
 PAC committee – Tuesday January 9, 2023, at 5:00pm
 Executive Board – Tuesday January 9, 2023, at 5:00pm
 Building Committee – Tuesday January 9, 2023, at 6:00pm
 Finance Committee – Tuesday January 9, 2023, at 6:15pm
 JATC Committee – TBD

ALL GM Worksites and others require Must Safety and Drug Testing: MUST safety modules are only valid for 4 years. Call the hall to sign up for the MUSTSAFE.com website and complete all 18 safety modules. Members will not be eligible to work at any job site requiring them until all 18 modules are complete and are current on their drug test. If your drug test is expired, you must take one before you can be dispatched to any GM work. Drug tests are only valid for 1 year. Call The hall and we will print you a drug test authorization form

Local 370 office hours 7:30am – 4:30pm.
 Sub/Sick checks will be processed 8:00 am – 11:30 am and 1:30pm – 4:15pm daily.

Attendance award drawing for membership meeting information. Members present must have dues paid to date to claim award. The monthly award is \$150.

Attention All Active Members in Good Standing: The Joint Apprentice and Training Committee voted to reimburse any active member of Local 370 who takes and passes any training, testing or certification that may be required to perform their work. This includes Rigging, Med-Gas, Back flow or any work-related training or certification expense. Members will be reimbursed after successful completion and verification of the cost. Lost wages will not be covered by the JATC. Plumbing license renewal is still the responsibility of the member. If you have any questions, please contact local 370 JATC.

Mobile App: is now available for download on your cell phone. Go to the app store and search **UA Local 370**. Download the app and sign in. You can read the latest Building Trades article, see upcoming meeting dates, or pay your dues. This is a work in progress, and we will add more content to the site as we move forward.

Our web site is up and running. ualocal370.org

We are now able to accept Visa, Master Card, Discover and American Express for window dues. If you want to take advantage of this service there will be a \$1.00 per month charge added to the monthly window dues fee and a 3% fee for all other transactions.

Plumbing, Mechanical and Residential Code Books are now available at the hall. The books are \$75.00 each.

Remember to keep your dues current. Any member failing to pay for 3 months shall stand suspended, unable to vote for a
 (Continued next column)



Local 111
 Plumbers, Pipe Fitters & HVAC Service
 UA Local 111

UPPER PENINSULA – **Reminder that the upcoming January Union Meeting has been changed to Jan. 18 and will be held in Marquette @ 7:30 p.m to swear in newly elected.**
Welding Classes: Tuesday Evening weld classes are ongoing at the Escanaba Training Center, classes run from 5 pm-9 pm on a week to week basis. We are also starting Saturday weld classes, 8 am-4:30 pm, once a month. Contact Training Coordinator John Antonew to be added to the notification list. Your position in the class is not confirmed until you receive a reply.

Anyone interested in 1-day shutdowns, please contact Business Agent/Dispatcher, Scott Pendergraft in the Escanaba office.

MRA CARD: Please note, after using your MRA card, you will still need to "substantiate" your claim by sending in your Explanation of Benefits (EOB) or an itemized bill which includes:
 • Patient Name
 • Provider Name
 • Date of Service
 • Description of Service
 • Amount of Service w/receipt of payment

Remember, when using your MRA card, your date of service must be within a year of the date you use your card. If you are having trouble, please call Zenith American at (866) 823-4730 ext. 1 and they will assist you.

Reminder: Check your records and contact the hall with any changes to the following: **E-Mail, home address, phone number, a new birth, marriage, divorce, or death.** Please call April or Rose to have your information updated.

Reminder: It is your responsibility to call the hall as soon as you get laid off, the day you call in is the date that you are placed on the **Out of Work List**, if you do not call in you will not be referred to work.

Reminder to all apprentices, you must attend 4 union meetings per year.

Reminder to Welders/Welding Forms: The UA Welder Qualification Continuity Report forms are available on our website under Training or at the hall. Certifications expire every 6 months and it is **YOUR** responsibility to get your welding forms turned in on time.

Please update all Non-UA certifications (Plumbing License, MUST, OSHA-30, MSHA etc.) by sending a copy of your certification to the Union Hall

Check your dues records! You are assessed a \$50 reinstatement once you become 3 months behind. You are automatically expelled once you are over 6 months behind.

Safety Training on Local 111 Web Site: When taking the on-line safety training, go to our web site ua111.com and click on Safety Links. Members must take these safety trainings for each site to work at each mill. Please take note they are valid for 1 year.

MSHA Training: To register for an MSHA class please go to **Upconstruction.org** and go to the **MSHA calendar** to register. This website applies for cancelling classes also

Local 370, con't
 period of 1 year or run for office for a period of 2 years and subject to a \$50.00 reinstatement fee. Dues must be paid in 3-month increments according to our by-laws. Dues will be accepted up to 6:45 on union meeting nights.

Members wishing to take the U.A. welding certification test contact business agent, Zack Desrochers for application and testing dates.

Local 370 ball caps and winter fleece caps are available at the union offices. Ball caps \$10.00 and fleece caps \$5.00. Pocket Tee shirts are available for \$10 dollars each. Hooded sweat shirts and long sleeve pocket tee shirts are available for \$25.

T.I.C. fringe administrators' toll free number is 1-888-797-5862.



Local 174
 Plumbers, Pipe Fitters & Service Trades
 UA Local 174

COOPERSVILLE – MEMBERSHIP MEETING: The monthly membership meeting will be held on Tuesday, Feb. 6, 2024 at 7:00 pm in our Assembly Hall at 1008 O'Malley Dr in Coopersville. The front office will remain open until 6:55pm.

ATTENTION: This paper is to serve as the official notice to the membership.

Retiree Breakfast: The retiree breakfast will be held on **Thursday, Feb. 8, 2024**, at 9am at New Beginnings Restaurant in Coopersville.

Condolences: It is with sadness we report that brother Robert Bolek passed away on 1/1/24. Please keep his family in your thoughts and prayers.

Building Trades Instructor: Local #174 J.A.T.C. is hiring a full time Building Trades instructor. The ideal candidate will have a Michigan Plumbing License, practical plumbing experience, and working knowledge of CAD. The job duties include: creating and developing curriculum both in the classroom and the shop, monitoring apprentice progression, helping apprentices attain licenses and certifications and working with the training staff to ensure apprentices receive a well-rounded education. Please submit resumes to Chris Phillips at cphillips@ua174.org, or drop it off at the training center office. Resumes will be accepted until Jan. 31.

Organizing Update: *I hope everyone had an amazing Christmas and here's to the New Year! I've been getting more involved with social media, using the different platforms to get the message out about "Union vs Non-Union; we have more in common than what divides us." I have been receiving quite a few calls from the lawn signs that I put up, welders looking for a better opportunity, some of them from different states. I forward their information to the MPT lead and we get them in contact with their respective local unions. I wanted to extend my appreciation to everyone who has had a non-union worker reach out to me, it's been amazing! The members are the ones with boots on the ground at the different job sites. Embrace the non-union worker, all they know is what their boss tells them or teaches them about the union. Leading by example and educating them speaks volumes, this is what brought me to join the union 22 years ago.*

"We're all doing the same work, we're just not all getting the same wages and benefits!" It has never been a more perfect time to organize with the workload that is here, but it is definitely a team effort! The message is clear, you deserve better wages, benefits, and representation which is why you need a UNION! –Work safe, Johnny Ortiz (616) 307-8551

Hiring Rule Reminder: As per section 5.8 of the CBA, the 50/50 hiring provision applies only to jobs working under the Local CBA. Any national agreement jobs calling for manpower are not eligible for the 50/50 provision.

Contact Information: If you need to change or verify your contact information, PLEASE CONTACT THE UNION OFFICE as soon as possible so we can keep our system up to date.

New Aetna Cards: Aetna has mailed new I.D. cards to all members who are enrolled in active member coverage (not Medicare retirees). The only difference between the old card and the new card is the toll-free number on the card. All other information will be the same.

FRINGE PLAN THIRD PARTY ADMINISTRATOR: (SOLXSYS)

West Michigan Plumbers, Fitters and Service Trades Local No.174 Fringe Benefit Funds
 5600 New King St, Suite 330, Troy, MI 48098 (855) 407-5862

Health Insurance Contact Info:
Active and NON-Medicare Retirees
 Aetna: (855) 878-4101
 EAP: (888) 238-6232
 Save-Rx: (800) 228-3108

Medicare Retirees
 Retiree First: (616) 345-0788

Current Health Insurance Premiums:
 Active Member/Working Retiree \$1,110.33
 Non-working Pre-Medicare Retiree \$791.10
 Medicare Single \$123.63
 Medicare Couple \$247.26
 Medicare with Pre-Medicare Spouse \$497.13
 Medicare Surviving Spouse \$126.67

Solxsys, Aetna, Labor First: If you have issues with any of our fund service providers, contact Ryan Bennett at rbenett@ua174.org. Please try to remember who you spoke with; this will help the company fix the problem.

Dues: Please keep your monthly window dues current. You can find your dues balance on the website or by calling the Union office. Remember that if you are expelled from the UA, you are no longer eligible to attend Local Union events such as meetings, picnics, awards banquets, and Christmas parties.

Dispatch: We have split up the dispatch responsibilities between the Business Agent and the Assistant Business Manager positions. Each person will be on dispatch for 2 weeks. There is a dispatch email of: dispatch@ua174.org which both offices have access to. The dispatch phone extension will switch between the two offices depending on who is on dispatch.

Jurisdiction: Remember to always call into the local you are traveling to. Do not rely on anyone else to call in for you. They will not get into trouble. It is the member who is working in another local who has not checked-in who will get in trouble. Please contact Ryan Bennett if you see another local's contractor or member working in our jurisdiction.

Metal Trades, Helpers, and Trainees: Please remember that if you are working as a Metal Trades, Helper, or Trainee your raises are based on the day you were first dispatched to work at that classification. If you are not sure of your dispatch date, please contact the Union office. **It is up to you to let the Union office know that you are due for a raise.**

Labor Councils: - Kent Ionia - 3rd Wednesday of the month / 5:00pm / Contact Nathan for location

Lakeshore – 3rd Thursday of the month / CIO Hall 490 West-ern / 6pm

All members are encouraged to become active in our area Labor Councils. Please contact a Union Officer for details. *The Kent Ionia Labor Council has recently moved from the building on Benjamin and will be rotating meeting locations monthly.

Training News:
FIRST AID: First Aid/CPR/BBP class will be the second Thursday of the month, from 5:00p-9:00p. The next classes will be held Thursday, February 8, 2024, and Thursday, March 14,

2024.
WCP: The next weld test event will be Saturday, January 13, 2024, @ 8:00 am. The capability demonstration will be on Thursday, January 11, 2024, from 5:00p – 9:00p. Please call/text and sign up if you plan to test.

ASSE BACKFLOW RE-PAIRER: Class is scheduled to begin on Monday, January 8, 2024 @ 5p – 9p. The class will run Mondays and Wednesdays for 3 weeks. Testing on Wednesday, January 24, 2024.

CSD-1: Class is scheduled to begin on Tuesday, January 9, 2024. Class dates will be 1/9, 1/10 and 1/11 at 5:00pm.

HVAC/Low GWP Refrigerant Safety: Flammable and Mildly Flammable Refrigerants (A2L):

As the HVACR industry continues to move forward and innovate, common refrigerants that were once used are now being phased out and replaced with Low GWP refrigerants(A2L). Technicians will require additional training for the safe handling and transportation of these refrigerants. Night training classes will be offered for A2L safety certifications and dates will be announced soon. The prerequisite required to attend this class is holding a current EPA608 certification.

OPEN WELDING: If we have enough interest, we will begin to have open weld nights. They are typically on a Wednesday night, if interested please call the office to get your name put on the list.

APPRENTICE PERFORMANCE EVALUATIONS: When filling out an evaluation please be as candid as possible. These evaluations serve as a metric as to where the apprentice should be in school and helps us recognize any deficiencies.

If you have a certification that has expired in the last few months and have questions regarding recertification, please contact the Training Office. Many certifications have extended grace periods on expiration dates. Please contact Chris Phillips or Nicole Schumaker if you have questions. Call the Training Office @ (616)837-0222 x16 (Chris) /Nicole @ (616)837-0222 x30 Or via text Chris (906)322-1592 / Nicole (231)206-4213.

"While we have the gift of life, it seems to me that only tragedy is to allow part of us to die – whether it is our spirit, our creativity, or our glorious uniqueness."

–Gilda Radner (1946 - 1989)

SOCIAL SECURITY DISABILITY REPRESENTING BUILDING TRADES BROTHERS & SISTERS OVER 35 YEARS BIESKE & ASSOCIATES

Many people are wrongly rejected when they apply for Social Security Disability benefits. Money was taken out of their paychecks for Social Security taxes to ensure that they would receive disability benefits if they could no longer work full-time. Sadly, the government denies approximately 60% of those who apply for disability benefits.



Attorneys J.B. Bieske and Jennifer Alfonsi have 55 years combined experience representing only Social Security disability clients. And they personally meet with all clients and appear themselves at all court hearings. Many large firms assign experienced attorneys to your case. And some of these firms are located thousands of miles away and only fly the attorney in the day of the court hearing. Attorneys Bieske and Alfonsi have vast experience before local Michigan judges.

Attorneys Bieske and Alfonsi can often make a winning difference at the application stage. And, if an appeal is necessary they have won several hundred cases before a court date is even set.

Those denied can appeal on their own but statistics for many years reveal that those represented by attorneys win a much higher percentage of appeals. And attorneys who specialize in Social Security Disability cases win a much higher percentage yet.

In addition to practicing only Social Security disability law attorney Bieske has written a book for attorneys about the subject and has been interviewed on various television programs. Both attorney Bieske and Alfonsi have also been interviewed on radio programs and have given speeches to many groups.

Attorneys Bieske and Alfonsi offer free phone or office consultation. If they represent you, there will be no fee charged until after the case is won. The fee is a percentage of retroactive benefits.

Bieske and Alfonsi represent clients from all over the state of Michigan. They maintains offices in Sterling Heights, Livonia, Southgate and Novi. Call them at 1-800-331-3530 for a free consultation if you have been denied, or if you are thinking of possibly applying for Social Security benefits.

- ONLY SOCIAL SECURITY DISABILITY CASES
- WE WILL PERSONALLY REPRESENT YOU
- OUR FEE PAID AFTER YOU WIN

www.ssdfighter.com



UA Local 85
SAGINAW – The next Union Meeting will be on Wednesday, Jan. 24, 2024, at the Union Hall at 3535 Bay Road at 7:00 PM.

Congratulations to all who ran and to all that won in the Local 85 Election. New Officers, Trustees and Committee Members will be installed at the Wednesday, January 24th Union Meeting. I am excited to serve with all of you.

Please note: Our new mailing address for all correspondence has changed to 3535 Bay Rd. Saginaw, MI 48603.

Contact Information:
Justin Pomerville, Business Manager (989) 799-5261 x 8513 jpomerville@ualocal85.org

Jamie Badour, Business Agent (989) 799-5261 x 8515 jbadour@ualocal85.org

Tim Danielak, Business Agent (989) 799-5261 x 8514 tdanielak@ualocal85.org

Clint Steele, Business Agent (231) 499-7330 csteale@ualocal85.org

Bobby Anderson, Organizer (989) 799-5261 x 8512 rjanderson@ualocal85.org

Kristin Tuthill, Office Professional (989) 799-5261 x 8511 ktuthill@ualocal85.org

Please check the ualocal85.org or our Facebook page for the most up-to-date information.

The new website is up and running. Please check out www.ualocal85.org. Click on Local 85 Members to access members only information. Login information is username: first initial with full last name. Password is 00 with your UA Card Number. If you should have any difficulties logging in, please call Kristin at (989) 799-5261 ext. 8511.

Social Media: Like us on Facebook, Instagram, TikTok, @UALocal85. Facebook has our Members Only page for updates at UA Local 85 Members Group.

SUB Fund:

Print Unemployment Payment History located underneath the Certification Tab when logged into your MiWAM account. Deadline for submissions is Noon on Thursday in order to receive a check that Friday. Checks will be mailed out on Friday. No in-person pickups allowed. If a holiday falls on a Friday, checks will be issued on Thursday and deadline will be moved up to Wednesday by noon.

Where to submit documents: Address: UALocal Union 85 SUB, 3535 Bay Road, Saginaw, MI 48603 Fax: (989) 791-3468 Email: SUB@ualocal85.org

SUB Application for Benefits: Must be on file in order to receive SUB Check. Available at the Hall.

90-Day Rule: The weeks you are claiming must be submitted within 90 days of the first Monday following the week in which you are eligible to receive a State benefit per the Plan Documents.

Taxes: There are no taxes taken out of SUB Fund Checks, however they are taxable wages and you will receive a W-2 at the end of the year. If you want taxes withheld from your SUB Fund Check, please indicate the dollar amount for Federal and State on each SUB submittal.

NOTE TO ALL MEMBERS:

Address & Phone Update: Please call the Union Hall to update any address or phone number changes at (989) 799-5261.

Beneficiary Cards: Please call the Union Hall for any changes in beneficiary information at (989) 799-5261.

Website Address: Please visit www.ualocal85.org.

Insurance: When you are working out of another Local's jurisdiction it may take up to 90 days for your Insurance and Pension to be reciprocated back to Local 85, which may cause problems with your Health Insurance. ALWAYS SAVE YOUR CHECKSTUBS and fax them in to the hall at 989-791-3468 with the local you are working out of indicated. We will fax them down to BeneSys to keep your insurance up to date.

Fraternaly,
Justin M. Pomerville
Business Manager/Financial Secretary, Local Union 85



DETROIT – Membership of Plumbers Local 98: The officers and staff at Local 98 hope you and your family had a wonderful Holiday season and the New Year finds you all safe and healthy. Go Blue! Go Lions!

Announcements, information on meetings, links to your benefits, the Training Center, and more can be found on our web site. Go to UALOCAL98.COM.

Special Nominations for the office of (1)-Business Agent, (1)-President, (1)- Recording Secretary, (1) Executive Board Position & (2) Examining Board Members. This will be held on January 18th at the Union Hall at 5:30 pm. Located at 555 Horace Brown Drive, Madison Heights, Michigan 48071.

Nominations may be made in person at this meeting including self-nominations or write-ins. Written nominations should include name, address, phone number and UA card Number of the nominee. Nomination form should be signed by the nominee and must specify the position/job they are running for. Written nomination form must be received by the Business Manager prior to nomination meeting by 2:00pm, January 18, 2024.

The special election will be held February 15th from 9am-7pm at the Union Hall. There will be a candidate meeting following nominations to go through rules for candidates on running an election and campaign lists. To vote in the election all members must be in good standing for 1 year prior to the election, and 2 years in good standing to run for an office.

Members are asked to bring an ID or union card to the polls for verification. In event of a tie, a run off election will be held February 26th, 2024 from 3-7pm at the hall.

Meetings & Union Hall. The next regular Union meeting is January 11th at 7:00pm at the Union Hall.

The Executive Board meetings are generally held the first Thursday of the month at 5:30pm and before all Union Meetings.

Retiree Meetings. The next Retiree Meeting is Wednesday, January 10th from 12pm-2pm at Local 98!

Applications are now being accepted for our apprenticeship. Learn more at Plumbers98TC.org/apprenticeship.

