

THE BUILDING TRADESMAN

Official Publication of the Michigan Building and Construction Trades Council

VOL. 69, NO. 23

Since 1952 • Serving the highly skilled men and women in Michigan's building trade unions

65 Cents November 13, 2020

SHORT CUTS

Union contract lengths get shorter

For the first time in at least 20 years, the length of collective bargaining agreements (CBA) are getting shorter. That is the finding from Bloomberg which looked at CBAs signed in the first six months of 2020.

Their study found that for the first time since at least 2000, contracts that are for a year or less will not be the rarest type of CBA. They also found that as many two-year contracts were being signed as three-year contracts. In total 15 percent of the new contracts are for one year or less and 27 percent are for two years.

Shorter contracts often happen when the economic outlook is bleak. Unions may forgo a raise or may even settle for givebacks on a shorter contract with the knowledge that they will be able to negotiate a better contract once the economy recovers. This was common during the Great Recession, with some workforces negotiating multiple short-term contracts.

There may be more short contracts this year, especially in the first half of the year, because many believe that once the pandemic is dealt with the economy will recover quickly. Unions don't want to be locked into a long-term austerity contract with a good economy so a short-term contract gives them the ability to negotiate a better one when times turn around.

From an employer's perspective, this can also give them flexibility. If the economy doesn't recover, then they can negotiate more austerity measures quickly instead of having to wait for a four-year contract to end.

(Source: UComm Blog, Kris LaGrange)

Jobless situation still seeks traction

Another 1.1 million Americans applied for unemployment insurance (UI) benefits the last week of October including 751,000 people who applied for regular state UI and 363,000 who applied for federal Pandemic Unemployment Assistance.

PUA is the federal program that provides up to 39 weeks of benefits for workers who are not eligible for regular unemployment insurance, like the self-employed. Without congressional action, PUA will expire in less than two months.

According to the Economic Policy Institute, the 1.1 million who applied for UI last week was little changed (a decline of 3,000) from the prior week's revised figures. The last week in October was the 33rd straight week total initial claims were far greater than the worst week of the Great Recession.

Most states, including Michigan, provide 26 weeks of regular benefits, but this crisis has gone on much longer than that. That means many workers are exhausting their regular state UI benefits, and that's what's happening: in the most recent data, the EPI said continuing claims for regular state UI dropped by 538,000, from 7.8 million to 7.3 million.

According to the Department of Labor, 22.8 million workers are either on unemployment benefits or have applied recently and are waiting to get approved. The U.S. unemployment rate declined by .5 percent in October to 7.9 percent, which was 4.4 points higher than in September 2019.

Quotable

"The Pilgrims made seven times more graves than huts. No Americans have been more impoverished than these who, nevertheless, set aside a day of thanksgiving."
—H.U. Westermayer



Labor gains with Biden, adding allies to state high court

By Marty Mulcahy
Editor

For the political interests of organized labor in Michigan, the days after the Nov. 3 general election had a familiar feel to it—with two major exceptions.

The first, of course, was the change at the top: Joe Biden, organized labor's endorsee, defeated President Donald Trump, and will become the next president of the United States.

The second major change: there is now, for the first time since 2010, a 4-3 labor-friendly majority on the state Supreme Court, with the election of justices Bridget

Mary McCormack and Elizabeth Welch.

Elsewhere, while names and faces changed in a multitude of statewide and national offices, there was little change in majorities among the major categories.

Control of the U.S. House of Representatives (Democrat) and the Michigan House (Republican) didn't change. Michigan Senator Gary Peters (D) barely defeated John James for another six-year term, but the GOP retained control of the U.S. Senate.

And labor-endorsed Congressional candidates in Michigan had a mixed record of suc-

cess, with two on the plus side being narrow victories by Haley Stevens (D-Rochester Hills) and Elissa Slotkin (D-Holly).

Certainly pre-election polling led to an expectation of a "Blue Wave" election, but little of that came to pass in the state legislatures in Michigan and elsewhere, nor in Congress. Although, Biden received more than 73.5 million votes for president, and counting—the most in U.S. history.

Last week the AFL-CIO reported that Biden received the vote of some 57 percent of U.S. households.

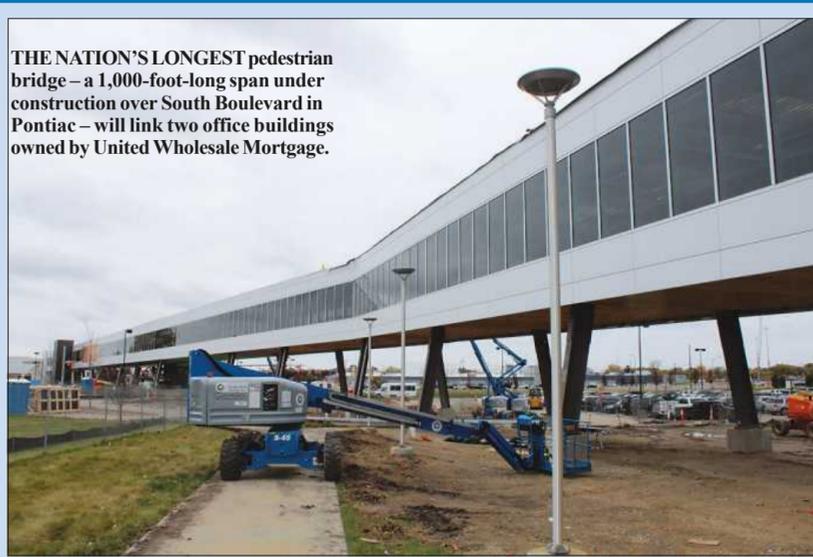
"The resilience of unions is

the story of 2020," said AFL-CIO President Rich Trumka. "It's been on display all year. It's guided by our belief that a better day is still within our reach. And today, I am more confident than ever that a better day is near. A united labor movement delivered for Joe Biden. And a united labor movement will defend the will of the people."

As the votes were counted last week after Election Day, President Trump and his allies complained about voter fraud without evidence, claiming alternately, and without affect, that the

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THE NATION'S LONGEST pedestrian bridge—a 1,000-foot-long span under construction over South Boulevard in Pontiac—will link two office buildings owned by United Wholesale Mortgage.



Take a hike: record 1,000-foot bridge links mortgage campus

By Marty Mulcahy
Editor

PONTIAC—In Michigan, we have long, prominent, landmark bridges over the Mackinac Straits, the Detroit River, the St. Clair River and the St. Mary's River.

Now, we have a record-holding in bridge in... Pontiac?

That's right, Pontiac. The northern Oakland County city is home to the nation's longest pedestrian bridge, a 1,000-foot-long span under construction over South Boulevard that links two buildings owned by United Wholesale Mortgage, one of the largest lenders in the country.

"We're really big on team and

people, and our campus reflects that with the amenities that we have in our current building," said Mat Ishbia, president and CEO of UWM (formerly United Shore). "Now with the addition of a second building and connecting the entire campus with a bridge, we'll

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THE MOVING WALKWAY on the pedestrian bridge at the United Wholesale Mortgage project is being installed by Elevator Constructors Local 36 members (l-r) Joel Young, Shelby Hudgens, Justin McKoan, Jeff Watkins and Dan Ordonez. They're employed by Thyssenkrupp Elevator.

Photo credit: Mike Vandervennett

By Marty Mulcahy
Editor

Crisis in confidence clouds future for nation's contractors

This COVID-plagued year's fourth quarter isn't starting any better than 2020's first quarter ended.