Expelled members: There are no expelled members at this time.

SUB Apps/Out of Work List. SUB You have 48 hours to report being out of work and to fill out a SUB App whether you qualify for SUB or not. It is your responsibility to check your location on the Out of Work List. Make sure your contact information is up to date, as well as MUST and other certifications. If you have any problems with state agencies involving unemployment, or questions on MUST models and staying current, please contact Gary Glaser at 313-580-0148 or Dan Nixon at 248-752-3702.

Benefits. *We now have a dedicated BeneSys employee at the Union Hall to help with the following issues: Health Insurance, HRA, SUB, Short Term Disability, Eligibility, and Claims. Her name is Brooke, the Local 98 Health Insurance Specialist. Brooke is receiving the calls coming into Local 98. In order for us to best track all issues please call the hall at (248) 307-9800 and select option #2 for Brooke. If Brooke is on the other line, please leave her a message and she will get back to you promptly.

New Benefit. We will have a new benefit for the working members of Local 98 and their families. We are proud to announce we have secured a 2-year agreement with Delta Dental starting March 1, 2024. There is zero cost to the fund at this time. Please watch the insurance mailings for the annual benefit information for 2024. We still will offer the DENCAP (Golden) Dental plan for the retired members who wish to purchase this plan.

Please select option #4 for Financial Secretary Jon DeRoo if you are looking to retire. Please (Continued next column)



UA Local 636
DETROIT – Special Nominations Meeting – Here are the nominees:

Business Manager (1 to be elected): Larry Krisniski

Financial Secretary-Treasurer (1 to be elected): Jake Regits

Business Agent (2 to be elected): Jeff Selph, Mark Puz Jr., Jeff Lewis, Dan Gurley, Mike Pierce

Executive Board (1 to be elected): John Verran, Mike Ferrante II, Brandon Spaulding, Kim Pigeon, Ed Hyvonen

Financial Committee (1 to be elected): Malcome Harris, Michael N. Sylvester, Bill Fast

Examining Board (1 to be elected): (1) Jason Blouin

Michigan Pipe Trades Delegates (2 to be elected): Frank Grammatico, Jeff Rimer, Lou Hadley, Ed Hyvonen, John Verran, Mike Ferrante II, Mike Pierce, Mark Puz Jr., Brandon Spaulding, Malcome Harris

The Special Election will be held Monday, Jan. 8, 2024 at St. George Cultural Center.

A Runoff Election will be held Tuesday, January 16, 2024 from 3-7pm in the event of a tie vote for any office, before the Regular Union Meeting, 7pm at St. Georges Romanian Cultural Center (See address above).

Before our next regular meeting, Tuesday, Jan. 16, 2024, Workman's Compensation Attorney Marshall Lasser will speak at 6:30 pm and answer any questions you have.

Office Hours have changed back to 8:30 am – 4:30 pm Monday – Friday.

CALLING ALL RETIREES! The Retiree Association is looking to recruit more retirees to their meetings. The meetings are a great place to catch up, find out helpful information and enjoy very informative guest speakers. The Retirees will be meeting the 3rd Thursday of every month at 11am at Local 636 Union Hall. The next meeting will be held Jan. 18, 2024

Message from Frank Grammatico, Treasurer, Retirees Association; First of all, I'd like to thank the Executive Board for their kind donation this past November towards the Retirees Thanksgiving Lunch. It was a big hit and the members enjoyed it very much.

Secondly, I want also to thank Local 636, The MCA, and the anonymous donor who contributed towards the Widows Basket Fund. Their generosity allowed us to fill 30 baskets and gift cards to our unfortunate widows. We have not passed out baskets since 2018, and the widows were delighted to see volunteer retirees appear at their doorstep on Dec. 18. My thanks to the volunteers and my wife Lori for carrying on the tradition again. Wishing you and yours a prosperous New Year!

The December 19, 2023 Awards Banquet, for those members earning Service Pins and Certificates that were unable to attend, you may pick up your Pin and Certificate at the Local for the next 60 days.

New 988 crisis helpline. The (Continued next column)

Plumbers 98, con't

set a meeting up with him. We recommend doing this at least 6 months before retirement.

In Memoriam: Our sympathies to family and friends of Brothers Gerald Abbe, initiated 08/14/1952, a 71 year member; Floyd Zapfe, initiated 1-13-1966, a 51 year member; and Wayne Griffin original date 8-5-52, re initiated 12-10-91, 30 year member.

We are currently looking for Industrial, Residential and Service Plumbers & Apprentices. This is a great opportunity to expand and grow, as many members are looking to retire. If you know anyone working Non-Union or is a past member that may be interested, have them call Organizer Rob Moses at 248-763-2187. Or get online at The Training Center for more information on Apprenticeships.

In solidarity I remain, Carlo Castiglione, Business Manager Plumbers Local 98



SETTING A FOUR-INCH cast iron drain pipe on the sixth floor at the Residences @ 150 Bagley project in Detroit is Earl Ray of Plumbers Local 98. He's employed by Ben Washington and Sons Plumbing and Heating.



Sprinkler Fitters Local 704

DETROIT – The next regular business meeting will be held Wednesday, February 14, at 5:30 P.M. at the Union Hall. The Executive Board will meet the same evening at 4:30 P.M.

Training Classes: A fire

pump testing class is being scheduled at the Local 704 Training Center. Call Jeff Gray to reserve your spot. ASSE 15000, ITM classes are scheduled for after the first of the year, this is a forty-hour class. Contact the training center for more information.

Reminder: Article V, Section 13 of Local 704's Constitution, By-Laws, and Rules of Order. Any project that falls into the jurisdiction of Local 704 shall be manned by not less than two (2) members. Any member violating this By-Law shall be brought before the Executive Board for a trial and be subject to a fine.

Article IX, Section 4 of Local 704's Constitution, By-Laws, and Rules of Order states: Mem-

bers shall report all job starts to their local union office.

It is the members' responsibility to notify the Union Hall when they return to work.

Phone numbers to remember: NASI is 1-800-638-2603 for information regarding Health and Welfare or Pension fund questions.

TIC International: 248-645-6550 for D.C. Fund distribution questions.

Jason May (Merrill Lynch): 248-655-4048 for D.C. Fund Investment questions.

A reminder to please update any change of address or phone number changes with the Local Union Hall.

A speedy recovery for all our sick and injured members.

Pipefitters Local 636, continued

UA and the MCAA have made a joint investment to spread awareness on the way we approach mental health and suicide prevention. With the implementation of the Department of Health and Human Services 988 Lifeline, new resources are now available. When people call or text 988, they will be connected to trained counselors who will listen, understand how their problems are affecting them, provide support, and connect them to resources.

Our deepest condolences go out to the members, families and friends of the following, who have passed from our ranks: Member Kevin Poehlman son-in-law and Member Chris Lakes Father Robert H. Lake Jan. 2, 2024, Lifetime Member Don Munson Dec. 9, 2023, Lifetime Member James E. Campbell Nov. 22, 2023; Lifetime Member Curtis Wilson Nov. 21, 2023; Lifetime Member Peter Keller Nov. 25, 2023; 27-year member and twin brother of Dennis, Douglas McVettie Nov. 25, 2023; Lifetime Member Alvin Clark Dec. 4, 2023. May they Rest in Peace.

Get Well Wishes to Bradley Auten, Charles Baker, Barbara Brown, Patrick Cullen, Michael Ferrante II, David Fox, Jamie Klimowicz, Joseph Petrocella, Andrew Sarniak, Mark Surowiec, Tom Wills, John Zemmer, Rob Stevelinck.

Following is a list of our recent Retirees who have passed their tools and knowledge to the next generation. We thank them for their time in the field advancing our trade and the Brother/Sisterhood they continue to show in our local. **Congratulations on your retirement!**

Arthur Abbey III, Ronald Adkins, Steven Bragg, Brad Fasser, Michael Fontana, Bruce Johnson, Jeanette Peters, Curis Ruppel, Dwayne Muchenhirn, Robert Schroeder.

Dues. NEW- We are now able to email your dues payment receipts, this will help us save on the cost of mailing receipts. Please call the Local to update your email and phone numbers.

Local 636 has set up an autopay system for your dues so you will never miss a payment. Please contact Kim Kavanaugh at the union hall, she will be more than happy to help you with payment made by credit or debit card.

S.U.B. -NEW- SUB checks for Local 636 will be printed and mailed from BeneSys. Participants should continue to send all applications and weekly proof to the SUB Fund office for review and processing by emailing subpay@pipefitters636.org.

The SUB Fund office will no longer be able to cut checks for walk-ins, only process SUB request.

The SUB Fund office will have all payments entered in the SUB System by 10am on Wednesday.

After 10am every Wednesday, BeneSys will generate the checks in the SUB System and have them printed and mailed from Troy production.

Once direct deposit begins, members choosing direct deposit will have the payments deposited into their accounts on Fridays. That is the reason for processing being done on Wednesdays.

Direct Deposit Authorization Agreement forms for SUB-PAY were mailed by BeneSys and can be found on our website and you can call the Local for one.

Considering Retirement? Any member may meet at the office during business hours with Jake Regits, Financial Secretary-Treasurer, to begin the process. Jake can be reached at ext. 5, to schedule an appointment so that he can get all of your paperwork in order, or if you prefer, contact our Members Phone Line 248-641-4936 at BeneSys for your retirement paperwork. **Please allow a 60-90-day notice that is necessary** to adequately process the requests for paperwork, getting the forms sent to the participant, the member completing it and returning it to the Fund Office for final processing.

Are you "Work Ready"? Have any of your safety modules expired? Is your Drug Test current? Check your report card at mustsafe.org and if it is time for renewal call the Training Center 248-585-0636 and they will register you. Be "ready" when the calls come in. Safety modules and drug tests are paid for by the Contractors Association.

WHEN YOU STAY CURRENT WITH YOUR SAFETY MODULES, DRUG TEST AND FIRST AID, YOU WILL QUALIFY FOR FUTURE CERTIFICATION PAYMENTS.

Training Center News. Regular night welding running through the Winter will be Monday and Thursday nights from 4pm till 8pm

Certified Brazing class Monday and Thursday Night 4 till 8 Starting Mondays Feb. 12 at 5 PM: Ammonia safety 1.

Starting Wed. Feb 21st at 5 PM: CSD-2, and Chiller-tear down

Starting Thursday Jan 11th at 5 PM: Hydronics-1 for HP boilers Monday and Thursday nights with Jason from 5 till 8 starting Feb 12th:

Basic VRF and Refig. piping class.

Absorber class starting March 1st.

Running Saturdays Jan. through April:

Orbital/cleanroom, and HDPE Fusion class, RMD/GMAW, Downhill

All classes are \$50 per 5 weeks. Call Kim at the Training Center to sign up.

Most states pass \$15 minimum wage level

By Mark Gruenberg
PAI Staff Writer

NEW YORK (PAI) – At the rate states and cities are raising their minimum wages – far beyond the federal figure of \$7.25 an hour – “Fight for \$15” may soon be obsolete. Try “Fight for \$17,” as Sen. Bernie Sanders, Ind-Vt., advocates nationally.

And don't forget the “...and a union,” adds the National Employment Law Project (NELP), whose report produced the latest numbers – because rising wages and increased union activism, organizing and wins feed off each other.

NELP analyst Yannet Lathrop reports 28 states and Washington, D.C., have surpassed the \$15 minimum wage. And that understates the progress of the last year for workers and their families.

“On Jan. 1, 2024, the minimum wage increased in 22 states and 43 cities and counties,” Lathrop adds. Some of those hikes came on top of prior increases.

“In 47 of those jurisdictions, the wage floor will reach or exceed \$15 per hour for some or all employees, including one state and 26 localities where the wage floor will reach or exceed \$17 per

hour for some or all employers.”

Of course, the fight for higher pay for the nation's lowest-paid most-exploited workers isn't complete. The other 22 states still adhere to the federal minimum wage of \$7.25, which has been stuck there since 2009.

And Southern states, as well as deep-red Mountain and Plains states, are notably absent from NELP's compilation of minimum wage hikes.

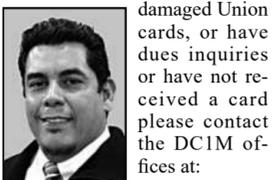
“These increases are the result of underpaid workers organizing, demanding, and winning higher wages over the past decade,” Lathrop writes.



Michigan Painters District Council

Painters DC 1M WARREN – Dear Members, DC1M WEBSITE: www.iupatdclmichigan.org

DC 1M UNION CARDS* Any questions regarding a lost, damaged Union cards, or have dues inquiries or have not received a card please contact the DC1M offices at:



ROBERT GONZALEZ

Warren Office: (586)552-4474 extension 100
Freeland Office: (989) 695-6888

PAINTERS DISTRICT COUNCIL 1M SMART PHONE APP. Painters District Council 1M is pleased to announce its' all new APP. For IPHONE go to IOS store, For ANDROID got to Google Playstore Search for "Painters and Allied Trades" download APP Username: your member id# Password: painters

With this APP you can access training classes, Local Union meeting times and dates, receive alerts, and communications from your Union, etc.

GET INVOLVED AND PARTICIPATE IN YOUR UNION!

OUT OF WORK/ BACK TO WORK: To keep work placement efficient, please notify the office when you are laid off or going back to work.

Warren office# is 586-552-4474 or Freeland office# is 989-695-6888.



Glaziers & Glassworkers Local 357

Glaziers & Glassworkers 357 WARREN – Happy New Year!

The January Union meeting has been canceled due to falling on New Year's Day. Our next regular scheduled union meeting will be held on Monday, February 5, 2024 at 6pm. Please make every effort to attend.

SPECIAL NOTICE: This is to inform you that your February 5, 2024, meeting will be Special Called to nominate a Treasurer. If needed, we will have a Special Called meeting on March 4, 2024, to elect a Treasurer.

These meetings will begin at 6:00 pm and be held at 14587 Barber Ave. Warren, MI 48088

SPECIAL NOTICE: District Council 1M is seeking an Organizer for the Glaziers. To be considered for this position you MUST attend the 3-day organizer boot camp, which will be held on Friday, Feb. 9, 2024, from 5pm-10pm, Saturday Feb. 10, from 7 am-10 pm and Sunday Feb. 11, from 7 am – 5 pm. This boot camp will be held at the Warren office – 14587 Barber Ave. Warren, MI 48088.

If you are interested, please RSVP by Feb. 2, by emailing the director of organizing David Sarrieto at dsarrieto@iupatdclm.org

The IUPAT pension has updated the pension website. There is new information that could be helpful. iupatpension.org

The IUPAT has a new app that you can download. It's called IUPAT Mobile Member Portal. You can find this in the app store, and it is a free app. Once you download this app, you will need your union member id to log in. You can find your member id printed on your quarterly union card. Once you log into this app it's a helpful tool to track your hours worked, and it also has a digital copy of your union card.

Keep your working status current; this helps protect your benefits if you have a mailing address and/or telephone number change, please notify the Union and Fund Offices of the changes. Dues payments may be mailed to the Union Office at 14587 Barber Avenue, Warren, MI 48088. Make checks payable to: **DISTRICT COUNCIL 1M** in care of Glassworkers #357.

When traveling to work out of town, all members are reminded-

(Continued next column)
"All generalizations are dangerous, even this one."
-Alexandre Dumas (1802 - 1870)

District Council 1M

Business Manager: Robert Gonzalez
Meeting date: 2nd Tuesday of every month at 6:30 p.m., with the Executive Board meeting at 6 p.m.

Place: 14587 Barber Ave, Warren MI 48088 & 419 S. Washington Ave, Lansing MI 48933

Local Union 312
Business Rep: Tim Schwerin
Meeting date: 2nd Wednesday of every month at 6:30 p.m.
Place: 1473 N. 30th St., Galesburg, MI 49053

Local Union 514
Business Rep: Scott Mikulen
Meeting dates: 1st Wednesday of every month at 7:30 p.m.
Place: 7920 Jackson Road, Ann Arbor, MI

Web site: www.iupat-local514.org.

Local Union 826
Business Rep: Rocky Ackerman
Meeting date: 2nd Thursday of every month at 5:30 p.m.
Place: 3115 Joyce St. Burton, MI 48529

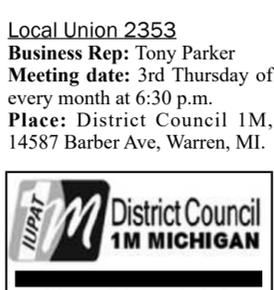
Local Union 845
Business Rep – Fred Frederickson
Meeting date: 1st Thursday of every month at 7 p.m.
Place: 419 S. Washington Avenue, Lansing, MI 48933

Local Union 1052
Business Rep – Jake Fluty
Meeting date: The Fourth Wednesday of every month at 6:30 p.m
Place: 3115 Joyce St., Burton MI 48529

Local Union 1803
Business Rep: Josh Ovalle
Meeting date: 4th Tuesday of every month at 5:30 p.m.
Place: 7677 Midland Road, Freeland, MI 48623.

Local Union 2352
Business Rep: Jeremy Haviland
Meeting Date: 3rd Tuesday of every month at 6:30 p.m.
Place: District Council 1M, 14587 Barber Ave., Warren, MI.

Local Union 2353
Business Rep: Tony Parker
Meeting date: 3rd Thursday of every month at 6:30 p.m.
Place: District Council 1M, 14587 Barber Ave, Warren, MI.



Sign, Pictorial & Display Local 591

Sign Pictorial & Display 591 WARREN –The next General Membership Meeting will be held on Tuesday, February 6, at 6:30p.m. Trustees and union stewards meet at 6:20 p.m.

Members must be in good standing (dues up to date) with district council 1 app or receipt of paid dues to attend meeting.

Anyone possessing a union membership and willingly works at a nonunion shop doing union work can have charges preferred against them under Sec. 16.4, and 19.8 of the District Council By-laws

Any questions on local union issues, please call Jeremy Haviland at 586-899-0183, your Business Representative.

Questions pertaining to Local 591 Pension Fund issues call 248-645-6550 and/or Health Care issues call 248-358-3340 or 800-482-8736 which will then be answered directly through fund office.

OUT OF WORK: BACK TO WORK: procedure for laid off and back to work: When laid off or going back to work, call the office. 586-552-4474.

Local 357, con't

ed that they must check in with the local that you are working in as per the International Constitution and our local C.B.A.

The Fund Office address is Michigan Glass and Glazing Joint Funds, P.O. Box 966, Troy, MI 48098-0666; phone number: 248-641-4957; fax 248-813-9898.

If you are in need of safety modules, please contact your employer if you are employed or the union office @ 586-552-4478, if you're not. Any questions call the hall or call the Council @ 586-552-4474. Participation is very important to keep our union strong, so try to make it to a meeting.

-Business Rep. Don Stepp



Local 514 Cement Masons & Plasterers

Operative Plasterers and Cement Masons Local 514

DETROIT – The next membership meeting is Tuesday, Feb. 20, at 7 pm. There will also be an Executive Board meeting the same day at 5:30 pm. Please make every effort to come fellowship with your brothers and sisters. The meeting scheduled in January is cancelled due to the conflict with the yearly MITA Conference.

We thank all the members and family members who came to our annual Christmas Party! Local 514 would like to wish all the members a safe and prosperous 2024.

Please contact the local at 248-548-0800 or you can email your updated information to: abest@opciami.org Please send your updated information in a timely manner.