U.S. construction firms "are experiencing widespread project deferrals and cancellations, along with disruptions to ongoing work and few new project awards, as the economic damage from the pandemic drags down industry employment in metro areas across

the nation," according to a survey and analysis of the U.S. construction industry released Oct. 28.

Based on federal figures and released by the Associated General Contractors of America, the analysis urged Congress to adopt new coronavirus relief measures to head off further job losses.

"The survey results make it clear that the months-long pandemic is undermining demand for projects, disrupting vital supply

chains and clouding the industry's outlook," said Ken Simonson, the AGC's chief economist. "Without new federal relief measures, these challenges pose a significant threat to current construction employment levels."

Federal lawmakers failed to pass a second stimulus package for the American economy prior to the Nov. 3 election, and prospects for passage are cloudy in

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'Further weakening protections for millions of workers'

By Mark Gruenberg
PAI Staff Writer

NEW YORK (PAI)—President Donald Trump wants to give another big financial lollipop to the nation's corporate class, and the proverbial lump of coal to millions of workers, election or no election.

Michigan Attorney General Dana Nessel and 22 other state attorneys general, plus the cities of New York, Chicago, Philadelphia and Pittsburgh, have joined forces in a concerted effort to stop Trump from stripping workers of key protections provided under the 82-year-old Fair Labor Standards Act (FLSA).

The latest goodie the president tossed to the 1 percent was to have his Labor Department expand the legions of workers whom bosses could unilaterally declare as "independent contrac-

tors," stripping them of worker rights, including the right to unionize—and even the right to earn the federal minimum wage, or overtime pay when they toil too long.

Not only that, but employers would be able to get away with not paying Social Security and Medicare payroll taxes, workers' comp and unemployment insurance for those workers. The Trump Labor Department claimed, without basis, that the new independent contractor test will "promote certainty for stakeholders, reduce litigation, and encourage

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...Trump's union-busting targets federal workers

By Mark Gruenberg
PAI Staff Writer

WASHINGTON (PAI)—Another battle has broken out in GOP President Donald Trump's continuing war on the nation's two million federal workers.

Trump issued an Executive Order on Oct. 21 that would allow him to fire or hire government employees at will, despite the presence of union contracts.

The American Federation of Government Employees, the largest union representing federal and D.C. government workers, said Trump's order will undermine decades of laws and policies designed to protect career civil servants from being hired or fired for political reasons.

Trump said his latest order would let agencies fire workers quickly, without due process and without possible legal chal-

lenges, if those workers were in "confidential, policy-making or policy-determining positions."

But his definition of those terms was so broad, National Treasury Employees Union President Tony Reardon said, that it would take the civil service back to the days of the spoils system—when government jobs were given to political friends and loyalists.

"It is shocking that after four years, the Trump administration still doesn't understand the United States expressly rejected a spoils system 137 years ago because it was ripe for corruption," Reardon said in announcing the suit. "As with previous Trump executive orders and our legal challenges to them, we intend to remind this administration the taxpayers are better served by federal employees who swear an oath to the Constitution, not a president."

In so many words, NTEU's suit, filed Oct. 26 in U.S. District Court for D.C., says Trump's executive order, issued five days before, harkens back to the days when federal work was completely politicized and workers' jobs were subject to a capricious president, and his party.

The president's order said it "promotes good governance and accountability" and is designed

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Your health and safety matters



OSHA lethargic, at best, in enforcing COVID violations

By Nick Fox
Laborers Health and Safety Fund of North America

For months, public health organizations and labor groups have criticized OSHA for failing to issue an emergency temporary standard for COVID-19. Federal OSHA has stuck by its strategy of only issuing guidance based on ever-changing CDC recommendations, claiming that existing standards and the general duty clause are strong enough to allow them to protect workers and

hold employers accountable.

The problem with this approach was that, despite receiving over 4,100 whistleblower complaints between February and June, federal OSHA wasn't actually issuing any citations to employers who put the safety and health of their employees at risk.

According to its COVID-19 Response Summary, the agency didn't issue its first COVID-19 citation until the middle of July, and only issued four total in July and August.

By comparison, WorkSafe BC, which oversees workplace safety and health in British Columbia, issued over 330 orders for health and safety violations related to COVID-19 by the middle of July—and that's in a small province of roughly five million people.

It took until September for federal OSHA to ramp up its own enforcement, when it issued over 50 citations. Almost all of them were for healthcare facilities, nursing homes and large indoor pro-

cessing facilities in the meatpacking industry. These workplaces have been some of the hardest hit by the pandemic; a new report estimates around 40 percent of COVID-19 deaths can be linked to nursing homes.

A Lack of Adequate Fines. Even with this relative increase in enforcement, many citations either don't include fines or include fines so minor that they don't serve as a deterrent to employers. For example, after an outbreak that led to the death of eight

workers, federal OSHA issued a fine of just \$15,615 to global meatpacking giant JBS Foods, which had over \$50 billion in sales in 2017. Smithfield Foods, the world's largest pork producer, was similarly fined a tiny \$13,494 for an outbreak that led to the deaths of four workers and was ultimately responsible for infecting more than 1300 people.

Compare this enforcement action to Cal/OSHA, which brought over \$436,000 in fines

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Viewpoints



Presidential union label

Joe Biden won the election for U.S. president, by a margin approaching 4 million votes – and after days of vote-counting, easily surpassing the 270 votes needed to win the Electoral College.

Citing *New York Times* exit polling, the *Union Communications Blog* reports that about 19 percent of 2020 U.S. general election voters were in a union household, with 57 percent of them voting for Biden. In 2016, Hilary Clinton won 51 percent of these voters.

In Michigan, the report said 22 percent of voters were from a union household, with 56 percent voting for Biden. There were similar margins in other union-heavy election battleground states that proved decisive for Biden.

“In these strong union states, it would appear that the shift of just a few percentage points away from Trump could be the difference between four more years of Trump and a Joe Biden presidency,” the *UComm Blog* said. And elsewhere in this paper, AFL-CIO President Rich Trumka said “a united labor movement delivered for Joe Biden.”

President Trump will (apparently) leave office when Biden is sworn into the nation’s highest office on Jan. 20, but the enormous sway of Trump over the Republican Party and his 70 million voters (second most all-time) and 87 million Twitter followers mean the current president will be a force to be reckoned with during the Biden Administration.

And Trump almost certainly won’t be satisfied with just harranguing Biden – still the de facto leader of the Republican Party, he will retain enormous sway over GOP lawmakers. After all, the Republican Party’s platform this year wasn’t some multi-page document of positions, beliefs and proposed directions for the GOP, it was simply a one-page resolution stating that the party “has and will continue to enthusiastically support the president’s America-first agenda.” But that agenda has never promoted issues of importance to workers.

The vast majority of the nation’s labor unions, including nearly every building trades union, wholeheartedly endorsed Biden over Trump. Union members: less so, according to the exit polling, but still a majority backed Biden.

But labor leaders saw that disconnect with their membership when Hilary Clinton lost her election four years ago, and really, nothing much changed over the past four years. This year, union leaders still endorsed Biden over Trump. Why?

Yes, the U.S. economy was good until COVID-19 struck – but it had been on an upward glide since the Great Recession a decade ago. The fact is, President Trump never even threw a bone to organized labor. His (three!) “Infrastructure Weeks,” supposedly promoting infrastructure repair, were essentially press releases with no substance. He never insisted on using or protecting prevailing wage in government contracts. He famously said “I like right to work.” He has made no effort to get involved with finding a solution to union pension funding, and his proposed budgets would have cut Social Security. His appointments to the National Labor Relations Board have been as anti-worker as they come, and their decisions have reflected their management bias. Similarly, OSHA rules on silicosis and other standards have been put aside at the behest of the business community.