Membership gold cards-Congratulations! January 2024: Donald Monette 30-Years MUST Safety Awareness Training: Please check the MUST website at www.Mustsafe.com to see how many modules you have. Your username is your full social security number and your password is the first four of your social security number.

Please activate your Blue Cross Blue Shield account. To activate your Blue Cross member account online go to bcbsm.com/register and select register now.

Beneficiary Reminder: Please remember to designate or update your beneficiary choice especially after a divorce on all your OPCMIA Local 514, American Income Life Accidental Benefit, Pension and Healthcare funds. The law requires that in the event of an untimely death your benefits go to your estate and may be taxable. Each individual benefit needs to have a designated beneficiary.

It is important for all members to keep the Local updated on addresses, email and phone numbers. If you need to change an address or add an email and phone number, please call the Local at (248) 548-0800.

Death Certificates: Please always notify the Union Hall with a phone call when a member of the Local has passed away and submit a copy of a Death Certificate for deceased active or retired member.

Attention All Apprentices, now you will need to go to the website: www.micementplasterertraining.com to enter your work hours. When you get to the website click the link "About" and then click on "Apprentice monthly work form instructions". You will be able to put in your hours so Larry can keep track for your raises. Any questions please feel free to contact Larry with any questions you might have.

If you are a Military Veteran, please contact the Local so we can update our records. Please call (248) 548-0800.

The Local's website is: www.opcmiami.org. Please refer to website for updated information.

O.P.C.M.I.A. Local 514 has a satellite office in Flint. We welcome Member and Contractors in the Flint area to handle their business transactions at: 2630 Grand Traverse, Flint, MI 48503. Appointments may be made by contacting Business Agent Mike Stanfield at (517) 719-2316, or the Business Manager Henry Williams at (313) 215-5063.

Members working for non-signatory commercial contractors are having a negative impact on our market share. The work forecast this year looks better than last. Members working non-union will be brought up on charges and fines will be enforced. Let's work together to secure our future!!

We must stay vigilant in our effort to promote our trade. If you are working in a crew of 5 or more an Apprentice must be on the crew. Help out! Call the Local at (248) 548-0800. Training is the key to our future!

Please make sure your modules and drug test are up to date, there are some plant jobs that do require the MUST modules. You can go online at: www.mustonline.org Call the Local if you need a drug form sent out.

Please make sure that we have all of your current contact information, address and phone number so we can keep the fund offices updated for your health care and pension and also if you are having your vacation checks mailed out. If you have moved, please contact the Local and we will change your addresses with all of the fund offices.

Important Notice For Plasterers and Detroit Commercial Cement Masons: You are able to find out more about Fund investments, change your investments, obtain your balances, and, during regular business hours, speak to a representative by contacting Principal either via its website, www.Principal.com or by telephone, 800-547-7754. Access and make changes to your account two easy ways:

Go online: Principal.com
If you are a first-time user, go to Principal.com/Welcome Select Get Started. Enter your first name, last name, date of birth, mobile phone number (this is the quickest way to verify your identity), and your ID number (this is either your Social Security number or a specific ID provided by your employer) or ZIP code. Agree to do business electronically and click Continue.

If you don't provide your mobile phone number, you'll need to answer a few personal questions as an alternative way to confirm it's really you.

Create a unique username, set a secure password, and add your email address. Select and answer three security questions to use if you need to call us. You now have access to your online account, and you'll get a confirmation email within a few minutes. The first time you log in, you'll need to choose where we send you verification codes (text message, voice call, or authentication app) and how often you want to use them. Feel free to call Principal at 1-800-547-7754 and speak with someone between 7 a.m. and 9 p.m. CT Monday-Friday with any questions regarding online access.

As always, if you have any questions or need help on any matter relating to the Fund, you can contact the Fund Office for assistance at (248) 645-6550 or 30700 Telegraph Rd., Ste 2400 Bingham Farms, MI 48025-4524 The Fund Office's business hours are 8:15 a.m. to 4:30 p.m., Monday through Friday.

Plasterers and Cement Masons: It is your responsibility to fill out reciprocity forms if you plan on working out of the local 514 area. This will ensure that your hours are sent back to your home fund. If you have any questions, or need any forms, please contact the Local.

Please make sure your beneficiary information is up to date. Any changes to your beneficiaries can be made at the Local.

If you have questions concerning your pension benefits, **Road Builders** can call: Toll Free at 1-877-876-9357 or (517) 321-7502.

Plasterers and Commercial Cement Masons can call: (248) 645-6550 for pension and annuity, and Toll Free 1-877-876-9357.

All **Plasterers and Cement Masons** can contact (517) 321-7502 for health & welfare information now through Outstate Michigan Trowel Trades Blue Cross/Blue Shield of Michigan.

For the INTERNATIONAL PENSION Call 1-888-880-8222 Toll Free or (202) 638-1996.

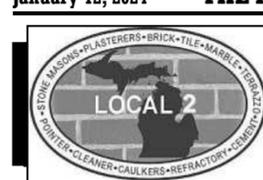
"He who undervalues himself is justly undervalued by others."
-William Hazlitt (1778 - 1830)

"In matters of style, swim with the current; in matters of principle, stand like a rock."
-Thomas Jefferson (1743 - 1826)

"Cheers to a new year and another chance for us to get it right."
-Oprah Winfrey (1954 -)

"We should every night call ourselves to an account: What infirmity have I mastered today? What passions opposed? What temptation resisted? What virtue acquired?"
-Seneca (5 BC - 65 AD)

"No one is useless in this world who lightens the burdens of another."
-Charles Dickens (1812 - 1870)



Bricklayers and Allied Craftworkers

BAC Local 2

WARREN/LANSING – **The SEMI-ANNUAL UNION MEETING** will be held on Saturday, Jan. 27, 2024 at 10 am at BAC Local 2, 21031 Ryan Rd., Warren, MI 48091.

JANUARY 2023 MEETINGS:

MARQUETTE CHAPTER: Monday, Jan. 15 at 7 PM, 119 S. Front Street, Marquette, MI 49855

SAGINAW CHAPTER: Tuesday, Jan. 23 is CANCELLED.

*** D A T E**

CHANGED* TRAVERSE CITY CHAPTER: Wednesday, Jan. 17, at 6:30 PM, 3912 Blair Town Hall Road West, Traverse City, MI 49685

ALL CHAPTER MEETINGS ARE CANCELLED (EXCEPT FOR THE MARQUETTE CHAPTER & HOUGHTON MEETINGS LISTED BELOW) FOR THE MONTH OF FEBRUARY 2023 DUE TO THE SEMI-ANNUAL MEETING.

HOUGHTON: Thursday, Feb. 15 at 7 PM, 37737 Highway 26, Toivola, MI 49965

MARQUETTE CHAPTER: Monday, Feb. 19 at 7 PM, 119 S Front St., Marquette, MI 49855

UNION DUES UPDATE Effective Jan. 1, 2024, the dues discount will be changing. It will now be pay 9 months, get 3 free. To receive discount, you must be current on dues.

DEATHS REPORTED: Our sincere condolences go to the family and friends of **Brother Peter Accica** (Tile Layer, Marble Mason & Terrazzo Worker) who passed away on Dec. 3, 2023. Brother Accica had been a member for 38 years.

Our sincere condolences go to the family and friends of **Brother William Budreau** (Bricklayer) who passed away on 12/03/2023. Brother Budreau had been a member for 61 years.

Our sincere condolences go to the family and friends of **Brother Eugene Feinauer** (Bricklayer & Cement Mason Mason) who passed away on 12/29/2023. Brother Feinauer had been a member for 74 years.

Our sincere condolences go to the family and friends of **Brother Clark Gorham** (Bricklayer & Stone Mason) who passed away on 11/29/2023. Brother Gorham had been a member for 69 years.

Our sincere condolences go to the family and friends of **Brother Robert Klopfer** (Bricklayer) who passed away on Dec. 10, 2023. Brother Klopfer had been a member for 69 years.

****IMPORTANT NOTICE**** Future union information and negotiation surveys will now be sent via text message. You must be signed up to receive these messages. You can sign up via the following: Text **2MI to 50607** You'll receive a confirmation text asking for your member number (IU#). Respond with your six-digit IU number and you will receive Local 2 Text Messages going forward!

WEBSITE UPDATES: Be sure to check out our new website at <https://www.bricklayers.org> and our app, which can be found in the IOS and Android app stores by searching for Bricklayers Local 2.

CRAFTWORKERS NEEDED: We need Skilled Bricklayers, Restoration workers and Caulkers in Metro Detroit. If you are available for work, or know anyone who is skilled in our crafts, contact your Field Representative on their cell phone. You can also have those who are interested call either the Warren

office (586) 754-0888 or the Lansing office (517) 886-9781.

SIGNING BONUS FOR SKILLED CRAFTWORKERS: Local 2 will pay up to \$2,000 as a **Signing Bonus** for skilled Journey Level craftworkers who come to work for one of our Union Contractors. For more details and information, call your Field Representative or either the Warren office (586) 754-0888 or Lansing office (517) 886-9781.

A SPEEDY RECOVERY: is wished to all those who have been sick or injured. Let's keep them all in our thoughts and prayers.

BAC LOCAL 2'S TRAINING CENTERS: Both Local 2 Training Centers are open to our members. To make your appointment for your annual RESPIRATOR FIT TEST or for other scheduled appointments at the Warren or Lansing Training Center, please contact Howard Hipes directly at (517) 749-1102.

Go to <https://www.michiganbricklayers.org> to view the Apprenticeship and Training website and register for future 2023 online training classes.

APPRENTICE WORKSHEETS: Turning in monthly worksheets is a requirement of your apprenticeship. Apprentice Worksheets **MUST** be filled out completely and submitted online. They can be found at <https://www.michiganbricklayers.org/resources>. For more information on the Training Centers visit: <https://www.michiganbricklayers.org>

MEMBERSHIP ASSISTANCE: During this COVID-19 pandemic, the IUBAC Member Assistance Program has a number of services available for free or at a discounted rate to BAC members and their families. These confidential services can be seen at <https://baeweb.org/member-service/member-assistance-program-map> and are also available via telephone, (888) 880-8222 and ask for Membership Assistance Monday – Friday 8 am – 8 pm. These services were established and are intended to help get us through difficult life situations.

FACEBOOK: "Like" Local 2 on Facebook "Bricklayers & Allied Craftworkers Union, Local 2 of Michigan."

E-MAIL ADDRESS: Local #2 wants to use every means possible to communicate with you. Sometimes we have time sensitive information (such as job openings, picket lines, funeral arrangements and other such communications) that would be most efficiently done via e-mail. Please submit your address by sending an e-mail to information@bricklayers.org and in the subject line place "Local #2 e-mail address" then type your name, phone number and e-mail address in the body of the communication. We appreciate your time and effort in helping us accomplish this task.

PENSION AND HEALTH INSURANCE INFORMATION.

BAC of Michigan Health & Welfare Fund – (248) 828-6000
Michigan BAC Pension Fund (Outstate) – (800) 531-2244
Metro Detroit Bricklayers Pension – (248) 641-4954
Michigan BAC Vacation Fund – (248) 828-6000
Cement Pension & Vacation Funds – (248) 645-6550
CALL-A-DOC – (800) 835-2362

International Pension/Annuity Fund – (888) 880-8222 or (202) 638-1996 (bacbenefits.org)

"It's odd that you can get so anesthetized by your own pain or your own problem that you don't quite fully share the hell of someone close to you."
-Lady Bird Johnson (1912 - 2007)

"Hegel was right when he said that we learn from history that man can never learn anything from history."
-George Bernard Shaw (1856 - 1950)

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IBEW Local 131
KALAMAZOO – The next **General Membership Meeting** will be held on Feb. 5, at 6 p.m.
The next **Renew meeting** will be held on Feb. 5, at 5 p.m.
The next **Executive Board meeting** will be held on Jan. 15, at 5 p.m.

Brotherhood night is the 2nd and 4th Wednesdays of the month at CJ's from 3:30 to 5:30PM.

131-day Celebration (Jan. 31) will be held at One Well, 4213 Portage Rd. at 3 PM.

The **Pension Education Meeting** will be held on Feb. 29, at Union Hall, at 6 PM.

The **Work Outlook** continues. We have open calls for Hi-Tech. Moore and Hi-Tech all have crews working on the Pfizer site. Work at Zoetis downtown is moving along. Flemington Instrumentation and Gurtz are still working on the MAPS Project and plan to be there until the end of January. Gun Lake Casino Hotel and Water Dome look like a lot of work, steel is starting to go up. No windows, looks like a very cold and muddy job site. The State of Michigan has approved the 2023 NEC code book. We are still waiting for the requirements for the Code Update Classes.

With a heavy heart I am sad to report Brother Mitchell VanKruiningen III a 51-year member, passed away on Dec. 17, 2023, at the age of 77. Mitch was such a good talker. Mitch will be missed.

Training: State Exam Prep class will be held from Tuesday, Jan. 9, to Feb. 27, 2024. The class will run from 5-8 PM. at the Union Hall. Call the hall to put your name on the list.

Wilson-McShane has been sending emails addressing your special fund accounts. Receipts are required when using the special fund card (WEX Account). Wilson-McShane is asking for receipts. You must produce them, or the IRS requires that you pay taxes on the payouts. The Blue Cross Blue Shield (BCBS) explanation of benefits could be used. Please call the hall or Wilson-McShane for help.

Three Months or more behind in counter dues payments are the following suspended members: Joshua Blaszak, Joshua Chopp, Joshua Cook, Justin Garcia, Marcus Mays, Tomas Montoya, Richard Peebles, Adam Poling, Brenton Rugg, Justin So-wash, Cody Stokan, Jason Streit, Jason Tiefenthal, Gerald Yerden, and Joseph Zirkelbach II.

K - Wings Hockey game on Jan. 26 against the Fort Wayne Komets. The local website has a link to purchase the tickets.

RETIREMENT: NEBF and IBEW PBF application takes at least 3 months to process but can be filled out as early as 6 months before your planned retirement effective date. If you are nearing retirement, please call the hall and set up an appointment with Christine. You will need to submit copies of your social security card, birth certificate, marriage certificates and divorce decrees for you and your spouse(s) with your applications. Important numbers for you to write down: NEBF 301-556-4300 * IO Pension 202-833-7000

Retiree Lunches at the following locations:
Jan. 17, at Olive Garden, 6700 S. Westnedge Ave. Portage. @11.
Feb. 21, at Red Lobster 6535 S. Westnedge Ave. Portage, @ 11.
March 20, at McGonigle's Irish Pub, 3512 E. Main St. Kalamazoo. @11.

Every Tuesday, a smaller group of Retirees meets at Uncle Ernie's Pancake House, 4005 Portage St., Kalamazoo, MI 49001 @ 10 a.m.

On the last Friday of each month a group of retirees and others meet at Jac's Cekola's Pizza, 3112 S. Ninth Street, Kalamazoo, MI. 49009 @ 11:30.

Check out the Local 131 website. There is a new tab called "Retirees. You can find the Retirees calendar of Events. There is a list of those who have retired. If you think of something you believe we should post, please let me know. All Memorials (members and members families) and full obituaries can be viewed on (Continued next column)



IBEW LOCAL 252

IBEW Local 252
ANN ARBOR – BE SURE TO KEEP BENEFICIARY FORM UPDATED: A friendly reminder that beneficiary forms are available at the fund office AND at the hall for anyone that may need to update beneficiary information. If your information needs to be updated, it needs to be updated at BOTH.

TRAINING CLASSES 2024: ALL CLASSES START AT 5:00 PM

Conduit Bending class Tuesdays, Jan. 9 thru Feb. 13

Instrumentation Part B Tuesdays, Jan. 16 thru March 12

Electric Vehicle Infrastructure Training Program Mondays, Jan. 15, 29 & Feb. 12

Code Update session 1 Mondays and Thursdays, March 4, 7, 11 & 14

Code Update session 2 Mondays and Thursdays, March 18, 21, 25 & 28

Code Update session 3 Mondays and Thursdays, April 8, 11, 15 & 18

Code Update session 4 Mondays and Thursdays, April 22, 25, 29, & May 2

CPR/First Aid Tuesdays, March 7, 14, June 6, 13, Sept. 5, 12, Dec. 5, 12

There is a \$50 fee to hold a spot in all classes except First Aid/CPR. You must register one week prior to class start date. Call the Training Center at (734) 475-1180 to register.

NEW TRUSTEE: Matt Schroeder has been appointed as a trustee.

LABOR MANAGEMENT COMMITTEE OPENING: If you're interested in filling the open labor management committee seat or looking for more information please contact President Mike Cox at (734)424-0978.

New Member Orientation: There will be a new member orientation on Feb. 21. Start time TBD.

Financial Advisor Joe Moynihan will be at the February Union Meeting to discuss finances.

2024 Union 4 Life Gun Calendar: Purchase your 2024 USA Union Sportsmen Calendar and enter the USA's 2024 2-Guns-A-Week Sweepstakes for 104 chances to win a firearm in 2024! Beginning Tuesday, Jan. 2, prize winners will be drawn each week for 52 weeks. Sweepstakes entrants are eligible to win multiple prizes! These calendars make great Christmas gifts for the hunters/gun enthusiasts in your life, or just treat yourself for a chance to win! Online calendar registration is available until April 15, 2024. Only mail-in registrations will be accepted after that date. Entries registered after Jan. 1 will only be included in drawings that occur after the registration date. Calendars are \$35.00 and can be purchased from an apprentice, the training center, or online at www.union4lifecharity.com.

Pheasant 4 Life Hunt: There will be a field hunt on the morning of March 9 at Ringneck Ranch, 14904 Hanover Rd., in Hanover to benefit U of M Rogel Research Center. The hunt usually begins between 8-9 a.m. Cost is \$150 per person, with a deposit of \$50 due by Monday, Feb. 15. If a dog is needed it is \$100 per group. Payments can be made at the JATC, Union Hall, or by Venmo. Bird cleaning is \$3.50 per bird if desired. Food, beverages and snacks will be provided. BYOB. Contact Joe Jarecki for more information at (734) 770-5114 or joejarecki4@gmail.com.

Retiree's Card Game: The

Local 131, con't

the website under the "Memorials" Tab.
If you hear of anyone's passing, please notify the Hall. Job listings can be tracked. A recorded message of calls for employment will be available after 5 PM by calling (269) 382-1762 and posted on the website under "Job Listings". The job call will list the name of the employer and the number of employees needed.

The Union business office will offer all the work calls available at the time of the job offer. Any registrants that are interested in a call may either apply in person at the union business office between 8 AM and 8:30AM OR leave a message on the recorder, stating they wish to apply for a job call.
Morris Applebey
Business Manager

first Thursday of every month Local 252 and UA 190 retirees meet at the Union Hall for card games and donuts. The games start at 9 a.m. Please come join the fun.

Retiree's Breakfast: will take place the second Wednesday of each month at 8 a.m. at Leo's Coney Island, 160 S. Zeeb Rd., Ann Arbor, MI 48103. There is parking and entrances in both the front and rear of the restaurant.

MUST DRUG TESTING: Please make sure your MUST drug testing is current as you cannot work on a U of M project or several other projects in the jurisdiction without being current. Local 252 has a zero tolerance for alcohol or drug use.

ERTS: Please make sure that you are signed up in the Electronic Reciprocity Transfer System. You must be signed up in ERTS before working outside of Local 252's jurisdiction or your benefits will not be transferred back.