Perhaps “Make America Great Again” could have come to pass for four more years if Trump had put a union label on his policies, but he never came close to putting workers on a pedestal. Biden in September pledged to the nation “to be the strongest labor president you have ever had,” and he has consistently expressed support for labor unions over the years. We’ll see over the next four years if Biden is able win over some of that MAGA world.

Marty Mulcahy
Editor

To the Editor,

Thanks for your publication, which I always read all of it when it comes. I always take interest in the historical articles, in addition to the important front page articles, and have recently traveled to actually see the buildings that have been written about and photographed.

A few weeks ago, my wife and I took a drive in our classic Pontiac over to Pontiac, Michigan, and drove down to Detroit, where we stopped to see the old concert hall and other sites along the way that were written about in past issues.

Also a few weeks ago, I found the article about historic train depots interesting. Inspired me (us) to take a drive down to Niles, Michigan to see and photograph that old train station; what a beautiful old building. Got some great photos with my Pontiac parked near the front of that building, and we were there to catch a photograph of the train coming in from Chicago to stop there also.

The following weekend, I took my 12-year-old granddaughter on a train ride from Kalamazoo to Niles and had her dad pick us up there, a new and fun experience for her. That was fun, and would probably not have happened had it not been for your article and pictures about that train station. Thanks again.

Steve Griffith
Otsego, MI

The Building Tradesman welcomes your letters to the editor.

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Giving a bonus for failure

By Jim Hightower

Let’s say you’re a millionaire. That’s a lot of money, right? Now let’s say you’re a billionaire. That’s a lot more money! But how much more?

Think of all those dollars as seconds on a clock. A million seconds would total 11 days – but a billion seconds equals nearly 32 years.

Rich is nice, but billionaire-rich is over the moon – and the wealth of billionaires is now zooming out of this world.

There are only 2,200 billionaires in the whole world, but the wealth stashed away by these elites hit a new record this summer, averaging more than \$4 billion each. They’ve even pocketed an extra half-billion bucks on average in the midst of the COVID-19 economic crash.

Bear in mind that these fortunate few did nothing to earn this haul. They didn’t work harder, didn’t get one-digit smarter, didn’t create some new breakthrough product to benefit humankind. They could just crank back in their gold-plated La-Z-Boys and let their money make money for them.

Then there are multimillionaire corporate chieftains who are cashing in on their own failure.

Having closed stores throughout America, fired thousands of workers, stiffed suppliers and creditors, taken bailout money from taxpayers, and even led their corporations into bankruptcy, the CEOs of such collapsing giants as Hertz, JCPenney, and Toys “R” Us have grabbed millions of dollars in – believe it or not – bonus payments!

The typical employee at JCPenney for example, is held to part-time work, making under \$12,000 a year. Thousands of them are now losing even that miserly income as the once-mighty retailer is shutting 154 stores. Yet, the CEO was paid a \$4.5 million cash bonus before the company filed for bankruptcy this year.

And still, the corporate establishment wonders why the people consider them heartless and greedy.

(via www.otherwords.org)



Take a hike: record 1,000-foot bridge

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keep this amazing culture alive and continue to create a great place to work for anyone who wants to join our family.”

The glass-enclosed pedestrian walkway crosses South Boulevard, connecting the 600,000 square-foot United Shore headquarters building to its recently acquired 900,000 square-foot building, uniting a campus totaling 1.5 million square feet. The general contractor on the project is Troy-based The Alan Group.

Ideal Contracting and its Local 25 iron workers self-performed the installation of 450 tons of structural and miscellaneous steel erection on the project on weekends when South Boulevard could be closed. Ideal said the span’s south box truss was delivered in six shop-assembled sections ranging in length from 55-61 feet, 4-16 feet tall, each weighing up to 23,400 lbs. The north truss was delivered in four sections, of the same approximate length. A 900-ton crane, the largest available in Michigan, was used to erect both the south and north trusses into their final positions.

The span is 26 feet wide and will include four moving “iwalks,” each 200 feet long, with two others in 150-foot-long sections. Installing the moving walkways is Thyssenkrupp Elevator North America, employing a skilled crew of Elevator Constructors Local 36 members.

“Iwalks,” thyssenkrupp says, “are a cutting-edge solution to the challenge of transporting passengers and objects. With 30 percent less weight compared to conventional solutions, iwalks have changed the way that moving walks are developed, manufactured and installed. The iwalks’ modular, compact design is tailored to fit the evolving requirements of space, with reduced weight and outer dimensions to produce thinner floors, requiring less building space while offering enhanced convenience and comfort of passengers due to a wider pallet.”

Thyssenkrupp said the six surface-mounted iwalks will be installed on the slab of the bridge but will look flush with the final walking surface. “The units also feature a sleep mode function to save energy when there are no passengers on the moving walks and can monitor how many people it is carrying and adjust power usage accordingly,” the company said.

“The palest ink is better than the best memory.”
– Chinese Proverb

The Building Tradesman

ISSN-007-3717
is the Official Publication of the Michigan Building and Construction Trades Council
Patrick Devlin
Secretary-Treasurer
Steve Claywell
President



The Building Tradesman is published bi-weekly (every other Friday) by the Michigan Building and Construction Trades Council, Detroit office. 1640 Porter St., Detroit, MI 48216

Printed at Grand Blanc Printing, a union shop
Periodical mail postage paid at Detroit, MI and additional mailing offices.

POSTMASTER send postage returns to:
The Building Tradesman
1640 Porter St.
Detroit, MI 48216
Phone: (313) 961-3800
Fax: (313) 961-2467

Union members with address changes are asked to contact their local union.

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Subscription Rate \$15 annually (group rate for unions)

Visit our website:
www.michiganbuildingtrades.org

“This is truly an ideal partnership – a pedestrian bridge unlike any other in the United States with moving walks unlike anything else out there,” said Kevin Lavallee, President and CEO of Thyssenkrupp Elevator North America. “Iwalks have revolutionized the moving walkway as these units can fit any-

where and can be installed and removed quickly to meet specific building and traffic needs.”

This skywalk will be longer than the Somerset Collection’s pedestrian bridge over Big Beaver Road in Troy. And the Pontiac span surpasses the 680-foot-long Gatlinburg SkyBridge in Tennessee, a suspended footbridge

which was said to be the longest pedestrian bridge in the U.S.

The *Detroit Free Press* reported that Shore expected to employ 7,000 by year’s end. The mortgage giant, which Crain’s said reported \$107.7 billion in loan volume in 2019, has been using shuttle buses to transport employees between the two buildings.



IRON WORKERS Local 25 members employed by C.L. Rieckhoff work on the exterior of the United Wholesale Mortgage skybridge in Pontiac.

OSHA lethargic, at best, in enforcing COVID violations

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against frozen food manufacturer Overhill Farms and its temporary staffing agency for failing to adequately space workers and provide barriers inside facilities.

At a time when federal OSHA has been accused of ramping up enforcement as a way to prove that an emergency temporary standard isn’t needed, the lack of serious fines isn’t doing much to convince its critics otherwise.

A Lack of clear direction for employers. The lack of a COVID-19 standard is also creating confusion and ambiguity for employers. Even when federal OSHA has issued fines and ordered employers to take corrective action, there’s no list of exact steps to follow. For example, when OSHA cited Smithfield Foods under the general duty clause, the agency didn’t list specific areas the company needed to correct; instead, the citation was “failing to provide a workplace free of recognized hazards.” OSHA has said it expects employers to use a

“Security is mostly a superstition. It does not exist in nature... Life is either a daring adventure or nothing.”
– Helen Keller (1880 - 1968)

“I don’t like to commit myself about heaven and hell-you see, I have friends in both places.”
– Mark Twain (1835 - 1910)

“The man who is swimming against the stream knows the strength of it.”
– Woodrow Wilson (1856 - 1924)

“proper mix of protections” rather than prescribing employers to take any particular step. This is setting both employers and OSHA itself up to fail.

For employers, the lack of an actual standard makes it difficult to determine which of the many protective measures available will count as compliance. This has historically been the role of OSHA standards – to set clear minimums for safety that employers must meet.

Most employers are willing to comply with the law and do their part to keep their employees safe – they simply want clear instructions on what steps they need to take. By failing to give employers clear guidance, especially in instances where OSHA has issued fines, there is no sure way for an employer to tell if they’ve done enough.

This can be especially challenging on multiemployer jobsites like those in the construction industry. It’s the general contractor’s responsibility to maintain a safe and healthy jobsite. Without clear rules to follow, how can the general contractor do their due diligence and hold subcontractors accountable?

From OSHA’s perspective,

the lack of a specific standard may also make it easier for employers to get valid citations reduced or thrown out by the OSHA Review Commission on appeal.

We’ve already seen the Review Commission reverse heat stress citations earlier this year due to a lack of evidence. When it’s already so difficult to hold employers accountable, OSHA should take every step to make sure that when employers deserve to be cited, those fines are going to stick. Attempting to enforce recommended guidelines that aren’t mandatory or binding is not a recipe for success.

Changing requirements for reporting COVID-19 cases. On Sept. 30, OSHA changed its guidelines for when employers have to report COVID-19 on their jobsites. Now employers are only required to report hospitalizations within 24 hours of work-related exposure or death within 30 days.

When it’s well-known that the average incubation period of the virus is five days, why is the agency in charge of protecting the safety and health of workers making it much less likely that those cases are ever going to get reported?

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BUILDING MICHIGAN!Michigan's oldest concrete pavement
HISTORY IN THE MAKING By Marty Mulcahy

Sixth Street, Calumet, Mich.



A 1910 POSTCARD view of the Calumet Theatre, surrounded by the town's brand new "granitoid" (concrete) pavement that was scored in a brick pattern to add aesthetics and improve traction for horses. The pavement installed here at Sixth and Elm streets has been repaved and covered over the years, but the oldest (1906) existing concrete still in place in Michigan can still be seen in a few blocks away.

Photo credit: Detroit Public Library

Among the famous "firsts" that Michigan is known for, is the 1909 placement of the first mile of concrete "highway" in the world, a section of Woodward Avenue between Six and Seven Mile Roads built by Wayne County.

But like many "firsts," this one has some caveats. It was indeed the first stretch of concrete "highway" according to its state historical marker, but not the first concrete "street" in the world. The Woodward section wasn't even the first concrete "street" in Michigan, and certainly the original pavement is no longer visible – unlike "Michigan's Oldest Concrete Pavement" in Red Jacket, err Calumet, Michigan.

Got all that? Let's back up just a bit, shall we?

First of all, few dispute the oldest concrete pavement that's still in use in the U.S. is in Bellefontaine, Ohio, where a segment was placed in 1893 on Court Street. Now, Detroit's claim to highway fame is also rarely disputed – at the time Wayne County's mile long, two-lane stretch of road placed in 1909 attracted road engineers from around the world to take a look.

But in 1906, town fathers in the tiny town of Red Jacket in the Keweenaw Peninsula, (whose name was changed to Calumet in 1929) took a chance and showed the state of Michigan the real road to lasting street-building materials. A material called "granitoid" – basically today's concrete – had been used in street-building in other cities, and Red Jacket decided to spend \$125,000 in taxpayer dollars in a contract that would use the material on a number of streets.

"At the dawn of the 20th Century the village of Red Jacket, Michigan was thriving economically due to the booming copper mining industry," writes Thomas Van Dam, Ph.D., P.E. in *Lessons from Michigan's Oldest Concrete Pavement – Still Serving After 100 Years*. "In 1906, a major public works project was undertaken to pave most of downtown Red Jacket. Both creosoted wood block pavement and granitoid brick block concrete pavement were used for the project."

Van Dam said the village council advertised bids for the paving of town's streets, and the materials under construction were typical of the day – but all had their drawbacks. Other materials under consideration included brick, macadam and creosoted wood block. Brick streets became uneven and needed maintenance. Macadam – not much more than stones sprayed with a tar to form some kind of wear resistant surface – was even more uneven and high-maintenance.

Surprisingly, creosoted wood block – a well established



ONE OF THE EXISTING streets in Calumet with the 1906 pavement is visible today. "Fast forward more than a century, and those concrete surfaces are amazingly still in use – although a hundred years of traffic have definitely taken their toll. Only four blocks of the pavement still exist today: two blocks along 7th between Oak and Scott, and two more along Portland between 9th and 7th," says *Copper County Explorer*. "The fact that these roads are still intact after all this time is amazing, but it also demonstrates Copper Country's economic misfortunes." Photo credit: *Lessons from Michigan's Oldest Concrete Pavement*

street pavement system – was the major competitor of granitoid, and a local contractor won part of the contract to construct a number of streets in Red Jacket with that pavement. But granitoid was the interesting new kid on the block.

"Granitoid was favored by the Village Council from the very beginning due to its low cost and durability," Van Dam wrote. "It was also thought to be the favorite of the business due to its durability. Granitoid pavements constructed in Chicago were still in good condition after eight years of service. Two companies were hired for the paving: The R.S. Blome Co. for granitoid, a local company for creosoted wood block."

Local interest in the project was very high, Van Dam said, focusing on performance of the pavement, aesthetics, and local jobs created from the project.

According to a 2006 academic paper, *The Granitoid Concrete Pavement of Calumet Michigan*, by Mailloux, Peterson, Ellis, King, Van Dam, and Scarlett, Red Jacket saw the construction of "over 1½ miles of street with granitoid concrete blocked pavement, some of which is still exposed at the surface and in service today."

While the existence of the visible 114-year-old pavement is still remarkable, it's the foundation, at least in part, that makes the longevity possible.

The project went well below the pavement foundation. While all the streets were being torn up, the contract called for the lowering of existing water and sewer lines so they wouldn't be damaged. Trenches were dug for the installation of conduit, so that overhead wires could be buried. Numerous manholes were placed. Citizens demanded that trees in the project area be left standing. To prepare for the pavement, trenches were backfilled and the entire streets were graded.

Van Dam's research found the recipe for the granitoid pave-

ment system design, and it started with a five-inch layer of sand, gravel, or crushed stone above the subgrade. Then came 5.25 inches of concrete, which itself was comprised of one part portland cement, three parts sand, and four parts crushed stone. It was all mixed, "and then rammed into place." But in addition to the foundation, the other key to the whole system's longevity was likely the topping, a 1.75-inch mortar layer, with "granite screenings" or sharp clean sand applied to the concrete layer before it set.

A patented pavement blocking device that traversed on rails stamped the surface brick pattern into the mortar, which provided aesthetic value, and additional traction, especially for horses.

What has contributed to the Calumet concrete's longevity? *The Granitoid Concrete Pavement of Calumet Michigan* researchers said the concrete's compressive strength was sampled in the 1950s at 5,480, which is about normal by modern standards. The group found that the surface mortar "was extremely dense and impermeable" which protected a "poorer quality lower concrete layer."