Aflac Insurance: Aflac has teamed up with the IBEW to offer its members Aflac benefits at a reduced rate. Contact Representative Lisa Enerson for information about Accident, Cancer, Critical Care, Dental and Vision insurance from Aflac. Phone number: (517) 306-0144.

AT&T Discount: Union members can save up to 15% on the monthly service charges of qualified wireless plans, or unlimited calling for \$15/mo. for AT&T Wireless Home Phone plans. Visit UnionPlus.org/ATT with discount code 4924966.

RETIREMENT: NEBF and applications take 3 months to process but can be filled out as early as 6 months before your planned retirement effective date. IBEW PBF applications usually take 3 months to process but are running a couple months behind. IBEW PBF applications can be filled out 6 months before your planned retirement date. If you are nearing retirement, please contact Alana at the Union Hall to start your paperwork at least 3-6 months before your planned retirement date. You will be asked to submit copies of social security cards, birth certificates, marriage certificate, divorce decrees, etc. for you and your spouse with your applications. For a full list of required documents please contact the Union Hall.

NOTICE TO RETIREES: If your 50-year commemorative watch stops working for any reason please contact the hall.

Congratulations: Retiree Harlan Van Blaricum, competing in the 80-84 age group, participated in the Michigan Senior Olympics Swimming and outdoor Track and Field events in August, and the indoor Track and Field events in November. His total medals this year were 10 gold, 6 silver, and 1 bronze! After 2 years of injuries, he plans to hang up his competitive running shoes. Congratulations Harlan!

CONDOLENCES: The Local sends our sincere condolences to the family of Steven Cebulski, who passed away on Dec. 11, 2023. The Local sends our sincere condolences to the family of Gerald Brittain, who passed away on Dec. 22, 2023. Gerald was the father of Local 252 Brother Todd Brittain.

CREDIT CARDS: The Local is now accepting credit cards to pay union dues. We accept Visa, Master Card, American Express and Discover. There is a fee of 3.5% to use your card.

DUES PAYMENTS – Please look at your dues receipt. If your dues paid through date shows 12/2023, your dues are not current. "A" members pay \$131.25 for first quarter 2023. "BA" members pay \$67.80 per quarter for 2023. Please mail your check to 7920 Jackson Rd., Ann Arbor, MI 48103. Your first quarter dues (January through March) are due now. **Payments for first quarter dues will be accepted no later than 11:30 A.M. on Friday, March 29, 2023.**

Future Dues Increases: **Effective July 1, 2024:** A Members will pay \$134.25 per quarter.
Effective Jan. 1, 2025: A Members will pay \$140.25 per quarter.
Effective July 1, 2025: A Members will pay \$143.25 per quarter.

"General principles should not be based on exceptional cases."
– Robert J. Sawyer (1960 -)



SETTING A STRAP at the Residences @150 Bagley project in Detroit is Kennan Kidd of IBEW Local 58. He's employed by Edgewood Electric.



IBEW LOCAL 58

IBEW 58
DETROIT – The next General Membership Meeting will be held on Tuesday, Jan. 16, 2024. Dinner begins at 5:30 and the meeting will start at 6:30.

Electrical Industry Training Center is offering Continuing Education classes. Please check them out at <http://www.detroititc.org/continuing-education/>. We will start to cancel classes if they don't meet the minimum enrollment requirements, or more hopefully we will order books for those of you who've signed up. Members on the Storm Book must secure their training through the Continuing Education Program offered by the school. If you need assistance in registering, call the Training Center, 586-751-6600.

The 988 Suicide & Crisis Lifeline (formerly known as the National Suicide Prevention Lifeline) offers 24/7 call, text and chat access to trained crisis counselors who can help people experiencing suicidal, substance use, and/or mental health crisis, or any other kind of emotional distress. Please Call, Text, Chat! IBEW Local 58 Cares! Call 988!

IBEW Local 58 Brick Pavers- are available for purchase, please contact the Union Hall for an Order Form. 7x9 brick pavers can have up to 6 lines of lettering and 17 spaces per line. \$100 Donation per Brick. NOTE: No symbols or clipart can be added to brick pavers. To purchase or for questions about the pavers please contact Stacy at the Union Hall 313-963-2130, extension 3015.

Local 58 Dues Department – Stay current on your dues! Look at your Dues Receipt – if your paid through date shows 12-31-2023 or earlier, you are not current and will have a reinstatement fee (4 months or more behind). If you are paid through 6-30-2023--you have lapsed and will have to see the Executive Board. It is your responsibility to pay your dues on time – this could affect your retirement or death benefit. You can pay on the APP/Website, send a check, or call and pay over the phone. We ask that you keep the Local up to date with your address, email, and phone number.

Detroit Electrical Workers Benevolent Fund (DEWBF): The next DEWBF meeting will be Feb. 6 at 5:30pm. Our next event will be the Ken Fitzhenry Super Bowl Fund Raiser, Sunday, Feb. 11, 2024. There is a \$10 entrance fee. Super Bowl raffle tickets are available now at the hall for \$20 each or electronic payment options to purchase raffle tickets are available at Venmo: @belly58bf or Cash App: \$belly58bf. If you have questions or concerns, please contact Mike Bellhorn at 586-612-5964 or Gym Mackey at 313-727-6269. All prizes from the Super Bowl event are provided by ABC Warehouse in Canton. For a discounted price call Ryan Heinrich at (734) 981-7780. All Tradesmen and families are welcome to receive this Building Trade discount.

Members of the Community Service Committee: The next meeting will be Tuesday, Feb. 13 at 5:30p.m. The Wobbly Kitchen (Sundays in the Park) will be the 2nd and 4th Sundays of each month, starting at the union hall and then traveling to Cass Park. We are asking volunteers to show up at the hall at 8 a.m. to help with food prep, organization, and loading. Questions can be directed to Ray Kujawski at (248) 496-1916 (call, text, leave a voicemail). Local 58 is very active with community service in the Metro Detroit area and has a variety of upcoming projects that require the help of volunteers and helping hands. Contact the Union Hall (313) 963-2130 or Ray Kujawski for further information to volunteer or participate.

Members of the Entertainment Committee: The next Entertainment Committee meeting will be Tuesday, Feb. 13, 2024 following the Commu-

nity Service Committee meeting that starts at 5:30 p.m.

EWMC of Southeastern MI – The next chapter meeting is scheduled for Monday, Jan. 22, 2024 at 6pm. This will be an in-person meeting with a ZOOM option. Please make sure your cell phone no. and your email address are up to date. The meeting information will be sent out as soon as available. If you are not receiving the notices, please make sure that your information is updated here at the hall. Please bring any suggestions that you have for EWMC involvement and engagement. Volunteers will be needed as we continue with our efforts.

The RENEW Committee meeting will be on Tuesday, Jan. 23, 2024 at 5 PM.

The Safety Committee meeting will be on Monday, Feb. 12, 2024 at 5:30 PM.

The Veterans Committee – will now be meeting on the 3rd Wednesday of each month. The next meeting will be Wednesday, Jan. 17 starting at 5:30 pm.

The Political Action Committee- If you have any questions or concerns or would like to attend our next PAC meeting you can reach out to our registrars at registrar@ibewlocal58.org. Political Action Committee Meetings are held on the 1st Wednesday of the month via Zoom and in person at the hall at 5:30 pm.

Local 58's Women's Committee- Our next meeting will take place on Jan. 25, 5:30pm at the Hall and also on Zoom. If you have questions, please contact Committee Chair Angela Panicucci (586-291-8014) or Co-chair Liz Gorski (586-921-3087). Email at 58womenscommittee@ibewlocal58.org

Local 58 Motorcycle Group: Open to everyone and all riders are encouraged to join us! Requirements need to be met for patched membership. For more information, please visit our Facebook page for planned rides and updates @ IBEW Local 58 Motorcycle Group. Contact Vice President Anthony Anderanin @ 313-999-3829, aanderanin@gmail.com or Grace Trudell @ 517-715-7563 for more info.

IBEW LOCAL 58 Retirees Association: Our next luncheon will be Wednesday, Jan. 24, at the Gazebo Banquet Center, 31104 Mound Rd., Warren. Doors open at 11 a.m. and lunch is served at 12:30. Send your reservations with your checks (payable to the Retirees Association) in the amount of \$25 per person, to IBEW #58, Attn Retirees, P.O. Box 32756, Detroit MI 48232-0756, questions call Elaine Crawford at 313 408-5885.

THE FLORIDA LUNCHEON is on Wednesday, Feb. 21, if you are interested in attending, please contact Syl Ludwic, at 352 250-1178 or sludwic@gmail.com to reserve your spot. 2024 DUES; If you haven't paid yours yet, send your checks for \$8 per person, to the aforementioned address at the local. The ORAL HISTORY PROJECT has started back up, if you are interested in adding your story to this collection, call the local at 313 963-2130 to put your name on the interview list. You will be contacted by a member of the committee for interview dates and times.

The Retirees Annual Florida Luncheon will be on Feb. 21, 2024 (Wednesday). It's getting close to that time of year. Yes, the great Florida annual Luncheon. I

hope everyone had a good summer. I was disappointed to find that Austin's Olde World restaurant is no longer open for lunch. Therefore, for this year, we will hold it Feb. 21 at Applebee's, 4329 S. Tamiami Trail, Venice, FL, 34293, 941-497-7740. They will close a section for us, we order off the menu and pay our own bill. Time of arrival 11:45.

After lunch we can discuss other alternatives or continue to hold it there. I would like everyone to let me know if you plan to attend, so Applebee's can close off the proper space. Contact information is: Syl Ludwic, 352-250-1178, or sludwic@gmail.com

Alcoholics Anonymous Meetings take place every Wednesday at the IBEW Local 58 Union Hall, (1358 Abbott St, Detroit, MI 48226), starting at 6 pm. All trades welcome.

Electrical Workers Credit Union – Our website is <http://WWW.EWCU.NET> (313) 963-6060. In the market for a loan? Check out our low rates! New auto as low as 5.75%. Give us a call today to find out how to apply or go online at <http://www.ewcu.net>. Who's your Beneficiary? Here are some tips to help make sure your account is up to date with us. Review your beneficiaries periodically, especially if a life change occurs. Be sure the wording is correct, especially if you name more than one beneficiary.

Give us a call and we can check who you have listed. State of Michigan Escheat Law: The law states that any deposit account with no activity for 3 years must be turned over to the State. What can you do? Contact us today to find out your account status. Conduct a transaction by either deposit or withdraw (any amount). Close account.

As of 12/31/2023, the following members have lapsed membership: Ahern, Mark A.; Ahola II, Timothy A.; Anson, Janet L.; Bentley, Eric D.; Crump, Scott M.; Foreman, Derek R. Fornalewicz, Michael; Gean, Kevin A.; Hill, Jeffrey S.; Karol, Michael S.; Kidd, Kennan E.; Kostera Jr, Richard L.; Kozlowski, Jesse; Laesch, Eric J.; Lucas, Warren F.; Maxwell, Jason B.; Mazur, Thomas A.; Murray, Vance D.; Olson, Robert J.; Saxton, Toney H.; Staddon, William J.; Test, Joseph A.; Tremper, Steven K.; Urban, Vitold H.

Be sure to keep the Union Hall updated with any changes to your phone no., address, and email.

IBEW Pension: Congratulations to the following members who have been placed on International Pension: Rodney P. Anderson, James Berkau, Keith Coderre, and Karl Kretschmann.

Members that have Passed Away: Charles A. Odren, Pension member, 66-year IBEW membership, Husband to Beverly Odren, Father to retired JIW Craig Odren, Brother to retired JIW Ronald "Dip" Odren, Uncle to JIW Bryan Odren, Father-In-Law to Tech I Eric Glowacz, Great Uncle to Tech I Austin Peltier, and Uncle to Assistant Business Manager Jim Peltier. Charlie was predeceased by JIW's Fay Odren Sr., Fay Odren Jr. and James Odren; Robert "Dr. Bob" Preuss, Father to JIW, Business Agent of IBEW Local 58 Ric Preuss; Ida Selewski, Spouse of Pension member Victor Selewski, Mother to JIW Victor Selewski Jr.

We extend our sincere sympathy to the families on their loss.

CASH FOR \$CRAP METAL

**Aluminum - Copper - Brass
Nickel - Alloys - Carbide
Radiators - Lead - Batteries**

<p>McNichols Scrap Iron & Metal Co. 6500 E. McNichols (near Mt. Elliott) mcnicholsscrap.com (313) 365-6100</p>	<p>Detroit Iron & Metal Co. 8300 Dix (corner Lonyo) detroitironandmetal.com (313) 841-5100</p>
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IBEW Local 445

BATTLE CREEK – Negotiation Survey Postcard You should have received your Negotiation Survey Postcard. Please scan the QR code and complete the survey. It will take about 10 minutes, but it will help the Negotiation Committee tremendously.

Christmas at the Hall was a huge success again this year. Thank you to all that attended!

Electrician Appreciation Day: The First Electrician Appreciation Day was held here at the Hall on Dec. 13, 2023. The food was provided by Saint Samuel's Food Truck (member Sam Fry), and it was out of this world. Thank you to All-Phase, Kendall and Medler Electric Supply houses for attending to network with us and providing raffle prizes!

Members passings in 2023. We recently lost Brother Robert "Bob" Presley, a 39 year member. Please keep Bob and his family in your thoughts and prayers. We also lost Brothers Kenneth Eyre, Dennis Beatty and Ira Beach in 2023. A moment of silence for each Brother!

Delta Dental – Active Members should have received the new Delta Dental cards and information on the covered services. If you haven't received your cards, please contact the Hall. You can also visit deltadentalmi.com and set up an account to see your dental card as well as your EOB's.

Retiree Dental. You should have received a dental election form in the mail in December 2023 for dental coverage that will begin Jan. 1, 2024. If you haven't received your election form, you can contact the Hall for additional information. The election letters went out late, so anyone who didn't get them in to Wilson-McShane by Dec. 27, 2023, will be set up with their election effective Feb. 1, 2024.

General Membership Meeting is the second Monday of each month and starts at 5:00 p.m. at the Hall.

2024 Personal information As we have entered into the new year, it is time to think about your personal information that we have on file at the Hall. Please keep your address, phone number and email address up to date at the Hall. Also, contact the Hall with marriages, births of children and divorces. You have a limited time frame to add/remove dependents. Beneficiary cards and forms are also available at the Hall if you need to update them.

Executive Board E-Board meets the fourth Monday of each month starting at 4:30 p.m.

Wilson-McShane has replaced TICI for our benefit administration as of June 1, 2023. Please have a little patience as the transition has had some bumps that they are smoothing out. You can visit www.michiganelectrical.org to create a new account under the Member Portal tab.

You should have received new WEX cards that are white. Please dispose of the old blue cards as they will no longer work. The website to access your Special Fund is <https://ibewmichigan.lh1ondemand.com/Login.aspx>. There is an app you can download from your app store **MI IBEW Special Fund**.

Retiree Breakfast: The Retiree monthly breakfast at 9am at Lux Café at 2587 Capital Ave SW. Mark your calendar for the third Thursday of each month to attend.

Local Website - Please check the Local 445 website for the latest information, including job postings. The Local 445 web address is IBEW445.com. Make sure you check out the **Resource Link** page for important related websites.

Respectfully Submitted, Wanda Secrest Recording Secretary

"When Alexander the Great visited Diogenes and asked whether he could do anything for the famed teacher, Diogenes replied: 'Only stand out of my light.' Perhaps some day we shall know how to heighten creativity. Until then, one of the best things we can do for creative men and women is to stand out of their light."
- John W. Gardner (1912 - 2002)



Local 665

LANSING – WORK OUTLOOK: Local 665 has OPEN CALLS and will need help from our travelling brothers and sisters. Call the hall for the most up to date information. 665 will be experiencing unfilled calls for all of 2024.

MEMBERSHIP INFORMATION: Local 665 has reached a milestone. We have just surpassed 700 members in the local. Of which 140 are apprentices. With all the new faces around please remember it is a Journeyman's job to teach first and empower the next generation to learn and grow.

EVITP TRAINING PROGRAM: Electrical Vehicle Infrastructure Training Program. If you are interested in helping our local secure more work in the Lansing area it is critical, we sign up for this training. This program is looking to be required by the federal government to work on any large-scale electric vehicle charger stations. The program is online on your blended learning platform. Please email Dale@lejatec.org or contact the apprenticeship office with questions or how to sign up.

HARASSMENT TRAINING: Harassment training has been adopted as part of our new contract. It is required for all our members to complete it. Please reach out to the JATC to sign up for it. You can email Dale@lejatec.org to receive instructions on how to complete it.

APPRENTICESHIP APPLICATIONS: We often get calls or emails on how and/or where to apply to Local 665's apprenticeship program. To apply, go to www.lejatec.org and navigate to the application page on the website.

Applications are accepted on the first Monday of each month.

FIRST AID/CPR: If you require First Aid/CPR. Contact the JATC for the next available date to sign up.

DRUG TEST / MUST MODS: If you are planning on working any NMA or GM jobs this year, please make sure you are current on your MUST mods/ OSHA 30 and your MUST drug test. Contact the hall if you need your annual drug test or your 18 must mods.

GENERAL MEMBERSHIP MEETING: Our general membership meeting is on the third Monday of each month and starts at 6:30 pm at the Hall.

EXECUTIVE BOARD MEETINGS: The Executive Board meets the second and third Monday of each month starting at 5:00 p.m.

DUES AND DEATH BENEFITS: Quarterly dues are due. We are on death benefit #346. Please look at your dues to ensure that you are current.

BENEFICIARIES: If you have recently gotten married, divorced, had children, etc., please make sure you update your beneficiaries. Forms are available at the hall.

IN REMEMBRANCE: In remembrance of Local 665 members who have passed away. May their memory be eternal. Harry Baker 11/26/23, Mark McCrackin 10/02/23, Howard Shooltz 08/14/23, Gerald Loughlin 08/19/23, Walter Keith Sr. 07/12/23, Joseph Fussman 06/16/23, Eric Odle 05/15/23, Christopher Brown 04/12/23, Richard Farrington 03/12/2023, Donald Reidsma 02/22/23, Lee Benjamin 01/26/23, Garth Smith 6/21/2022.

"The end of the human race will be that it will eventually die of civilization."

- Ralph Waldo Emerson (1803 - 1882)

"People will accept your ideas much more readily if you tell them Benjamin Franklin said it first."

- David H. Comins

"You must lose a fly to catch a trout."

-George Herbert (1593 - 1633)

"Know how to ask. There is nothing more difficult for some people, nor for others, easier."

-Baltasar Gracian

WIRING A PANEL in an apartment on the 11th floor of the Residences @ 150 Bagley project in Detroit is Tom Ford of IBEW Local 58. He's employed by Edgewood Electric.



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS BAY CITY MICHIGAN

IBEW 692

BAY CITY – Union Meeting. The February monthly membership meeting will be held at 6:00 P.M. on **Monday, Feb. 5, 2024.**

Executive Board Meeting: The January Executive Board Meeting will be held at 6:00 P.M. on **Monday, Jan. 15, 2024.**

Message from the Business Manager: You have my sincere wishes Brothers and Sisters for a Happy New Year! It is my hope that 2024 brings you and your family all unfound prosperity.