Among their conclusions, the group said the two-layer pavement system "has come in and out of fashion over the decades," and is "currently making a comeback as a way to optimize material use given the position within the slab." The system, "worked amazingly well in this pavement," the group said.

Concluded Van Dam: "The durability of this concrete is remarkable since it was constructed without air entrainment in a severe freeze-thaw climate. The granitoid pavement of Calumet has long outlived the major paving material competitor of its day."

The *Copper County Evening News* reported that in the summer of 1906 as contractor Blome was busy paving Red Jacket to favorable citizen reaction, the firm received additional contracts to place granitoid around the country. Gary, Indiana, Washington D.C. and Chicago awarded the firm contracts to do pave their streets.

The *Evening News* presciently reported that "granitoid as a paving material is rapidly coming to the front in the country," and that "Red Jacket is to be congratulated for securing it for some of its streets."

Crisis in confidence clouds future for nation's contractors

(Continued from Page 1)

the "lame duck" session of Congress before the congressional term wraps up on Dec. 31.

Simonson noted that 75 percent of U.S. survey respondents report having a scheduled construction project postponed or canceled. He said that is up from the 60 percent of contractors who

'Disgraceful': Trump widens independent contractor dodge

(Continued from Page 1)

innovation in the economy."

"This proposed rule," wrote Nessel on Oct. 28, "only serves to harm the millions of workers that it should protect. It would effectively leave millions of workers vulnerable to violations of the FLSA and lead to less accountability for employers. The last thing the federal government should be doing during a pandemic is stripping workers of key protections."

The sum total of all this? Heidi Shierholz, policy director for the labor-backed Economic Policy Institute, who also objected, calculated workers would lose at least \$3.3 billion each year in overtime and minimum wages and that Social Security, Medicare, unemployment insurance and workers' comp would take a combined \$750 million annual hit.

And DOL's new rule "will create confusion, not clarity," she said. It's also opposite to the Fair Labor Standards Act – the 1938 law that established the minimum wage and overtime pay and said which workers fall under it – and would let "unscrupulous or unsophisticated employers" misclassify workers as independent contractors, Shierholz said.

Trump's DOL allowed only 30 days for public comments and protests, which ended Oct. 26. The protesting attorneys general pointed out major changes such as this usually allowed 60 days for comments. They asked for an extension. DOL didn't bother to reply. The new rules will likely be halted by the Biden Administration.

A 27-page letter crafted by New York Attorney General Tish James, co-signed by the other state attorneys general, was delivered to the White House.

"Adopting the proposed rule would harm the people DOL is meant to protect," the letter said. "We believe the proposed rule does not adequately reflect today's workplace relationships, in which growing numbers of businesses are using alternative work arrangements, which often lead to less accountability for employers and less compliance with labor laws. In addition, some employers deliberately misclassify employees as independent contractors in order to evade legal accountability," their comments said. "In today's economy, unreasonably broadening independent contractor status will leave millions of workers vulnerable to violations of the FLSA, corresponding state laws, and other state and federal labor and employment laws."

For decades, the unionized construction industry has been beset by nonunion contractors illegally designating full-time workers they employ as "independent contractors," allowing the employers to avoid paying government taxes and avoid providing benefits to their workforce.

That's not only a detriment to the workers, but it allows those employers to lower their bids and undercut bids of legitimate contractors who follow the law.

As of April 2019, the AGs' letter pointed out, the Pennsylvania Department of Labor and Industry estimated 15 percent of employers misclassified workers, resulting in about 275,000 misclassified employees and \$103 million in lost unemployment compensation revenue annually.

"It is disgraceful that during a deadly pandemic and a deep economic downturn the Trump administration is choosing to spend its resources further weakening protections for millions of workers," said Shierholz. "The Department of Labor is doing a disservice to its mission, and our country, by pursuing this agenda instead of providing much-needed protections to U.S. workers."

reported a canceled project in the AGC's August survey and 32 percent who did so in June. Meanwhile, only 23 percent of contractors report working on new or expanded construction projects as a result of the pandemic, about the same percentage as in June.

Dodge Data and Analytics reported on Oct. 15 that total U.S. construction starts dipped 18 percent in September. The drop in activity, Dodge said, brought total construction starts below levels seen in June and July. Through the first nine months of the year, Dodge said that total U.S. construction starts were down 14 percent from the same period in 2019.

"That construction starts took a significant step back in September is disappointing, but also not surprising," said Richard Branch, chief economist for Dodge Data & Analytics. "The economic recovery has lost momentum and is showing strain since support provided to consumers and businesses from expanded unemployment insurance benefits and the Paycheck Protection Program have expired."

"The worsening budget crisis for state and local areas has also slowed growth in public project starts, particularly in the face of a somewhat uncertain outlook for federal infrastructure spending programs. The road to recovery will continue to be uneven and fraught with potholes until a vaccine is developed and widely adopted across the U.S."

The coronavirus is also disrupting projects that are still underway. The AGC's survey revealed that 78 percent of respondents report they are currently experiencing project delays or disruptions, up from 57 percent in June. In particular, 42 percent of firms are experiencing disruptions due to a shortage of construction materials, equipment or parts. In addition, 35 percent are experiencing disruptions because of a shortage of craftworkers and/or subcontractors.

In one bit of good news, however, PPE supplies are sufficient: only 7 percent of U.S. firms are experiencing disruptions because of a shortage of personal protective equipment.

The AGC further reported: "Shrinking demand and disrupted operations are 'shaking many contractors' faith' in the future, the survey showed. Thirty-four percent of respondents report they do not expect their firm's volume of business will return to pre-pandemic levels for at least a year."

"Going forward, delays, disruptions and uncertainty threaten to undermine employment levels in the construction sector. In fact, 30 percent of firms report they have already furloughed or terminated employees because of the coronavirus."

That lack of confidence is likely a contributor to the decline in construction employment during the past year in most metro areas. The AGC said construction employment fell in 234, or 65 percent, of the nation's 358 metro areas between September 2019 and September 2020. Construction employment was stagnant in 38 other metro areas, meanwhile, and only 86 metro areas added construction jobs during the past year.

Simonson said a majority of firms report they plan to cut jobs or abstain from adding new employees during the coming year. Twenty percent of U.S. contractors expect their headcount will shrink while 42 percent report they do not plan to add to the size of their workforce during the next 12 months.

"As our survey shows, the pandemic and efforts to mitigate its spread have deeply wounded the economy, depressing demand for many types of commercial construction projects," said Stephen E. Sandherr, the association's chief executive officer. "Congress can end the downward economic slide and help create needed new construction jobs by passing measures to boost demand and protect honest employers."

Trump's union-busting targets federal employees

(Continued from Page 1)

to "empower our civil servants to best help others, the government must always operate more efficiently and more securely."

Trump's executive order directs that a broad class of employees be moved "into a new excepted service category," called Schedule F workers, "with no protections against adverse personnel actions," the union's lawsuit says. That breaks civil service law, it adds. And NTEU is suing not just Trump's minions, but Trump himself, by name.

"The founders of this nation entrusted the lawmaking power to the Congress alone," the lawsuit says. "This case is a textbook example of the president acting contrary to Congress's express and limited delegation of authority to the president."

But Trump "fails to make a meaningful showing that shifting large numbers of federal employees into a new excepted service category so they can be fired more quickly and without cause is necessary or supported by 'good administration' principles. If this order is allowed to stand, it means any president can eviscerate the carefully constructed legislative scheme Congress enacted regarding federal service employment."