Work Report: Ongoing projects in our jurisdiction that may require additional manpower include:

-Nelson Electric (Currently) GM Powertrain - Many more projects to come at Powertrain.

-J. Ranck Electric – continuing work at SK Siltron semiconductor chip manufacturing facility.

-Master Electric has begun Electrical installations on the new Isabella County Jail. Calls for this project have been on the recorder.

-Countyline has secured Airport Work. Countyline has a Michigan Sugar De-Sugarization Project and also a project at the Mt. Pleasant Water Treatment facility. Look for job calls from Countyline.

-Clements Electric Independence Bridge work continues along with Bay Carbon Project, and also work out to the Bay City State Park.

-Conti Electric has many projects inside I -Park (DOW). Conti Electric has also secured a couple small projects inside Michigan Sugar along with a nice Fire Alarm Project on site at M.S.

-Many, many solar projects are on their way. I can see up to 400 Mw for 2024

-Escon has secured a nice project at Mersen USA in Bay City's south end. Much more work is to come out at Mersen with projects bidding as you read this article.

-The state has approved its final permit for the Great Lakes Tunnel. The last permit needed for this project to occur is in the hands of the Army Corp of Engineers. It is unknown at this time how long this process will take.

Rest assured both organizers and myself are working very diligently to secure whatever work is being bid in our jurisdiction for our membership. Detroit, Ann Arbor and Lansing are currently having many calls getting into Book II if you are looking for work. Please contact the hall if you would like to sign any books. **In Solidarity, Ryan Charney Business Manager / Financial Secretary**

Organizers Report. As more members become eligible for retirement, we must continue

to train and recruit the next generation of qualified electrical workers. Applications for apprenticeship are accepted in-person every first and third Wednesday at the Bay City Electrical Apprenticeship Training Center during regular business hours. There is currently no application fee. Please feel free to share this information with anyone who may be interested in applying.

Our JATC can be contacted by calling 989.686.4890. If you know any individuals interested in applying, they can email Brendon at bbaranek@ibew692.com for more detailed information.

As always, 692 Organizers continue to visit jobsites within our jurisdiction to speak with unrepresented electricians, building relationships and discussing the opportunities that exist by joining our Brotherhood. We should never lose sight of the organizing mission that guided the birth and growth of the IBEW. Our founders built a strong union by organizing all qualified workers, which allows us to achieve higher union density and ultimately increases our bargaining power during negotiations.

Regular school visits and renewed partnerships with area ISD programs will continue though the fall and winter in an effort to recruit apprenticeship applicants and increase overall interest in the skilled trades. Area public school administrators have reached out directly for assistance in creating curriculum and pathways to pre-apprenticeship for their students. It seems after many years of neglecting the skilled trades in lieu of college our education system has embraced the benefits of promoting a career in the skilled trades.

Feel free to contact agents if you are interested in up-to-date work reports or if you'd like to register on out-of-work lists. Saginaw, Lansing, Detroit, Ann Arbor, and West Michigan have all recently experienced open calls. Flint and Local 692 expect more calls at various projects through winter and into spring.

If any members have experienced issues renewing electrical licenses for 2024, do not hesitate to contact the hall for assistance. To renew a license on a member's behalf, agents will only need to provide payment information.

Our website has been updated and is live. Please visit www.ibew692.net and let us know if you'd like us to add additional information or options. Members can pay dues, check their position on the out-of-work list, find links to health and pension plan portals and more.

Happy New Year, brothers and sisters!

Brian Klele 989.252.9225 bklele@ibew692.com
Brendon Baranek

989.327.4131 bbaranek@ibew692.com

Union Dues.

PLEASE NOTE: Effective Jan. 1, 2024, dues will remain \$45.20 per month through June 2024. Effective July 1, 2024, dues will increase to \$46.20 per month. This \$1 per capita increase was approved by the delegates of the 40th IBEW International Convention held in May of 2022.

If you have automatic bill pay from your bank or credit union, please make sure to notify them of the increase.

Dues can be paid via phone, on-line, by mail or automatic withdrawal from your bank account. *Please note when using a credit card for payments there will be a 2% charge applied.*

2024 Dues (January 2024 thru June 2024): \$45.20 Monthly
2024 Dues (July 2024 thru Dec. 2024): \$46.20 Monthly

To avoid a reinstatement fee, please remember to keep your dues current.

Death Benefits. We regret to inform you of the death of retired Brother Douglas Kienbaum, Card Number D320164, who passed away on Dec. 20, 2023. Brother Kienbaum was born on July 8, 1948 (75 years old). He was initiated on March 4, 1974. Doug resided in Bay City.

#345 Local death fund assessment \$10.00 each (due within 30 days) payable to:

IBEW Local 692, 1300 W. Thomas St, Bay City, MI 48706,

Retirees Lunch. The January retiree lunch is scheduled for 1 p.m. on Thursday, Jan. 18 at Barney's Bar and Grill, at 800 S. Michigan Ave. in Bay City.

RENEW. It is the goal of the RENEW committee to increase younger members' involvement in their communities through their local union. If you are a 692 member in good standing, 35 years old or younger and would like to participate in RENEW, meetings are held once a month following general membership meetings.

Fringe Benefits. REMINDER: If you have recently been married, divorced, had children, etc. make sure your beneficiaries have been updated accordingly. Beneficiary forms can be obtained from the hall.

REMINDER: If you contact the Health Plan Office about going on short term disability, it is important for you to notify the Hall as well. A copy of your paperwork will need to be submitted to the Hall for your file. This will also freeze your position on the out of work list.

Effective June 1, our third-party administrator (T.I.C.) has been replaced by Wilson – McShane. Here is updated contact information for the Health Plan & Pension Fund:

Important links & numbers Health Plan & Pension Fund 855.633.4584 – ASK FOR ACCOUNTS RECEIVABLE www.michiganelectrical.org NEBF/ NEAP: 301.556.4300 IO Pension: 202.833.7000



IBEW Local 948

FLINT - Meetings.

Membership Meeting - Our next regularly scheduled membership meeting will be Jan. 8, 2024 at 6:00 PM.

Retiree Meetings - Retirees next meeting will be Tuesday April 2, 2024.

Party Committee - All members of the party committee would like to thank the membership for the enormous turnout for this year's Christmas party. We greatly appreciate the feedback and look forward to our next event.

AFL Educational Meetings - Attention all members. Before every monthly meeting at 5 PM, our hall will be hosting educational meetings presented by the AFL-CIO. These meetings aim to further educate our members on core regulations, acts, and laws that play a key role in our careers. For any questions or concerns please contact Jenny Wallace.

Book Signing - For any members looking to sign our books please refer to our hotline at (810) 767-3308 Ext #5 or report directly to the hall.

Work Outlook - Our work outlook is slow with a gradual increase in calls projected post-strike. Steady calls have been available for GM centers. Long term calls for service truck drivers have been made available. For further details on job information please ensure the hall has your email address for our job calls and re-signs.

Dues Reminder - Members, please ensure your dues are paid in full. For any questions, concerns, or payments please see Jenny Wallace or call the main office at (810) 767-3308.

Seeking New Membership - As always, we are actively seeking to organize new membership. For any questions, concerns, or interest please contact Organizer Kellogg Dipzinski.

Banana 101.5 Sponsorship - We thank our friends at Banana 101.5 for the sponsorship.

Event Turnout - The Christmas party's turnout was exceptional. Thank you to all members and family in attendance.

New Store Stock - To all members interested, we have new merchandise at our hall. New stock includes shirts, hoodies, hats, and other apparel. For any questions or purchases please contact Jenny Wallace.

Happy Holidays to all members and family. We hope these holidays have been kind to all.

Thank You to Kristen McDonald Rivet for taking the time to visit our hall and speak with us all. We hope good luck and success for you on the campaign trail to come.

New Membership - Welcome to our latest members; David Chase and Jarrod May. We look forward to working with you and hope to see you in the field.

Retirees - Congratulations to Timothy Kilbreath, Dale Selden, and Steven Teel on your pension applications. The membership would like to wish you a healthy and relaxing retirement.

"If you tell the truth you don't have to remember anything."

-Mark Twain (1835 - 1910)

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IBEW 557
SAGINAW – UNION NEWS- Welcome to the new year and what should be an interesting and important for Local 557. Upcoming events in the Local include: COMET Class for Local 557 is scheduled for Wednesday, February 21st at 5pm. It is mandated by the IO that every member attend this class at some point. Please look to attend this so you will not need to attend when the weather gets nice.

New member orientation for 2024 is coming up on Feb. 12 at 6pm. If you were a new member in 2023 you will need to attend. This class will include JIWs and Apprentices. There will not be a make-up class. Please make plans to arrange your schedule for attendance. Official letters will be sent to those that need to attend.

Poker night is back for 2024. The first planned game will be January 25th at 6pm. A good time was had by all last year. Please attend if you can.

Union Night at the Saginaw Spirit is scheduled for February 3rd. If you can attend and help a good showing of the local labor community it will be much appreciated.

MEMBERSHIP MEETINGS- Our next meeting is Feb. 6 at 5:30pm at the Hall.

ORGANIZING- Please contact Brother Gus Voisine for any organizing issues. If our members have any questions please reach out to him on his cell: 989-941-8046.

UNION HALL OPERATIONS- Normal Business Hours are M-F 7-4:30pm.

BOOK SIGNING- If you are a Local 557 member and receive a lay-off, please come to the hall and sign Book 1 in-person. Many Locals throughout the State of Michigan will continue to accept fax/email initial book signings. If you are interested in this reciprocated benefit and would like to be on some out-of-town Books, please call the hall to arrange this.

WORKOUTLOOK- Work is steady with an emphasis on Solar projects. More calls for that expected in the coming weeks. If you are targeting these jobs, they should be available for Book 1 and Book 2 members. Members of other Locals can sign Book 2 by making contact with their Hall for a simple email to be sent on your behalf, if in good standing.

Both projects are in Gratiot County for MJ Electric and J. Ranck Electric. NewKirk has a solar project of their own at Nexteer that will need more manpower as well. Weinstein Electric from local 948 has secured work at the new Bavarian Inn Waterpark in Frankenmuth. Future work at HSC is looking good. Bids will be coming up for more schoolwork in the near future as well as VSU.

HEALTH CARE- Don't forget to schedule your annual physical with your doctor. By completing your annual physical, you could catch a health concern early and help keep the cost of health care down. Registering on the Blue Cross/Blue Shield website is highly recommended. Please take the time to visit www.bcbsm.com Upon registering you can take the Free Health Assessment test and find instant results that can lead to living a healthy lifestyle.

BLUE CROSS APP- Download the Blue Cross/Blue Shield of Michigan app for your smartphone. Search for "BCBSM" on the Google Play app or Apple store. Benefits to utilizing the app include: instant access to EOBs, a virtual ID card on your phone, information on deductibles, explanations of coverage and other
(Continued next column)

"Discovery consists of seeing what everybody has seen and thinking what nobody has thought."
-Albert Szent-Gyorgyi (1893 - 1986)
"Never let your sense of morals get in the way of doing what's right."
-Isaac Asimov (1920 - 1992)
"Trust yourself. Think for yourself. Act for yourself. Speak for yourself. Be yourself. Imitation is suicide."
-Marva Collins



Local 275

IBEW 275
COOPERSVILLE – Happy New Year Brothers and Sisters! 2024 is looking to be another very busy year, with the potential of several large projects kicking off this Spring and Summer in addition to the work our contractors have already secured. We've had various open job calls for some time and plan to have more over the coming weeks and months. Call the recorder each night to avoid missing a call you may be interested in.

With the tremendous amount of work right now, the Local has been organizing new members of all levels to fill calls and grow the Local. If you've been to a Union meeting recently, you'd know we've been swearing in 10-15 new members monthly for the last several months. We can use all the help we can get, so if you know any electricians in your social circles and/or communities, please encourage them to reach out to one of our organizers, Walter or Geoff.

Muskegon Quality Builders has completed the renovations to the north wing of the building since the last writing and we are working on securing tenants for the space.

We are currently working on filling open delegate positions for both the Lakeshore and Kent/Ionia Labor Councils. We have had a few members volunteer already but could certainly use more. Anyone who might be interested in volunteering their time for the Local or would like more information on what a labor council delegate does, please contact Walter at the Union Hall.

The 2024 West Michigan United Labor Wild Game Dinner has been scheduled for Thursday, March 28th! Please mark this date on your calendars if you plan to attend this year's event. There will be more information about the event coming out in the following weeks. Again, this year, WMUL is looking for wild game donations (fish, venison, etc.) from local union members. If you have any extra fillets or meat in your freezers that can be donated, please contact Walter at the Union Hall.

At the time of this writing the following members are three months or more behind on dues: Trevor Bodnar, Steve Bond, David Doxey, Adam Engle, Nathanael Gehringer, Mark Holzinger II, Kevin Koon, Trevor Kreft, Bradley Rempalski, Scott Seeley, Christopher Wagner, Andrew Wolfert, and Fred Wohlfert.

Please make every effort to become current with your dues as soon as you can.

Local 557, con't

helpful tips related to your Health Care coverage. EOBs can be downloaded to smart phones or computers and used to substantiate WEX receipt request.

WEX APP- You will need to download the new WEX app for your phone. Search for "MI IBEW Special Fund" in the Google or Apple store. After doing this step, it will work the same as the old app, only more efficiently.

JOB CALLS- Please stay vigilant checking the Job Line if you are seeking work. **All work calls for the day will be available on the Job Line after 4:30 pm. IF YOU ARE SEEKING WORK don't forget to CALL 989-781-0516, option 3.**

STAY CURRENT ON DUES: Please check to see if you are current. The Hall has the ability to accept credit cards. The credit card service can accept payments for dues, merchandise, apprentice book payments and other purchases. There is a convenience fee for the service. You can pay for these purchases over the phone, if you wish.
CONTACT NUMBERS- Michigan Electrical Employee Pension fund and Michigan Health Plan (855)633-4584. Website is: www.michiganelectrical.org
In Solidarity, Evan Allardyce, Business Manager



IBEW Local 498

TRAVERSE CITY – Meetings.
Regular E Board- The next regularly scheduled E-Board meeting is set for Monday, Feb 12, 2024 @ 5:30pm.
Regular Meeting – The next regularly scheduled membership meeting is Scheduled for 7pm Monday, Feb 12, 2024.

First Aid/CPR – Class is scheduled for Jan 31, 2024 @ 5PM. Call the hall or JATC to reserve your spot.

Volunteer update– Thank you to everyone that participated in the Kids Santa Party and Regular meeting Christmas Celebration. We couldn't do it without your help. We are looking forward to our next event, the 75th Anniversary Celebration.

75th Anniversary of Local Union 498 – Look for invites for the upcoming 75th Anniversary Party to be held at the Hagerty Center in Traverse City. You will receive it by USPS and electronic email. You will have to RSVP so we can get a good count for attendance. We are looking for volunteers to help also. Please call Dave or Dylan.

Negotiations – Negotiations are coming up this winter. It would be appreciated if you could bring any good ideas to the next regular meetings.

Habitat Update – There will be lots of projects this winter for habitat. The community on Bugai Road in Cedar Michigan is underway and the Maple City homes are being drywalled now. So please consider helping when the projects become available.

Work Outlook – Work looks pretty good for this winter. Martel Electric has picked up several projects in the Manistee area and Boyne Highlands in Harbor Springs. Master Electric continues picking up work and so does Swan Electric for oilfield work.

Resale Items – We have Local 498 t-shirt, and Beanie Hats for resale. Proud Union Home signs are in and available at the hall. Free to members in good standing

Retiree breakfast- Several of the retirees meet at Sparky's Diner off of South Airport road every Monday morning at 9am. So if you are retired or not and want to join in the conversations and possibly some old wives tales or other embellished stories, show up at Sparky's.

Scholarship – Past charter member Brother Bob Dost has a scholarship 'Robert Paul Dost Scholarship Endowment' for High School seniors in the 5-county area around Traverse City. To access it go to www.gtcf.org/scholarships/. Local 498 Union members' children get preference to the endowment. A huge thank you in Memory of Bob Dost for his generosity and being a great union member.

Made in America Websites – www.theunionbootpro.com - 100% American made/union made. Union member discounts 27% off. Use this code when ordering. Be0498mD or order toll free 1-800-723-5384.

Email Addresses - Any member that would like to have Local 498 forward communication to them from the International, Local 498, AFL-CIO or the Building Trades, to help stay informed to current events, politics, contracts, work, etc. Please call or email your current email address to Local 498 at ibew@local498.net Thank you!

Important numbers for you to write in your address book:
MEEHP (Health) 1-855-633-4584 Fax# 1-952-854-1632 Website: www.michiganelectrical.org

MEEPP (MI Pension) 1-855-633-4584
(New address Michigan Pension and Health Plan) 3001 Metro Drive Suite 500, Bloomington, MN 55425
NEBF 1-301-556-4300
NEAP 1-301-556-4300
IO Pension 1-202-833-7000
DUES RATES
Jan 1, 2023 – Dues increase to \$152.10/Quarter.
July 1, 2024 – Dues increase to \$155.10/Quarter.changes. Remember to check the hall recorder at night after 4:00pm for any jobs that might be available.
231-943-4980 ext. 2#



Local 47 Heat and Frost Insulators

Heat and Frost Insulators & Allied Workers Local 47
LANSING – *The next **Notified Union Meeting will be held on Friday, January 12, 2024 at 7:30 p.m., It will be held at J.A.T.C. Training Center Located at 906 Terminal Rd., Lansing, MI 48906.** **Please remember this is a Mandatory Meeting for All Apprentices**.

The purpose of this meeting is for the Installation of New Officers.

To ensure all Active Members and Retirees are receiving their Robo calls please make sure you have not blocked the following number: (804) 441-8365. There are several members who have the number blocked and therefore are not receiving the Robo Calls. These calls are only used for Important Notifications from the Local Union Business Manager and Funeral Notifications. If you are not receiving these calls, please contact the Local Union Office and we will double check to make sure we have the correct number in the system or if you may have blocked the number.

Please notify the Local Union Office with any phone and home address changes. We need the most current member information throughout our system, TIC's, and the with the International.

Local 47 would like to Congratulate Andrew and Elizabeth Niewiek on the birth of their daughter Paisley Dawn born on Dec. 21, 2023, 7lbs 4 oz!

Per the Rules and Procedures: Members must notify the office within 24 hours of being laid off or charges may be placed, you can do so by calling or texting the office at (517) 708-0665 with your layoff date and the name of the Contractor you were laid off from.

Members must notify the office before ANY overtime is worked.

Pension and Health Welfare: Joshua Kroell (989) 385-2671

Allied Workers' Local 47 Fringe Benefit Funds. **6525 Centurion Drive, Lansing, MI 48917-9275**

Toll Free (800) 323-8079 Telephone No.: (517) 321-7502

Fax No.: (517) 321-7508
Joshua Kroell will be available via phone to answer any questions regarding Pension, Welfare and Vacation Funds. Joshua is the Secretary for the Pension, Welfare, Vacation and Special Benefits and can be reached by phone at (989) 385-2671, or by mail at: P.O. Box 1498, Mt. Pleasant, MI 48804.