Trump's order, and the union's lawsuit, is the latest clash between the Oval Office occupant and his workers, particularly their unions. Republicans in general have made federal workers scapegoats for years. But, following a blueprint laid out by right-wing presidential aides who migrated to Trump's White House from the conservative Heritage Foundation, he's taken it much farther. The Biden Administration will almost certainly halt the order.

NTEU asked the court to immediately halt Trump's scheme, by an injunction. Meanwhile, Trump set a Jan. 19 deadline for agencies to list those jobs they want to put under his edict. That's the day before Inauguration Day. Congressional Democrats denounced his order, and introduced legislation to overturn it.

Trump also often complains about what he calls "the deep state." He alleges, without evidence or proof, that it's a conspiracy by career civil servants and unnamed outside interests – meaning the unions – to undermine and subvert his policies and goals.

"Through this order, President Trump has declared war on the professional civil service by giving himself the authority to fill the government with his political cronies who will pledge their unwavering loyalty to him – not to America," Everett Kelley, the president of the American Federation of Government Employees, said in a statement. "By targeting federal workers whose jobs involve government policies, the real-world implications of this order will be disastrous for public health, the environment, the defense of our nation, and virtually every facet of our lives."

Just joking

A monk dies and arrives at the pearly gates. Allowed to enter, he notices a book prominently displayed behind St. Peter. The monk asked what the book was. St. Peter replied, "That's the Bible as it was 'supposed' to be written. The Bible on Earth is close, but there are a few minor differences between the two."

"I was a biblical scribe in life; may I read the book?" the monk asked humbly.

"Be my guest," replied St. Peter. The monk carefully started reading the tome and was soon absorbed in his task. A few hours later the monk was wailing and crying. "What's wrong?" asked St. Peter.

The monk moaned and buried his head in his hands. "It says celebrate! Cele-BRATE!"





Local 80 Sheet Metal Workers

Sheet Metal Workers Local 80

SOUTHFIELD – This paper serves as official notice for all meetings and elections.

****REMINDER**** Meetings are no longer held at the Plumbers Hall and are now held at Local 80's Union Hall.

MEMBERSHIP MEETING: The next general membership meeting is scheduled for Nov. 24, 2020 at 5:30 pm. Meetings are held at the union hall, 17100 W. 12 Mile Rd. Southfield, 48076

EXECUTIVE BOARD MEETING: The next executive board meeting is scheduled for Tuesday, Nov. 17, 2020 at 5 pm. Executive Board meetings are held at the Local 80 Hall, 17100 W. 12 Mile, 2nd Floor, Southfield, MI.



**TIM
MULLIGAN**

UNION HALL REGULAR HOURS Monday through Friday 7:30 – 4:00, unless otherwise indicated in holiday hours.

HOLIDAY WORKING HOURS: Thanksgiving - Nov. 26, 2020: Hall closed, Local 80 workers paid double time. Christmas Eve - Dec. 24, 2020: Hall open 7:30 – 12, Local 80 workers paid regular time. Christmas Day - Dec. 25, 2020: Hall closed, Local 80 workers paid double time. New Year's Eve - Dec. 31, 2020: Hall open 7:30 – 12, Local 80 workers paid regular time. New Year's Day - Jan. 1, 2021: Hall closed. Local 80 workers paid double time.

RETIREE MEETING SCHEDULE: All remaining meetings and activities have been cancelled for 2020. We will inform you at a later date what we will be doing for 2021. Any questions regarding joining the Retirees Association please contact Steve Murzen, 248-652-0593.

TRUSTEE NOMINATIONS: OFFICIAL NOTICE: At the December meeting, nominations will be taken for the position of Fund Trustees. Elections will be held in January 2021. 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 2021 through January 2024. Your dues must be current if you would like to be nominated.

SUB CHANGES: Effective immediately you will need to start sending your unemployment proof to smw80subfund@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 questions please call us, 248-557-7575.

THANK YOU TO MEMBERS WHO HAVE PAID THEIR DUES A YEAR IN ADVANCE: Dave Hargis, Keith McVettie, Harold Hamilton, Jason Constantine, Ron Edwards III, Michael Luedtke, Mark Vella, John Morrow, Tim Dilla, Brandon Marsee, William Opalewski, Dale Dunlap, Robert Hocking, Tom Kozak & Jason Grunenwald.

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. **REMINDER:** We ONLY take Visa, MasterCard & Discover and do not accept American Express.

READY TO WORK: SMANCA Detroit and Local 80 are in progress of developing a mobile smart app which will allow access to the Ready to Work program from your smart phone. The app is in development for both Apple and Android systems; once it is completed (est. early November) an announcement will be emailed, hard mailed and shared with you at your union meetings as well as published in the Bldg. Trades newspaper.

In complement, for the 2020 Ready to Work stipend requirement you will only need to download the app on your smart phone, review and confirm your contact information (email, mailing address, employer, list of your accomplished training).

When you download the app and review your contact information, the program will inform SMACNA Detroit of your interaction and this part of the stipend requirement will be completed. There will be no custom Ready to Work modules required for the 2020 stipend.

In the meanwhile of receiving notice the Ready to Work app is available, it is important to make sure you have all other stipend requirements completed, these are still the same: Current MUST Drug Test; Current MUST 18 Safety Modules; OSHA 30; Current FA CPR certification. The deadline for stipend requirements is Dec. 31, 2020. For members who do not have a smart phone, contact Support and accommodations will be made for you.

BENEFICIARY REMINDER: Please remember to designate or update your beneficiary choice on all of your Local 80 and international benefits. The law requires that in the event of an untimely death your benefits go to your spouse first and if there is no spouse to your children UNLESS you designate otherwise in writing with each specific benefit. Depending on your classification you could have benefits due to your heirs from Local 80 pension, insurance, annuity and from international and SASMI. Each individual benefit needs to have a designated beneficiary unless you want it to go to your spouse or children. As always seek the advice of an attorney.

ACCIDENTAL DEATH and DISMEMBERMENT INSURANCE FROM OUR INTERNATIONAL ASSOCIATION: Members who have their dues paid in advance (prior to the month of the accident) are eligible for accidental death and dismemberment benefits up to \$7,500. This benefit comes as a dues paying member of SMART International.

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 member's 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 14 days after receiving an assignment. It is very important to report to the union hall immediately after your layoff. Members get confused because the S.U.B. Fund allows you a period of up to seven 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.

S.U.B. BENEFITS: Report to the hall promptly upon layoff. You must complete a S.U.B. Application within seven days from your layoff date or you will forfeit S.U.B. benefits. Lay-off slips must accompany the application to be eligible. Proof of UIA benefit payments must be submitted within 21 days of when you were paid in order to receive SUB benefits. Do not submit your sub applications directly to the fund office. Your application must be signed by the hall or you will not collect benefits.

OUT-OF-WORK LIST: You must be on the out-of-work list to collect S.U.B. benefits or SASMI. Members must re-register bi-annually: March 1 through March 20 and September 1 through September 20. If you fail to re-register you will be removed from the list.

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 (Continued next column)



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 held December 2, 2020 at 4931 Contec Drive/Lansing, MI at 6:00 p.m.

*****Please pay close attention to next month's newsletter for December meeting updates.*****



**SAM
FULLER**

- *Zone 1- December 10th -6:00 p.m.
- *Zone 2-December 1st -6:00 p.m.
- *Zone 3- (Saginaw) – December 9th -6:00 p.m.
- *Zone 3- (TCity) December 3rd - 6:00 p.m.
- *Zone 4- December 8th - 6:00 p.m.
- *Zone 5 –December 4th 2020 – 6:00 p.m. Meeting

Please register on our website at www.sheetmetal7.org for the most up to date information on meeting schedules for 2020. 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.

"National Apprenticeship Week is November 9th - 14th. This is a week that will be spent promoting our apprenticeship programs and highlighting what our trade is about. Included in this effort are the Local 7 training coordinators, organizers, agents and apprentices through online educational videos and virtual meeting platforms for live questions and answers. Attending these meetings will be students, teachers and staff from the Dept of Labor in hopes of streamlining opportunities to great career choices for future Sheet Metal Workers."

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.labelscantireport.com and download the official app by texting "SMART" to 90975.

ZONE 1 Info: Any Zone 1 apprentice that is laid off should notify Kevin at the school. Any Zone 1 Journeyman that is out of work should contact your agent. There is travel work available, so if you are interested please contact James or Eric. If you are experiencing any trouble with your insurance, please contact your agent or BeneSys at (866) 288-7037. Apprentices should be in contact with Instructors to make sure you don't fall behind. If you are interested in Fire Life Safety Training and Certification, CAD or Welding, please contact the Zone 1 Training Coordinator Kevin Dowdy at (269) 781-7183 or by email at kdowdysmw7@gmail.com.

Zone 1 Work in the Zone 1 area is still going strong. If you do get laid off, remember to inform James or Eric of your employment status. Apprentices please remember to also inform Kevin at the Zone 1 Training Center. If you are experiencing any trouble with your insurance, please contact your Business Agent or call BeneSys at (866) 288-7037. Any Journeyman interested in upgrade classes, please contact Kevin at the Training Center (269) 781-7183. Please note that class availability depends on the level of interest. Zone 1 Retirees meeting at 1 pm on the second Tuesday of each month at Rocky Top BBQ & Grill 1900 Lansing Ave. Jackson, MI 49202.

In Solidarity, James Callahan and Eric Farrington.

ZONE 2 Info: Work in Zone 2 is going along as it has been with a few slowdowns.

Please call 616-299-3752 if you are off so you can be on the list for future jobs or out of town work. Our December meeting is still up in the air, will let you know in later updates. **Thanks Dave**

ZONE 3 Info: (Saginaw) Work in Zone 3 has slowed down; we have a few men still working in Detroit and I've sent a couple men to Kalamazoo. We have a good project coming up in Alpena looking to start in the spring. Our condolences to Randy Meir, a retired Zn3 member, who lost his father last week. We have decided with Covid-19 the Christmas party has been cancelled and instead we will have gift bags available for all members at our hall from 3pm-6pm on Dec. 9th. Good luck hunting everyone and have a safe deer season. **Thank you, Wayne Stover**

Zone 3 Info: (Traverse City) Due to the ongoing Covid 19 Pandemic we will not be having our traditional in-person holiday meeting. From 3pm to 6pm Thursday, Dec. 3 (3912 Blair Townhall Rd. Traverse City) we will be having a curbside pickup of union wear clothing and other items. We realize many of our members enjoy the holiday meetings, hopefully at some point next year we can return to normal. Have a great Thanksgiving with your family! **Thank You Travis Eastman**

ZONE 4 Work in zone 4 has slowed down a bit with a handful of members laid off at this time. We have a few decent projects in size coming up, with Fall upon us and Winter slowing coming the work load will be slow. Good luck to all the hunters this season! **Your Brother Larry Kinzie**

ZONE 5 Info: I hope all is well with everyone. Looks like some work will be picking up around the U.P. this fall into winter along with other projects being bid. If you are off please make sure I have you on the out of work list as there are calls in other areas looking for help. Reminder, if you need an MSHA 8 hour refresher please contact Ann Lakenen at (906)-226-6511 EXT 4. These will be offered via Zoom and the dates are as follows; Oct. 17, Nov. 7 and Nov. 21. There is a maximum of 20 per class so sign up soon. **Respectfully Greg Faust**

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/Phone Changes: Article 8, Sect. 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
James Callahan (Agent-Battle Creek/Kalamazoo) 269-342-8842
David Rutz (Agent-Grand Rapids/Muskegon) 616-458-2313
Wayne Stover (Saginaw) 989-692-0002
Travis Eastman (Traverse City) 231-943-5150
Larry Kinzie (Agent-Flint) 810-785-6831
Greg Faust (Agent-Upper Peninsula) 906-372-9288

Sheet Metal Workers 80, continued

was weather-related.
MEMBERS ASSISTANCE 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.**



Local 292 Sheet Metal Workers

Sheet Metal Workers Local 292

TROY – MEETING NOTICE: The next general membership meeting will be held on Wednesday, **December 9, 2020.**

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 is scheduled for November 24, 2020 at 6:00 pm at the Union Hall.

**Per the CDC guidelines, masks must be worn and social distancing must be followed during all meetings.

ELECTION RESULTS: Elections were held on 8/21/20.

Business Manager/FST: **Paul Gualdoni**
 Business Agent: **Tony LaForest**
 Vice President: **Antonio (Tony) Silvestri**
 Recording Secretary: **Chuck Garry**
 Warden/Conductor: **Kim Hartman**
 Executive Board: **Dave Pistotti, Tom Paquette, Frank Lewandowski, Jason Csurgo, Lloyd McMillon**



**PAUL
GUALDONI**

Union Trustee: **Denny Lau, Brandon Whipple, Dean Fournier**
UNION HALL HOLIDAY HOURS:

Thanksgiving November 26 & 27, 2020 ~ Closed
 Christmas Eve December 24, 2020 ~ Close at 12:00 Noon
 Christmas Day December 25, 2020 ~ Closed
 New Years Day January 1, 2021 ~ Closed
CHILDREN'S CHRISTMAS PARTY: Due to the COVID-19 pandemic and restrictions limiting large gatherings, the Local 292 Charity committee believes, first and foremost, in order to continue to do our part in keeping everyone safe and healthy, it is in the best interests of our membership and their families to cancel the party for this year. We look forward to 2021 when we can resume this wonderful event.

RETIRES NOTICE: Due to Covid-19 and restrictions placed for social gatherings, as well as the health and safety of our retirees and their families, the retirees' luncheons have been cancelled for the rest of 2020. We will notify when luncheons will resume. Stay healthy and safe.

Please contact Fred Engelman at fred_e1@yahoo.com if you would like to be added to the **retiree email list.**

CONSTITUTION AND RITUAL: The Constitution and Ritual of the 2nd SMART General Convention is now available online. Go to www.sheetmetal292.com, click on the Constitution/Ritual tab located at the top of the home page. The Union Hall will also have hard copies when they become available.

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. Members please note that if you cannot access the MUST site to complete your safety mods you need to contact Laura or Lee Ann at the Union Hall. With the amount of upcoming in-town work, all current Journeymen and Apprentices should ensure they have **18 safety mods completed and drug test should be current.**

***The NMA addendum for most of the upcoming projects states: 1) Prior to, but within 30 days of referral for employment to the project site, all craft persons will: A) Attend a Project Specific Orientation facilitated by the Contractor at mutually agreed upon times and locations; B) Before being admitted to the job site, all contractors and subcontractor employees having active involvement in job site construction activity, must be current and maintain a current MUST or equivalent status regarding the Substance Abuse Program. Prior to the start of work on the project the employee must provide confirmation of negative results to a MUST Substance Abuse Test or equivalent test within the last 30 days.