To all active members, if you have not sent in your Coordination of Benefits Form, your Spousal Form, or your Birth Certificates for your Children, no one will be covered on our insurance until these items are sent to TIC. Please call TIC immediately at (800) 323-8079 and get the above-mentioned forms into the fund ASAP and you will be reinstated retroactively

Remember that Auto and Motorcycle accidents are not covered by our plan. Auto and Motorcycle accidents should be covered by your personal Auto Insurance policy.

Members having questions regarding Pension and Welfare Fund please contact TIC International at the numbers below or log onto their Website: www.heatfrostlocal47benefits.org

Please complete and return the working spousal forms to TIC.

JATC Coordinator Phil Wilson (616-466-8736)

Applications are open for the Apprenticeship Program. Call the Union Office.

Under Duties of Apprenticeship, Section 5.3 part L, page 4 of the Apprenticeship Standards states, "According to the Apprenticeship Standards you are required to accurately fill out the online work report for NO later than ten (10) days from the end of the current work week."

Good and Welfare: We hope everyone stay in good health!

"Say what you will about the Ten Commandments, you must always come back to the pleasant fact that there are only ten of them."

-H. L. Mencken (1880 - 1956)



Local 25 Heat and Frost Insulators

Heat & Frost Insulators 25
SOUTHFIELD – SPECIAL CALLED UNION MEETING –

The next scheduled Membership Meeting will take place Thursday, Jan. 11, 2023 at 6 p.m. at the Union Hall, 21353 Bridge St., Southfield, MI 48033.

ELECTIONS: Congratulations to the following recently elected members:

CURT McGLONE President - David Chudzinski, Jr.
Vice-President

- Connie Vincent
Financial Secretary - BJ Claxton

Executive Board - Marty Allen, Mark Grzelak
Pension Fund Trustee - Mark Grzelak

Welfare Fund Trustee - Micah Vincent
S.U.B. Fund Trustee - Connie Vincent

J.A.T.C. Trustee - Connie Vincent
Union Trustee - Bob Wright

Entertainment Committee - David Chudzinski, Jr, BJ Claxton
Sgt-At-Arms - Bob Wright

Recording Secretary - Micah Vincent
PER CAPITA: Please be reminded, any member working 32 hours or less during a month must pay their own Per Capita of \$14.00 per month. Per Capita payments should be made on a **monthly** basis. If a member works as a traveler in another Local's jurisdiction, the member must remit double Per Capita of \$28.00. Please forward your payments **monthly** to Local 25, 21353 Bridge St., Southfield, MI 48033.

M.U.S.T. SAFETY MODULES: It is important to keep your Modules up to date. If you have Modules expiring and needing to be completed, give the Union Office a call to have the testing authorization turned on.

EMPLOYMENT CHANGES: All changes; hire, lay off, fire, shop change, disability, etc. must be called into the Union Hall. This is the only way to guarantee you are on the out of work list and your employment records remain current and correct.

LAY OFF/HIRE: Be reminded, all members shall notify the Business Manager within 48 hours after accepting a job or upon termination of employment. Failure to report will result in an automatic fifty dollar fine.

S.U.B. FUND: Be reminded, in order to receive a S.U.B. Fund check on Friday, all paperwork must be submitted to the Office no later than 2:00 p.m. on Thursday.
SUB FUND TIME LIMITATION: Per the Plan Document: Each time a participant receives a State Unemployment check, he/she must mail or deliver the receipt, check stub, or a copy of the check to the Administrator's office within thirty (30) days of receipt of said State Unemployment check. Any request for a benefit payment past the thirty (30) days will be denied per the Plan Document.

NOTICE TO ALL: When you move into the Medicare Advantage Program, your deductible balance for the year, is supposed to carry over. Whatever you have paid toward your annual deductible, prior to changing over to Medicare Advantage Program, should follow you. As with any system, there can be flaws. Please keep an eye out for any charges, related to your deductible balance not being carried over, when you move into the Medicare Advantage Program. If you receive a charge that should have been covered by your deductible, please contact the Fund Office.

BENESYS: When calling the Fund Office, Benesys, please be sure to **get the name of the person providing you information.** Lately, we have been experiencing some incorrect information being provided to our members. In order to make sure the correct information is provided, it helps to have a name so the Union Office can call Benesys, correct the person providing incorrect information and find out why they are providing our members with incorrect information.

SICK AND INJURED: Please keep all our sick and injured members in your thoughts and prayers.

"Reason should direct and appetite obey."

- Cicero (106 BC - 43 BC)



Local 149 Roofers & Waterproofers

Roofers 149
DETROIT – Attention. This paper is to serve as an official notice to the membership.

Happy New Year! May 2024 be a great, safe, and prosperous year for you and your family.

General Membership Meeting. The general membership meeting is scheduled for Tues., Feb. 6, 2024 at 7:00 p.m.

Executive Board Meeting. The next Executive Board meeting is scheduled for Tues., Feb. 6, 2024 at 7:00 p.m.

Mid-Michigan. The Mid-Michigan informational meeting is scheduled for Apr. 9, 2024 at 6 p.m. at 810 Tacoma Ct. Clio MI, 48420

Condolences. It is with great sadness and heavy hearts that we inform you of the passing of the following Brother. Brother Charles Koscher, he was 84 years old and a 59-year member. Brother Koscher passed on 12/12/2023. Brother Koscher's celebration of life will be held Saturday, January 13, 2024, 10:00AM - 11:00AM. Memorial service to follow. At The Ford Chapel-Martenson Family of Funeral Homes, 23620 N. Huron River Dr., Rockwood, MI 48173. Rest in Peace Brother.

Thank you to the members who have paid their Union Dues a year in advance. By paying your Union Dues a year in advance, you are saving our union money. To pass these saving along to our members, we will be giving a "I paid my Dues" t-shirt to anyone who's dues are paid up to 12/31/2024 and beyond. In order to be eligible, members must pay their 2024 dues in full by January 31, 2024. To receive your 2024 "I paid my Dues" t-shirt, please contact the Union Hall (313.961.6093 ext. 0).

Vacation and Holiday Check Direct Deposit. Members have the option to have their Vacation and Holiday check direct deposited in their bank account. This includes all contracted areas. To get your Vacation check direct deposited, members will need to complete a direct deposit agreement. The form will be available at the Detroit and Mid-Michigan Union Hall.

Detroit Training Center Information

The next term for all Detroit Apprentices will be as follows:
Apprentice 2 & Single Ply
1- Monday, January 22, 2024
Apprentice 1 & Single Ply
2- Tuesday, January 23, 2024
BUR 1 & Steep Slope 1-
Wednesday January 24, 2024
BUR 2 & Steep Slope 2-
Thursday, January 25, 2024
Apprentice 7 & 8 Hands On
+ Safety & Health- Thursday, January 25, 2024

All classes begin at 6:30pm
Journeyworkers upgrade classes to improve your skills, your worth, and our Brotherhood/Sisterhood is available at no cost to all Detroit LU 149 members.

Dues must be current in order to enter the Training Center.
If you are interested in any of these classes, contact the Training Center, 248-543-3847.

CLEARANCE CARDS. Are you scheduled to go out of town for work in another Local's territory? Clearance cards are needed when you are sent out of town to work. Get a clearance card from the Hall and call the Local in that area to avoid fines against you.

Outdoor Life. If you have any hunting and fishing pictures that you would like to see in the Journeyman Roofing & Waterproofing magazine, please contact the Union Hall at 313.961.6093 ext. 0, for additional information.

MID-MICHIGAN AREA – Clio Office. The Mid-Michigan informational meeting is scheduled for Jan. 9, 2024, at 6 p.m. at 810 Tacoma Ct. Clio MI, 48420

Notice. When contractors call the Union Hall for help, we need to know who is available, and have an up-to-date phone number. All Mid-Michigan Area members who are out of work need to call the Hall at (810) 687-1368 to be put on the out of work list.

The publication above is as 1/5/2024, 2:00p.m.

In Solidarity, Brian Gregg Business Manager, Roofers & Waterproofers Local No.149

"Education is a progressive discovery of our own ignorance."
-Will Durant (1885 - 1981)



Local 25 Iron Workers

Iron Workers 25

NOVI – Steward meeting(s): The Flint Steward meeting will be Wednesday Jan. 17 at 6 pm. The Saginaw Steward meeting will be Thursday, Jan. 25 at 6 pm. The Lansing Steward meeting will be Monday January 29th at 6:00 pm. All are welcome!

The Union Meeting will be held on Monday, Jan. 29, 2024 at 7:00 pm at the Novi Union Hall. The meeting will be in person and zoom. All Union Halls will be open.

Communications Alerts & E-mails; sign up via our website (www.ironworkers25.org). We continue to communicate through the **PUSH NOTIFICATIONS.**

BY-LAW(S) Proposals will be due in the Novi Union Hall **ON OR BEFORE 4:00 pm Jan. 29, 2024.** This meeting will be the first Reading of any proposed by law(s). If you plan to mail in a proposal, please make sure it arrives several days earlier than Monday 1/29/2024. We've noticed mail has been slow in Michigan, so please be aware!

February's Union meeting will be Monday, Feb. 26, 2024 at 7:00 pm. This union meeting will be the second Reading of any proposed by law(s). The third Reading will be during March's Union meeting Monday March 25, 2024, with the Vote date TBD.

The 2024 Dennis O'Dowd SCHOLARSHIP Rules & Application form is available. All **COMPLETED applications** must be turned in by **March 15, 2024.** Call the Novi Union Hall 248-344-9494 to get one mailed to you. These are for sons/daughters of full dues paying active/work- ing members of Ironworkers Local 25 who are in their senior year of High School. The member must have a minimum of five years continuous membership to be eligible.

The IRONWORKER Magazine changes: The magazine published by the International will now be issued every other month (6 times per year). To subscribe to the digital edition of the Ironworker or the monthly newsletter, please use the following link: <https://www.ironworkers.org/s/ironworker-digital-sign-up>

Local 25 Retirees have been able to work without suspension of their pension benefits effective Aug 1, 2023 with the following criteria: Must be retired a minimum of 2 months, must complete the Memorandum of Understanding with approval by Trustee Aguirre or Trustee Randick. Must be a full dues paying member and if you are currently on lifetime status you will need to transition back to full dues paying for 1 year along with 1-year paid dues.

Those who are former L-340 Retirees are able to work without suspension of their benefits as their plan allows. The retiree is encouraged to pass on their knowledge to apprentices and other bargaining unit employees of the Employer; Contact any Business Agent who can assist you further with the details.

New Apprentice Applications are being accepted BUT you **MUST go to ironworkers25.org** where you can now make your application appointment & pay the application fee online; you must have an appointment to turn in your application. **No walk-in foot traffic.**

Apprentices: Fill out your monthlies online at the website or mobile app located under the apprenticeship tab "Monthly Report Sign-In" this gives you the ability to electronically submit your monthlies. Also, located under the Apprenticeship Tab you will find "Make-Up Days" & "Welding Test Certifications". You can now electronically schedule your make-up days and welding tests. **To view classes at the Local 25 Apprenticeship School,** please go to the [ironworkers25.org](http://www.ironworkers25.org) to view the 2024 block schedule. The 2024 Raising Gang Training schedule will be posted soon. If you have Facebook or Instagram, please give us a follow. **The Wixom Training Center – Phone: (248) 960-2130**

24/7 CREDIT-DEBIT CARD processing for Union Dues: Pay via our APP or website www.ironworkers25.org. **The phone number is 866-635-2826.** Or pay union dues with personal check or money order and mail to: Iron Workers Local 25 – P.O. Box 965 – Novi, MI 48376-0965. Pay union dues in

person at the Novi Union Hall (M-F) from 8 am to 3 pm (NO Cash).

FRINGE BENEFIT OFFICE: 800-572-8553 or 248-347-3100 and follow the prompts. Hours 7:30am to 4:30pm. The mailing address for member BENEFIT related matters is: Iron Workers Local 25 Fringe Benefit Funds, PO Box 99219, Troy MI 48099-9219. Blue Cross Health Claims and Customer Service 877-790-2583. Delta Dental Claims and Customer Service 800-482-8915.

Check your HRA Balance: my.wexhealthcard.com

Check you online benefit information: ourbenefitoffice.com/iw25/benefits/

BENEFIT FOR NEW CHILD: Any member who has a new born child, or a new dependent child through marriage **MUST NOTIFY the Fringe Benefit Office of your new dependent within 31 days; otherwise wait until the next open-enrollment period (April 1-April 30).**

BENEFIT FOR LIFE CHANGE: Any member experiencing a divorce or a new spouse **MUST NOTIFY the Fringe Benefit Office within 31 days; otherwise wait until the next open-enrollment period (April 1-April 30).**

The Iron Workers' Local 25 Retirees' Club: The Retirees' meeting/luncheon will be Tuesday, Jan. 16, 2024 at 10 am in Novi. The Retirees' Board of Directors will meet on Tuesday Feb. 6, 2024 at 8:30 am. All are welcome.

The West Michigan Chapter Retirees breakfast will meet Tuesday, Feb. 6, 2024 at 9 am at Red Rock Grille & Café, 228 N. Ball Creek Rd, NW, Kent City, Michigan 49330. All are welcome.

The next quarterly meeting for the **Bay City Chapter** will be in Jan. 18, 2024; at the Bay City American Legion Post 18, 700 Adams St., Bay City MI 48708.

The Downriver Chapter The next quarterly Retirees breakfast will be in Jan. 19, 2024 at Mom's Restaurant, 2691 Fort St., Trenton, Michigan, 48183. All are welcome.

Local 25 Retirees' Club 2024 Scholarship is available. Eligibility Requirements: child or grandchild of a retired Local 25 member. Applicant must be in their Senior year of high school with a minimum GPA of 3.0. Retiree must have a *minimum of five years continuous* Local union membership and be a member of the Iron Workers' Local 25 Retiree' Club as of the prior year and must be current on their *annual* club dues to be eligible and apply. Contact John Miller: text/call (734) 812-8036. All requests must be made by March 12, 2024. Completed applications due by 5pm April 30, 2024.

Blue Cross Blue Shield Michigan: www.bcbsm.com/behavioral-mental-health/ Resources on the home page including In-Person Crisis Care options in many locations throughout the state. BCBS Michigan 877-627-1041, Blue Care Network 800-482-5982 for Substance-use-disorder.

FindTreatment.gov where you can search by zip code/city. Or call SAMHSA 800-662-4357.

MentalHealth.gov provides information & programs about mental health Dial 988 (National Suicide Prevention Lifeline) For help 24/7 in a Time of Crisis. Call 988 if you or someone you know is in danger of suicide or experiencing a mental health crisis. Whatever you are struggling with, help is available – its free & confidential.

Suicide Prevention Resources on IMPACT: <http://www.impact-net.org/safety/suicide-prevention-resources>. US Crisis Text Line: Text HOME to 741741 from anywhere in the United States, anytime, about any type of crisis. A live, trained Crisis Counselor receives the text and responds, all from our secure online platform. A volunteer Crisis Counselor will help you move from a hot moment to a cool moment.

Thoughts & prayers for Lifetime ironworker James Clement #485069 who was in the hospital. Get well wishes!

In Memory: Gary Lake #648778 passed away Dec. 9, 2023 at the age of 82. He was a 63-year member of 340/25. Gary's Father Don E. Lake was an ironworker and a former Business Agent for Local 340. Gary had three brothers that were

(Continued next column)



Local 169 Boilermakers

Boilermakers 169

ALLEN PARK – Our next membership meeting will take place on **January 12, 2024,** at 8PM at the Boilermakers Local 169 Union Hall, Located at 1755 Fairlane Drive, Allen Park, MI. 48101

Current Union dues for 2023 and 2024 are \$55.85 in accordance with the International Brotherhood of Boilermakers Constitution. The Union Hall accepts Visa, Mastercard, and Discover. Payments can be made both at the Union Hall and over the phone.

In an effort to assist our active members, the International Brotherhood of Boilermakers has waived any increase in dues for the upcoming 2024 year. Dues for the 2024 year will remain at \$55.85. OSHA 10 and OSHA 30 safety training can now be taken online. Please visit our website – www.boilermakerslocal169.com for more information.

Any member interested in taking the Great Lakes Safety for Corteva please contact Area 3 Business Agent, Mike Card at 989-662-6491.

Save the date! Our annual Dinner Dance is currently scheduled for Feb. 10, 2024 at the Athenum Hotel and ballroom in Detroit. Rooms are available at a discounted rate of \$204.00 and can be reserved by using the promotional code, **Boilermakers Local 169.** Valet parking is also 50% off at a cost of \$20.00.

Please send a check for \$50.00 to the Union Hall to reserve your attendance at this great event. Dinner and drinks will be provided, and your check will be returned upon arrival. This protocol is used to provide an accurate head count to ensure adequate accommodations at the dinner dance.

This is a great opportunity to enjoy a special night with your significant other and your union members. Single members are welcome as well. Let's make this the biggest dinner dance yet. I look forward to seeing you all there.

International Brotherhood of Boilermakers Scholarship Committee announces the 2024 contest. All the eligibility requirements and procedure for applications can be found on our website www.boilermakerslocal169.com Do not hold off, as all applications are due back on March 1, 2024. The essay question is; **What economic conditions fueled the rise of labor unions in the late 19th and early to mid-20th century? Compare and contrast the economic conditions from that period in history with conditions that workers face today. Include topics such as wages, housing costs, safety, child labor and others.**

Retirees: Retiree luncheons **Area 1** Retiree luncheon is on the first Wednesday of every month at 11:00 am at the Brown Derby Bar, 10661 West Jefferson, River Rouge, MI.

Area 2 Retirees hold luncheons on the first Thursday of every month at 11am at Whitlow's Forerunner Restaurant located at 4610 Airline Rd, Muskegon MI. All retirees and members from all areas are welcome to attend.

Area 3 Retirees luncheon is the 3rd Wednesday of the month. The next lunch will be January 17th at 11AM at Auburn Hotel and Tavern. It's located at 101

(Continued next column)

Local 25, con't
ironworkers; Don L Lake, Jack Lake and Joe Lake #1004454. David L. Harrison #876167 passed away December 11, 2023 at the age of 83. He was a 51-year member. Former member "AJ" Adrian Junior #1135052 passed away December 17th at the age of 67. **Our deep condolences to all of the family and friends as you mourn the loss of your dear loved one(s)!**

This information is as of Submission Time for this Article (Jan 4, 2024 12:00 pm E.S.T.)-



CONTROLLING THE UPS AND DOWNS of the buckhoist at the 18-story Residences @ 150 Bagley project in Detroit is Scott Tucker of Elevator Constructors Local 36. He's employed by Metro Elevator.



Elevator Constructors Local 36

Elevator Constructors Local 36

DETROIT – ALL MEMBERS ARE INFORMED, our next regular **MEMBERSHIP MEETING WILL BE JANUARY 22, 2023, AT 5:30pm at 1640 Porter St. Detroit, MI.**

Our next Executive Board meetings will be held on January 15, 2023. Any changes to this schedule or venue will be in the Building Trades Article or sent via email.

Attention All Members, this paper is to serve as official notice to the membership. This is how we get information out to all our members, as repetitive as it might be there is new information in each article, please read it carefully and call the hall or attend a union meeting if you have any questions.

I hope all of you had a safe and happy holiday season. Starting the new year try to make a resolution to attend one union meeting a quarter.

Now that the holiday season distractions are behind us, don't think the distractions are gone completely, stay focused on the job and go home safe. We have had a few injuries, minor and serious, over the past year, to no fault of the individual. This has caused some members financial hardship on top of being injured and a strain on the family. We are looking at having a supplemental insurance company come into a future membership meeting to let members sign up for a policy if they choose. It will be posted in this paper when we schedule it.

If you move or your address changes, call the hall and make sure you fill out the address change form on the NEIBP website.

If you are going to be off with an injury (work related or non-work related), surgery or illness

Local 169, con't

W. Auburn Road, Auburn, MI. 48611. All area boilermakers and retirees are welcome to attend.

Area 4 Retirees' lunches are on the first Tuesday of the month at 11am in Rapid River at Jacks Restaurant 7898 S. Main Street, Rapid River, MI. Area 4 retirees also meet in Marquette on the second Tuesday of the month at 11am at Crossroads Bar on the corner of County Rd 553 and County Road 480.

Hoodies have arrived and are for sale at the hall. We now have ALL sizes, medium through XXXL. The cost is \$40.00. Payments can be made with cash, check, or credit. If you live outside of the area and would like to order one, please call the hall. Additional shipping charges will be added. Baseball caps are also available. Varsity jackets are available by special order. Please contact the Union Hall for details. The upcoming MSHA training schedule is available at www.boilermakerslocal169.com or on our Facebook page.

The cost of your T.W.I.C. card is reimbursable from the M.O.R.E. Fund. Contact the Union Hall for reimbursement.

Any member needing the services of a Notary Public can do so at no charge at the Boilermakers Local 169 Union Hall. Please call ahead to ensure availability.

Any current apprentice that is eligible to utilize their G.I. Bill should contact their branch of service regarding this benefit. Your apprenticeship training qualifies for reimbursement under the terms of the G.I. Bill. I advise all apprentices who qualify to take advantage of this well-deserved benefit.

for a prolonged length of time, call the fund office and inform the hall. When you are off and go back to work.

If you think there are contract violations or safety violations on the job you are on, call the hall, we will come out to the jobs and get these issues corrected.

If you would like to sign up for Safety alerts, text (855) 957-1801 and sign up to receive Safety alerts via text and email.

As you are aware, individuals with a Mechanic Exam Pass Date on or after Jul 9, 2022, must take a Mechanic Required (MR) Continuing Education course in 2024 to receive their scheduled pay raises Jan. 1, 2025. **I highly recommend you take the course and keep up on it every year!**

If you start a new job in MOD/construction, you **MUST** call those jobs into the hall!! If you are going to be working a 4/10 job in construction or MOD, it **MUST** be submitted in writing to the Local Business Representative per Article VII Par. 2A. and Article VIII(A) Par. 2A.

Attention All Apprentices, Kenny and I would like to thank all of you for keeping up on your OJTs, schooling, and com-

mitment to your future. **Class orientation will be the week of Jan. 15, 2024, classes will resume the following week.** Check your NEIEP emails frequently. OJT forms need to be filled out **COMPLETELY** by the 9th day of the following month. **There is NO excuse for these to be late!!**

Attention All Temporary Mechanics, your Temporary Mechanic's Agreement **MUST** be signed by the end of each month at the Union meeting. If you can't make the Union meeting (for good reasons) to sign your agreement, then come down to the hall the **NEXT MORNING.**

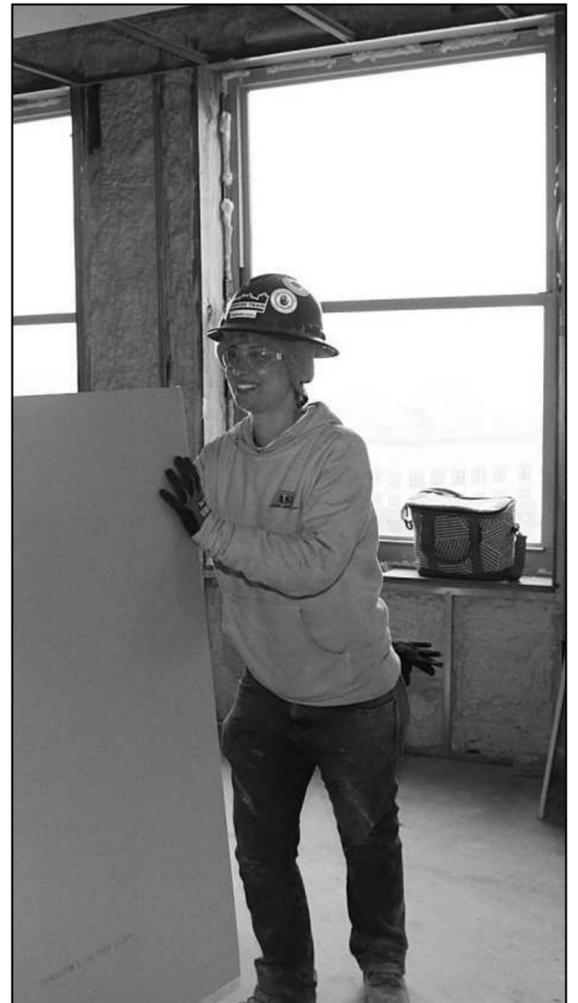
If we continue to have problems getting these signed, you will be called down in front of the Executive board. If you are put back to Apprentice status, your personal tools **MUST** be taken off the job and notify the hall.

Attention All Retirees, if you requested an Honorary Card and have not received it, please contact the Hall.

If you are NOT receiving my emails, contact the Hall so I can get you on the email list.

We would like to extend well wishes to all Brothers and Sisters on our sick list.

Be safe and stay healthy!



MOVING DRYWALL in an apartment on the 10th floor of the Residences @ 150 Bagley project in Detroit is Cori Thomas, a member of Laborers Local 1191. She's employed by the Brinker Team.

"Never go out to meet trouble. If you will just sit still, nine cases out of ten someone will intercept it before it reaches you."

–Calvin Coolidge (1872 - 1933)

"Humans are the only animals that have children on purpose with the exception of guppies, who like to eat theirs."

– P. J. O'Rourke (1947 -)

"Young people are in a condition like permanent intoxication, because youth is sweet and they are growing."

–Aristotle (384 BC - 322 BC)

"My own business always bores me to death; I prefer other people's."

–Oscar Wilde (1854 - 1900)

"What worries you masters you."

–Haddon W. Robinson

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Local 292 Sheet Metal Workers

Sheet Metal Workers 292

TROY – MEETING NOTICE: The next general membership meeting will be held on Wednesday, **Feb. 14, 2024, at 6:00 pm.**



PAUL GUALDONI

Member meetings are held every 2nd Wednesday of the month at The Knights of Columbus in Clawson. Check out the calendar tab at www.sheetmetal292.com for the location and date.

The **E-Board/Stewards meeting** will be held on **Jan. 27, 2024**, at 6 p.m. at the Union Hall.

IN REMEMBRANCE: To honor and remember our Local 292 members who passed away in 2023:

- * Allen Bauman 1/12/23
- * Keith Carey 4/20/23
- * Ronald Chojnacki 8/13/23
- * Jerry Dauer 6/30/23
- * Douglas Degolyer 6/9/23
- * Christopher Dunckel 10/26/23
- * Mary Gooding 9/27/23
- * Theodore Korth 9/1/23
- * Jared Krause 10/4/23
- * Jeffrey Lorentzen 9/26/23
- * James Oprisiu 10/20/23
- * Gary Simon 9/29/23
- * Robert Stanton 6/2/23
- * William Stritzinger 11/30/23

Local 292 is thinking of the family and friends of those we lost, praying for peace and comfort.

MEMBER ASSISTANCE: Please remember, Local 292 partners with Ulliance, an Employee Assistance Program designed to assist members and their eligible family members who may be struggling with emotional, domestic or substance abuse issues, as well as legal and financial referrals. If you and/or a family member feel this may benefit you, contact Ulliance at **1-800-448-8326** or www.LifeAdvisorEAP.com for completely confidential assistance. Ulliance is available **24 hours a day, 365 days a year.** Services are of no cost to members and their dependents.

SMART 292 APP: Our new Local 292 App is now live. It is available to all dues-paying members. Download is available through your App Store. Search **SMART Local 292.** There will be a short waiting period for the verification process.

SHEET METAL SCHOLARSHIP PROGRAM: Applications are being accepted for the Sheet Metal Scholarship program. Eligibility requires that an applicant be an active member, a covered employee, or a dependent spouse or child under the age of 25 of a member or covered employee. The applicant must also be a full-time student or be accepted to be a full-time student at an accredited college or university. Obtain an "Application Request Form" by visiting <https://smart-union.org/why-join-smart/scholarships/sheet-metal-scholarship-programs/> click on the "Sheet Metal Scholarships" tab to download the form or call 202-662-0858 to request the application form by mail.

RETURN TO WORK BY NORMAL OR EARLY RETIREES: Consistent with the actions of the Sheet Metal Workers' National Pension Fund, the Trustees of the Sheet Metal Workers Local No. 292 Pension Fund ("Fund") have decided to provide a limited waiver of the Fund's suspension of benefit rule from **March 22, 2023 through Dec. 31, 2024** only, without limitation and without incurring a suspension of benefits then in pay status. This means that, during this period, if you are working as a sheet metal worker for an Employer that contributes to the Fund, you will receive your monthly pension benefits from the Fund no matter how many hours you work in any one month. **This waiver is based on the current demand for sheet metal workers and is not anticipated to be continued indefinitely.** Call Paul for more information or if interested.

OUT OF WORK: If you become laid off, you **Must** complete an Out of Work List Registration/SUB form. SUB forms are available at the Union Hall and also through all shop stewards. This is the only way your name will be added to the Out of Work List.

TRUHEARING: On behalf

"Whoever gossips to you will gossip about you."
-Spanish Proverb

of Sheet Metal Workers Local 292, we would like to introduce TruHearing, the **NEW** exclusive provider of premium hearing aid benefits. This benefit is available to active eligible participants, dependents, and Pre-Medicare retirees. To get started, contact TruHearing at 1-833-898-1255 for an appointment.

SAFETY MODS AND DRUG TESTS: To access your MUST account, please go to www.mustonline.org or access it through the "links" tab at www.sheetmetal292.com. Remember that your **Username** is your full S.S. number and your **Password** is the first four numbers of your S.S. number. Members, please note that if you cannot access the MUST site to complete your safety mods you need to contact the Union Hall.

DUES: Membership dues are required to be **paid in advance of the month for which they are due.** The union hall is not open on Saturday or Sunday, therefore, if you pay dues on either of those days, it will not be processed until Monday. If you are on suspension warning, your dues are **60 days late.** To avoid suspension, dues must be paid online or at the union hall by **4:00 p.m. on the last business day of the month.** Payments received after **4:00 p.m.** on the last business day of the month will not be processed and you **WILL** go suspended. **All members are responsible for making sure any required fees, i.e. late fees or service fees, are included if paying online (sheetmetal292.com).**

LOCAL 292 ONLINE STORE: Check out the online store to purchase Local 292 shirts and jackets. Purchased items will be shipped directly to you. Access through SheetMetal292.com at the online store tab or <https://sheetmetalworkers292.itemorder.com/sale>. Contact Paul or Tony if you have any suggestions for new items or artwork changes.

ADDRESS UPDATES: If you move, please contact the union hall to update your address.

RETIRES NOTICE: Thanks to all the retirees who came out to the meetings in 2023. It's always nice getting together and staying connected. We will post the 2024 retiree meeting schedule as soon as it becomes available. Stay safe and be well. Happy New Year!

Please contact the union hall via our website www.sheetmetal292.com, click on the "Contact Us" page if you would like to be added to the **retiree email list.**

SUBSTANTIATION REQUEST: Many members have been receiving Substantiation Request letters from the Local 292 Benefit Fund office. IRS regulations require that every use of the Benny Card be substantiated or validated as an eligible covered expense under the Plan.

This validation is required by the IRS, the Fund cannot make exceptions. It is the member's responsibility to ensure all requested documentation be returned to the Fund office in a timely manner. By not responding to the Substantiation Request letter, your Benny Card may be suspended until all requested documentation has been received. If you have any questions, contact BeneSys at 248.641.4992 or the Union Hall.

UNION HALL HOURS: Hall office hours are 8:00 a.m. to 4:00 p.m. **Monday through Friday.**

WEBSITE / FACEBOOK: Be sure to check our website - www.sheetmetal292.com; Facebook page - Sheet Metal Workers Local 292.

Attention all Welders! We are looking for any member interested in a Saturday welding class on Jan. 6, 13 & 20. Feb. 3, 10, 17.

These classes would be for members ready to obtain an AWS welding certification, learn how to weld, or need to practice welding.

Note: Anyone who signs up for a class, must pay a \$40.00 registration fee that will be refunded on the completion of the class. These deposits are **NON-Refundable** if you do not show up for the classes. You can drop off the deposit between the hours of 7:00 and 3:00 at the Apprentice School.

Call the Apprentice School at 248-589-3237, Dave's cell 313-623-9390 or Quintin's cell 248-495-6764 to reserve a spot.

Remember we must have the deposit before you will be scheduled in the class.



Local 80 Sheet Metal Workers

Sheet Metal Workers Local 80

SOUTHFIELD – This paper serves as official notice for all meetings and elections.

MEMBERSHIP MEETING: The next general membership meeting is scheduled for January 23, 2024 at 5:30 pm. Meetings are held at the union hall, 17100 W. 12 Mile Rd. Southfield, 48076.



TIM MULLIGAN

February's meeting has been changed to Feb. 20, 2024.

EXECUTIVE BOARD MEETING: The next executive board meeting is scheduled for January 16, 2024 at 5:00 pm. Executive Board meetings are held at the Local 80 Hall, 17100 W. 12 Mile, 2nd Floor, Southfield, MI.

MEETING DATE CHANGE* February's meeting has been changed to Feb. 13, 2024.

TRUSTEE ELECTION OFFICIAL NOTICE: At the general membership meeting on January 23, 2024, you will vote on 4 positions: Health and Welfare, Pension and Annuity, Sub Fund and JATC. Trustees will serve a 3-year term from January 2024 through January 2027. Your dues must be current to vote.

UNION HALL REGULAR HOURS Monday through Friday 7:30 – 4:00, unless otherwise indicated in holiday hours.

RETIREE MEETING SCHEDULE: The 2024 retiree meeting schedule is as follows: February 19th, April 15th, June 17th, August 19th, October 21st (holiday party) and December 16th. All membership meetings will be held at the Local 80 hall. Please enter the hall through the ramp entrance. All meetings will start at 12:30 pm. Any questions regarding joining the Retirees Association please contact Steve Murzen at 248-652-0593.

RETIREE NEWS: Retiree lapel pins with the SMWIA logo are available to all members of the Local 80 retirees' association. They will be available to all retiree association members at our general membership meetings. Please see the general membership meeting schedule above.

Effective immediately you will need to start sending your unemployment proof to smw-80subfund@gmail.com or fax it to 248-557-0297. Your unemployment proof needs to be in by 2pm on Tuesdays to be paid on that Friday. Local 80 will be handling all of your proof now. If you have any questions, please call us at 248-557-7575.

BENESYS AT THE UNION HALL: There will now be a representative from Benesys at the union hall to help our members with anything related to benefits or funds. She will be available all day on Tuesdays & Thursdays from 9-4pm. If you are interested in setting up an appointment, please contact Lashone at 248-813-9800 ext. 3250.

THANK YOU TO MEMBERS WHO HAVE PAID THEIR DUES A YEAR IN ADVANCE: Dan Quinn, William Harding, John Willcocks, Russ Reichenbach, Cayman Eller, Larry Morris, Leo Matusik, Stephen Gardiner, Edward Guirey, Ken Megge, Ryan Tidwell, Harry Green, John Kruemmer, Robert McNally, Tharon Neil, Dennis Scherret, Stephen Korbiak, Sean Mulligan, Randy Harding, Michael Cassani, Brian Armstrong, Eric Dunn, Sam McGunnigle, Jay Petit II, Brian Arndt, Charles LaTour, Eric McPherson, Stanley Chrabaszkeski, George Huyghe, Robert R. Carlson, John Latella, Timothy Moore, Andrew Clavier, Robert Chamberlin, Earl Stinchcomb, Brandon Donnelly, John Rejc, Daryl Glenday, Douglas Hayman, Michael Bayus, James Bleyaert, Timothy Mulligan, Glenn Lamb, John Good, Jayme Gay, Zachariah Lane, Brendan Barnum, Jonathan Holland, Shawn Keeney, Tim Davis, Danny McDole, Robert Rajter, James Caris, Daniel Bogan, Eric Matthews, John Roland, Lee Woolsey, Charles Hosing, Benjamin Engelhardt, Nicholas Kelly, Ray Yee, Ken Robins, Michael Morris, Jeffrey Zygila, Dante Valente, Jeff Scherrer, Terry Taulbee, Todd Haller, Lawrence Schafer, Michael Bono, Allen

Phillips, Christopher Malysz, Derik Carlson, Keith Root, Andre Plave, Steven Sly, George Bell, John Schumaker, Brian DePew, John Craft, Ed Zabik, James Lammon, Frank Bruneel, David Sarney, Matthew Trelfa, Anthony Pernicano, Scott Kahn, Gerald Fetceau, Anthony Soave, Brandon Ivey, James Walker, Jonathan Heath, Karl Williams, Anthony A. Johnson, Mark Vella, William Ryan, Lloyd Sherman, Michael Cary, Guy Adams, Dan Willacker, Thomas Kehoe, Kenneth Knapp, Mark Sinnott, Doug Haines, Larry Brown, Richard Gerjerkian, Rex Kanitz, William Mozurkewich, Timothy Nester, Daniel Fraier, Donald Poyle, Fred Wayman, Paul Parpart, Harry Morgan, Ronald Stark, James Maynor, Sean Gilliam, David Domanski, Patrick Cregeur, Eric Bucher, Scott Maitland, David Bates, Tim Davis, Harley Dennis, Thomas Seibert, Sean Muldoon, John Styles, James Schwarz, Mark Jensen, Anthony Nevedal, Allen Tremberth, Richard Capek, William Bradfield, James Gillette, Tyler Lindsay, Kevin Koslowski, Emil Ketteluh, Nathaniel Hawk, Jeremy Jondro, Edward Sizemore, Thomas Robinson, John Hyatt, Brian Walewski, Lawrence Brosch, William Bauer, Robert Zalewski, Earl Ward, John Beaudrie, Arthur Campbell, James Green, Robert Elmendorf, Frank Stumpf, Andrew Dunbar, David H. Yelencich, John Cieszynski, Kenneth Imhoff, Charles R. Kortright, Donald Roberts, Richard Gilbert, Robert Monette, Michael Lemieux, Matthew Wardrop, Lewis Porter, George Agius, William Karl, William Lane, Ronald Kramer, Mark Harper, Michael Seecombe, Joshua Black, Matthew Stevenson, Chandler Stefan and Brandon Donnelly.

DUES PAYMENTS: YOUR DUES PAYMENTS ARE DUE PRIOR TO THE FIRST OF THE MONTH. The books will close at the end of the business day on the last day of the month. **Payments made on the 1st of the month are considered late for that month. There will be no exception, once the books are closed it cannot be undone.** Members will receive a text message dues reminder prior to the end of the month. If you are not receiving our text messaging, please call the hall. **REMEMBER:** We ONLY take Visa, Master Card & Discover and **do not accept** American Express.

WEEKEND WORK ASSIGNMENTS: Saturday and Sunday work assignments. Please remember that when performing work on a Saturday or Sunday the steward must report it to the hall, give each members name and obtain a form for signatures. Each member must sign the form along with the number of hours they worked. The completed form must be sent back to by hall by the end of the day on the following Monday. Weekend work assignments must be called or emailed into the hall **prior to 3:00 pm on Friday.**

WORK ASSIGNMENTS: Everyone must obtain a work assignment prior to starting work. If you fail to do so you could be written up on charges.

LAY-OFFS: All members must report to the Union Hall immediately upon lay-off, even if you only work one day. These are the By-Law rules for the Out-of-Work List. Your name will be removed from the list fourteen (14) days after receiving an assignment. It is very important to report to the union hall immediately after your layoff. Members

(Continued on Page 13)



Local 7 Sheet Metal Workers

Sheet Metal Workers 7

LANSING – NOTICE. This Newspaper Article shall serve as **Official Notice of ALL meetings for Local 7!**

The next Statewide Meeting will be, **February 8, 2024, at 6:00 p.m.**

*Zone 1 January 11th at 6:00 p.m.

*Zone 2 January 16th at 6:00 p.m.

*Zone 3 January 10th at 6:00 p.m. (Saginaw)

*Zone 3 March 21st at 6:00 p.m. (Traverse City)

*Zone 4 January 9th at 6:00 p.m.

*Zone 5 February 1st at 6:00 p.m.

Please register on our website at www.sheetmetal7.org for the most up to date information on meeting schedules for 2024. Once you are registered it must be approved in order to be able to log on. Please contact your representative if you are having issues registering.

SMART Union Labels: Make the union label work for you! The new and modernized SMART Labels are an essential part to wage equalization, which means more money and work for you. Make sure that you are scanning labels in order to equalize pay and eliminate the incentive to subcontract outside of your area. For more information visit the official website at www.labelitscanireport.com and download the official app by texting "SMART" to 90975.

SMART Members Assistance Program provides counselors to speak with members experiencing crisis. Call (877) 884-6227 for 24/7 assistance with Suicide Prevention and Drug and Alcohol Abuse.

ZONE 1 Info. Zone 1 area continues to remain busy and looks to stay this way into the New Year. If you become unemployed, please update your status with Eric or Vance (Apprentices please notify Ryan as well). If you are experiencing any difficulties with unemployment or insurance, please contact Eric or Vance for any additional assistance. Any Journeypersons interested in upgrade classes, please contact Ryan at the Training Center for additional information (269) 781-7183 (class availability depends on the number of individuals interested).

ZONE 1 Monthly Retiree Meetings:
1st Wednesday of each month @ 8:00 am located at Bob Evans 1725 N W Ave, Jackson, MI 49202

2nd Tuesday of each month @ 1:00 pm located at Rocky Top 1900 Lansing Ave, Jackson, MI 49202

2nd Wednesday of each month @ 12:00 noon located at The Beamery 879 E Michigan Ave, Battle Creek, MI 49014 (Retirees, please notify Vance or Eric of any changes or additions you would like)

- In Solidarity, Eric Farrington and Vance Saunders

ZONE 2 Info: Work in Zone 2 remains steady and looks good through the winter and into the spring. Please keep in mind dues are always due prior to the first of the month and also keep me informed on any address or phone number changes. If your employment status changes please let me know and apprentice's should also let Cody know as well. **In Solidarity, Mike Adams**

ZONE 3 Info: (Saginaw) I Hope everyone had great holidays. Work in the Saginaw area remains steady. If you are laid off there is work in are other zones if you want to travel.

Our next meeting is Jan 10th at the Freeland hall. Everyone should be getting a survey in the mail about are upcoming contract, please take the time to fill it out and mail it back. Thank you and be safe. **In Solidarity, Joe Dotson**

ZONE 3 Info: (Traverse City). Please check your mail for the Wage Survey that is coming out. This is your chance to voice your opinion on our upcoming contract renewal, and mail it back by Feb. 15. Make sure your dues are paid and update your address and phone number as there will be more info mailing out soon. Work in our area is slowing down a bit, there is work in other areas if you get laid off. The SASMI underemployment benefit eligibility is under 700 hours worked from July 1st, 2023 to December 31st, 2023. Please contact me if you want to apply for the benefit. If anyone has any questions on the yearly physical requirement, call Benesys at 1(800) 451-5733. Also, you can go to www.ourbenefitoffice.com/smw7-3/benefits to register and get a wealth of information on your H&W and pension status. **In Solidarity, John Amalfitano**

ZONE 4 Info: I would like to thank everyone who attended the Christmas party this year it was a great success, with plenty of camaraderie and Holiday spirit among our members'. The upcoming winter upgrade classes offer an excellent opportunity for members to upgrade their skills and stay ahead in the industry. Local 7 Zone 4

(Continued on Page 13)

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2024 LOGBOOKS ARE HERE

HARD COPY & MOBILE APP VERSIONS

Aiello Law Group has just released our 2024 Construction Worker's Daily Logbook in both a print and digital version! We have provided logbooks to Michigan's building trades for over 30 years.

The traditional paper version can be picked up in our office, your union hall, the Building Trades office at 1640 Porter in Detroit, or can be mailed directly to you by giving us a call at (313) 964-4900. The digital version can be found in the App Store for Apple or Google Play for Android. Simply search for "Aiello Daily Logbook."



CUTTING WINDOW FRAMES at the Residences @ 150 Bagley project in Detroit is Mike Kehoe of Glaziers and Glassworkers Local 357. He's employed by Modern Mirror.



WITH A WIDE VARIETY OF DUCTS providing a backdrop on the 18th floor of the Residences @ 150 Bagley building in Detroit, we asked this group of Sheet Metal Workers Local 80 members coming off their break to pose for a photo. They include (l-r) Robert Schell, Shannon Nelson, Brandon Struck, Ryan Pabst, Dan Quinn, Sr. and Eric Allen. They're employed by Sylvan, Inc.



MAKING REPAIRS to the north side of the Residences @ 150 Bagley project in Detroit are masons John Gramlich and Phil Johnson. The Bricklayers and Allied Craftworkers Local 2 members are employed by Pullman Services

Photo credits: Marty Mulcahy

150 Bagley tower making a comeback



MUCH OF THIS SPACE at the rear of the 150 Bagley building in Detroit was taken up by the now-demolished United Artists Theater, which was too far ruined by the elements to be saved.



FINISHING DRYWALL on the 13th floor of the Residences @ 150 Bagley project are (l-r) Jose Alfredo and Hamlet Martinez of Michigan Painters District Council 1M. They're employed by the Brinker Team.



THE FRONT of the 150 Bagley Building in Detroit.



MOVING MORTAR on the 17th floor of the Residences @ 150 Bagley project in Detroit are (l-r) masons Cylar Rea and Mohamed Haimed of Bricklayers and Allied Craftworkers Local 2. They're employed by Leidal and Hart.



IT'S A CLEAN SWEEP for laborer Maurice Smith of Local 1076, working in the basement of the Residences @ 150 Bagley project. He's employed by the Brinker Team.

Sheet Metal Workers Local 7, continued

(Continued from Page 12)

4 is proud to say we are still at full employment. As the New Year approaches the union remains steadfast in its mission to support and empower its workforce ensuring a prosperous future for all. **Your Brother Scott Brotherton ZONE 5 Info** Work in the U.P. is still busy and looks to stay that way through the cold months ahead. If you know of anyone that would be a good fit for our trade please have them give me a call or go online to fill out an application at sheetmetal7.org. I Hope everyone had a safe and fun New Year.

The next Zone 5 union meeting will be Thursday, February 1st at 6 pm at the hall in Gwinn. I hope to see you there. **In Solidarity, Brandon Langenfeld Dues Department: *Online dues payment is now available*** Dues of all members of local unions shall be paid monthly or quarterly, but always in advance. To better serve our membership, we accept Credit Card Payments in lieu of your monthly dues.

If you would like to take advantage of the Credit Card Service, a finance charge will be applied - Please call the Lansing office during regular business hours at 517-882-4064 to make your payment.

Address/Telephone Changes: Article 8, Section 1 of Local 7 Work Rules: *Address Changes:* All members are required to keep the Financial Secretary informed of their correct address. A notice mailed to the last address shall be sufficient and legal. If you have moved or changed your telephone number, please contact the union hall to update your records.

BENEFITS: For Benefit questions please contact the area office. Zone 1 - BeneSys 866-822-7037, Zone 2 - TIC 866-887-4338, Zone 3 - BeneSys 800-451-5733, Zone 4 - BeneSys 800-842-2690 and Zone 5 - Wisconsin H & B Fund 800-654-2329.

DEATH CERTIFICATES: Please submit to the Union Hall a copy of a Death Certificate for deceased members. Additional benefits from the International may be available.

CONTACT US: 4931 Contec Drive, Lansing, MI 48910-517-882-4064

Local 7 Officers: **Samual Fuller** (Business Manager/Financial Secretary-Treasurer) 517-882-4064

Eric Farrington (Agent-Lansing/Jackson) 517-242-3223
Vance Saunders (Agent-Battle Creek/Kalamazoo) 269-569-9200

Mike Adams (Agent-Grand Rapids/Muskegon) 616-299-3752

Joe Dotson (Saginaw) 989-225-0095

John Amalfitano (Traverse City) 231-590-1112

Scott Brotherton (Agent-Flint) 810-836-3552

Brandon Langenfeld (Upper Peninsula) 906-372-9288

Sheet Metal Workers Local 80, continued

(Continued from Page 12)

get confused because the S.U.B. Fund allows you a period of up to seven (7) days to apply for S.U.B. benefits after lay-off.

LAY-OFF SLIPS/TERMINATION NOTICES: Lay off slips must accompany all applications for sub pay. Without lay off slips you cannot collect sub pay. It is the member's responsibility to make sure they get one from the contractor when laid off. Your application cannot be submitted without one. It is the contractor's responsibility to issue one in accordance with our contract.

SHORT WORK WEEK SUB PAY: If you work 16 hours or less in a week or have a short work week due to weather you may collect sub for that week but only if it is at the beginning or the end of a layoff. You may NOT collect if you are not laid off. You must complete a sub application at the hall, provide a pay stub for that week and the hall will submit it to the fund office. If you are not laid off and it is due to weather the company MUST provide written documentation that it was weather related.

MEMBERSASSISTANCE PROGRAM: If you are experiencing problems in your family, marriage or relationships, stress or emotional difficulties, grief or loss issues or problems with alcohol and drug use please contact our assistance program. **Ulliance** is there to help you with your needs. They can also help you with legal issues, financial concerns, elder care referrals and child care resources. Contact them at 1-800-448-8326 or www.LifeAdvisorEAP.com. **Make sure you mention Sheet Metal Workers Local 80 when calling and not the contractor you are working for.**

SAVE THE DATES: **Gold Outing - July 13**
Picnic - August 3
TRAINING CENTER NEWS: Entrance Exam Information. The Sheet Metal Workers' Local 80 Apprenticeship Entrance Exam is scheduled for January 24, 2024. The deadline to apply is Monday, January 22.

Requirements include a high school diploma or GED, a valid driver's license and applicants must be 18 years old by October 1, 2023. Applications must be submitted in person and are accepted by appointment only. Appointments can be scheduled by calling the Local 80 Training Center at (586) 979-5190.

"There ain't no free lunches in this country. And don't go spending your whole life misserating that you got raw deals. You've got to say, 'I think that if I keep working at this and want it bad enough I can have it.'"

-Lee Iacocca (1924 - 2019)

"Facts are facts and will not disappear on account of your likes."

-Jawaharlal Nehru (1889 - 1964)

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By John Pepin
Michigan Department of
Natural Resources

Taking stock of Michigan's latest deer harvest. DNR and hunters look to address harvest decline in Upper Peninsula.

Part 1.

The 2023 firearm deer season is officially complete. The license sales and harvest data are mixed throughout the state.

Harvest figures. The reported deer harvest for the entire state is down compared to last year by a total of 11 percent or almost 30,000 deer. This is certainly significant in the eyes of the Michigan Department of Natural Resources and something that is being closely watched. There are many factors that can contribute to the reduction of harvest.

Reported deer harvest in Michigan as of Dec. 5, 2023, (all deer seasons) decreased compared to the autumn of 2022 by 26 percent in the Upper Peninsula, 16 percent in the northern Lower Peninsula and 7 percent in the southern Lower Peninsula.

Taking a look at where the highest harvest totals are within Michigan's 83 counties, it is no surprise that they come in the southern portion of the state. Significantly milder winters and abundance of food from agriculture continue to support high deer density where these conditions exist.

Harvest reporting update. This is just the second year of a required harvest report. The historical method of estimating the deer season harvest would have relied on a random sample of hunters, who were mailed a paper survey, at the end of the deer season.

Although that method will be continued to be able to further our understanding of the relationship between the old survey and the new harvest reporting data, the required harvest provides a real-time evaluation between years that has previously not been available.

It is too early to tell whether harvest reporting has improved

Outdoors

The 2023 deer harvest



A HUNTER WALKS a show-covered road in Iron County.

Photo credits: Michigan Department of Natural Resources

this year compared to last.

One of the major changes to the system includes a removal of the required pin drop for harvest location and instead asking hunters to select a township, range, and section from a map grid. The average time to complete a harvest report dropped from 3.7 minutes in 2022 to just 2.9 minutes in 2023.

The rate of hunters not reporting their harvest is currently unknown and could add a significant margin of error to the harvest decline.

More harvest data. All 15 U.P. counties have recorded individual drops (all deer seasons) below 2022. Those declines range from 10.9 percent in Mackinac County to more than 40 percent in Gogebic (40.6 percent), Marquette (40.1 percent) and Ontonagon (42.2 percent) counties. Six counties in the U.P. reported declines greater than 35 percent.

The reported Michigan statewide harvest during the firearm deer season statewide decreased by 11.9 percent. Other Great Lakes states, including Wisconsin (-17.6 percent) and Minnesota (-7.4 percent) have also recorded harvest percentage declines during their gun deer seasons.

When reviewing the preliminary data available through Dec. 5 from the Midwest, the northern

states appear to have very similar reductions in harvest.

Reaction. Hunters in the U.P. have expressed a great deal of anger, frustration and concern with the low reported deer harvest this year. The Michigan Department of Natural Resources hears, appreciates and empathizes with those reactions, as DNR wildlife managers are also concerned with the reported harvest numbers.

In October, the DNR issued a U.P. season preview that stated: Deer numbers remain low in many locations, especially along the Lake Superior shoreline and in the western counties and even some locations in the eastern U.P., which will again temper expectations of overall harvest in the U.P.

The southern portions of the U.P., including parts of Menominee, Delta and even Dickinson counties, seem to have consistent deer numbers, and another good year is anticipated for those areas. But to be clear, there will be places in the U.P. where deer densities remain low, and hunting efforts in some of these locations will prove extremely challenging.

Even in those three counties predicted to have good harvest numbers, Menominee, Delta and Dickinson counties posted declines of 18.2 percent, 20.7 percent and 26 percent respectively.

To effect positive change,



A DOE IN the Upper Peninsula.

hunters, wildlife managers, landowners, foresters and others need to work together cooperatively, each doing what they can to help, given their own limitations.

We've been here before. In 2015, the buck harvest in the U.P. bottomed out at an estimated 17,000. Two years later in 2017, buck harvest in the U.P. eclipsed 30,000.

The deer herd will come back. The DNR has maintained many conservative deer management recommendations since 2015. There is no reason to think that the herd won't bounce back in a few years, barring unforeseen severe winter weather.

Limiting factors. In Michigan, there are numerous factors that may act singularly or in combination to influence deer abundance, and they can vary over space and time.

Some of these factors have a greater impact on deer populations and thus are more important than others. In addition, some of these limiting factors can be managed by state wildlife agencies, while others cannot.

Predators (including wolves), winter weather, habitat quality, changes to deer harvest regulations, declining hunter numbers and changes in timber harvest all play a combined role in changes to the deer population in the Upper Peninsula.

Numerous factors can also affect deer harvest. For example, given that 50 percent of the deer harvests in rifle season occur within the first three to four days, unusual weather at the beginning of the season can decrease harvest, like the warm, windy days

we had this season. Even what day of the week the opener falls on can change harvest.

Predators. Wolves, more so than other predators, are often blamed for a lack of deer in the U.P. From 2009 through 2022, the buck harvest throughout all hunting seasons has fluctuated up and down in association with severe winter occurrences.

Meanwhile, wolf population estimates have remained relatively stable, indicating something besides wolves is affecting the deer numbers – that something is severe winters, deer wintering habitat and even summer food availability.

When deer numbers decline, it is not because wolf numbers have increased, and when deer numbers increase, it is not because wolf numbers have declined.

Deer co-evolved with predators and, as such, have developed predator avoidance behaviors (selecting habitat outside of wolf core areas) and physical characteristics that increase survival (fast speed, wide field of view).

Some hunters and others question the results of DNR surveys, which calculate minimum population estimates for wolves in the U.P. (643 average since 2010), with some suggesting the true population is more likely in the range 2,000-3,000 animals.

The DNR acknowledges the number is an estimated minimum calculated during winter surveys when wolf numbers are at their lowest, prior to the birth of pups, which have a relatively high mortality rate.

The DNR has set out hundreds of trail cameras across the region to help assess wolf numbers. This is part of a new survey approach, which is expected to work in concert with the traditional aerial wolf surveys which occur every other winter.

Given the amount of land in the Upper Peninsula providing suitable habitat for wolves (roughly 10,600 square miles), an average pack size of 4.8 wolves and a median wolf territory size of 82 square miles, the number of wolves resulting given these limiting factors would be similar to minimum estimates the DNR is finding in its surveys.

The "Factors Limiting Deer Abundance in the Upper Peninsula" complete report shows

that predation from wolves has a relatively small impact on the deer population.

This is because wolves are not the main predator on fawns, and fawn survival is what drives the deer population changes in most years. Other fawn predators include coyotes, bears and bobcats.

In studies elsewhere in the U.S., including some with no wolves present and one with no predators at all, the fawn survival rate was measured at 45 percent.

The U.P. Predator-Prey study, which took place over nine years (2009-2019) within three varying snow depth zones, indicated the U.P. fawn survival rate was 47 percent. While wolves do prey on adult deer, adult deer survival is quite high. Predation from wolves is simply one portion of what impacts our deer herd in the U.P.

Winter conditions. Since 1996, the Upper Peninsula experienced more than three times as many severe winters than between 1980 and 1996, along with three instances of back-to-back and two instances of three consecutive severe winters.

Severe winters are those with more than 90 days with snow depth of a foot or more. Some factors affecting winter snow depth would include climate change and Lake Superior not freezing over, which provides more moisture to generate lake effect snowfall.

Buck harvest was at an all-time high from the late 1980s to the mid-1990s, and winters were noticeably milder during this time.

The consecutive severe winters beginning in 1996 and 1997 have resulted in periodic declines in buck harvest since then. Since 2013, eight of the 11 winters (73 percent) have been severe, impacting buck harvest, further restricting the growth of the U.P.'s deer herd.

When the duration of snow cover exceeds 90 days, winter is likely to impact deer populations to some degree. There is a linkage between buck harvest declines and severe winters, while the wolf population estimates remain steady.

(This feature was compiled with the help of numerous DNR wildlife biologists and other staffers).

(Part 2 will appear in our next edition)

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