MEMBER ASSISTANCE: Local 292 is now partnering with Ulliance, an employee assistance program designed to assist active 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 active members and their dependents.

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.

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).

UNION HALL HOURS: Hall office hours are 8:00 a.m. to 4:00 p.m. **Monday through Friday.**

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.

TEXT BLAST NOTIFICATION: We have recently updated the text blast contact list. All members have been added. If you haven't been receiving texts and would like to be added or wish to opt out of text blast, please contact the Union hall and we will make the change.

FACEBOOK & TWITTER: Be sure to check our website – www.sheetmetal292.com; Facebook page - Sheet Metal Workers Local 292 and Twitter - @SMW292, for updates and information.

NOTARY PUBLIC: For your convenience, we now have a Notary Public on site at the union hall. Notary services are free of charge to our members.

THE 4 PLUS MEMBER PROGRAM: The "4-plus" member program is for any Local 292 member who has achieved four (or more) welding certifications. These certifications can be in any welding process. Members who qualify will receive a shirt (one shirt for every four certs) with the 4 Plus logo, along with hard hat stickers and bragging rights. If you would like to be a "4-plus" member contact your Local 292 Training Center at: **313-623-9390 (Dave)** or **Quintin 248.495.6764.**

Attention all Welders! We are looking for any member interested in a Saturday welding class November 21.

These classes would be for members that are ready to try and obtain a AWS welding certification, learn how to weld, or just need to practice welding.

Note: Anyone that 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 scheduled in the class.



Local 8 Iron Workers

Iron Workers Local 8
Tim Roman, Business Rep.
UPPER PENINSULA – **WELD CERTIFICATIONS:** Weld certifications are being held on an as-needed basis. Please contact Rich Hanson at the Apprenticeship office for more information. 414-476-9372.
MEMBERSHIP MEETING: The Membership Meeting will take place by video conference on Nov. 18, 2020, at 5:00 p.m. CST.
Members can gain access to the meeting at <https://meeting.iw18.org> on the afternoon of the meeting.

MINESAFETY TRAINING: The next Mine Safety Refresher will be held on Nov. 21, 2020, 8:30 a.m. via Zoom. To sign up for this class, and provide your email address, please contact Ann Lakenen at Pipefitters #111, 906-226-6511.
If you sign up for MSHA classes and do not attend or cancel, you will be charged a fee of \$30.00 and will be suspended from any further Mine Safety classes until the fee is paid.



IRON WORK AT the Graphics Packaging plant in Kalamazoo proceeds in September. Doing the structural iron work are Local 25 members employed by Barton Malow erectors. The \$600 million plant at 1500 N. Pitcher Street will have the ability to produce 500,000 tons of recycled paperboard per year. It will house a coated recycled board (CRB) machine, which the company says "is designed to be the largest and lowest cost producer of CRB in North America."
Photo credit: Marc Crance



Local 25 Iron Workers

Iron Workers Local 25
NOVI – Dispatch is OPEN. Please call 248-305-9282: Monday through Friday 7 am to 10 am. If you happen to get voicemail, just leave your name, book number and phone number. Local 25 Active Members, Apprentices and Probationary should call each day you are out of work. **OR use our website or the APP to sign up for the out of work list: www.ironworkers25.org**

MANDATORY TO WEAR A FACE MASK IF YOU VISIT ANY OF THE UNION OFFICES OR UNION HALLS.

December 2020 Vacation Checks: Any Member who wishes to pick up their check must call to notify the Fringe Fund (800-572-8553) on or before 12:00 pm noon Tuesday, December 1st, 2020. Pick up will be at the Novi Union Hall after 2:00 pm on Thursday, December 3, 2020. **Otherwise, December 2020 Vacation Checks** will be mailed at the close of business 4:00 pm Tuesday, Dec. 1, 2020.

Direct Deposits will be in your account the morning of Friday, Dec. 4 2020. Please make sure the Fringe Fund Office has your correct mailing address. Thank you.

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.

BENEFIT FOR NEW CHILD: Any member who has a newborn child, or a new dependent child through marriage MUST NOTIFY the Fringe Benefit Office of your new dependent within 31 days.

BENEFIT FOR LIFE CHANGE: Any member experiencing a divorce or a new spouse MUST NOTIFY the Fringe Benefit Office within 31 days. A Marriage certificate will be required.

The Next Zoom Union Meeting will be Monday, Nov. 30, 2020 at 7:00 pm. If you have not yet signed up for Notifications please sign up as Notification will go out via the APP. To participate in the Zoom Union meeting is very easy ... just be sure you have downloaded our APP or signed up for our emails via our website (www.ironworkers25.org). We are leaning toward communication through the...

PUSH NOTIFICATIONS – Please download the APP if you haven't done so yet!! Again, via our website! Last month we had over 200 members join in the Union meeting over Zoom.

Steward Meetings are still cancelled until further notice.

Stewards' Notes: 1) The Electronic Steward Reporting forms are online, www.ironworkers25.org Log in with your book number, and the password is the last 4 of your social. 2) PLEASE be sure to check dues for members and boomers too AND BE SURE ALL BOOMERS HAVE

SIGNED BOTH THE RECIPROCAL AND THE ASSESSMENT-TARGETING

3) All members please be sure to keep your Union dues paid up to date as it is criteria for working. You can be asked to leave the jobsite if your dues are not current.

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 "Evaluation Form" Journeyman/Supervision can use this to submit apprentice evaluations using computer/cell phone and submit electronically. **Please also note, you must check your email on a regular basis; we now email your annual MUST drug screen paperwork and your pay raise slips.**

Classes at the Local 25 Apprenticeship School will start up again on Monday 11/16/2020; please go to ironworkers25.org to view the block schedule; we are practicing social distancing protocols, etc. **We would like to welcome Dan Fogg #1289902 to our Training Center staff!**

Qualified Rigger/Crane Signaler - Dec. 1, 3, 8, 10, 15, 17-textbooks must be purchased and homework completed before class starts.

New Apprentice Applications are being accepted BUT you MUST go to ironworkers25.org, print the application, gather documentation then phone the school for an appointment; no walk-in foot traffic. The Wixom Training Center - Ph. 248-960-2130.

Welder online Verification: For an accurate and quick review of welder certifications please visit www.welderscertification.org On the homepage click "login" and type "read only" as both your username and password. Once logged on, type the member's book number in the column on the left marked "advanced search," click the "go" button, wait until the name pops up, and then click on the welders first or last name. On the next screen, click "list certifications." Every welding certification the welder has will be available for viewing and you can see that if it has been renewed; it is good until the year 2021. The site also allows you to print out a copy of the welder WPQR if needed. Click on "list test results." Click on the actual test code you want to see and you will see the test details. On that page click "Printable Form" (WPQR) and you can print the WPQR. If you read this please contact the Training Center for meeting credit.

Pay union dues with credit-debit card 24/7 by calling 888-386-8173 and follow the prompts. OR PAY at www.ironworkers25.org Any member payment for multiple members, fines, suspensions, withdrawal deposits, SHOULD NOT use this process. Whenever possible we are emailing you, your dues receipt.

Pay union dues with personal check or money order and mail to: Iron Workers Local 25 - P.O. Box 965 - Novi, MI 48376-

0965. PLEASE include your book number on the face of the check/money order. Pay union dues in person at the Novi Union Hall (M-F) from 8 am to 3 pm (NO Cash). After-hours use the outdoor-dues-collection box.

The Novi Retirees regular meeting is "in person" Nov. 17, 2020 at 10 am. Social distancing, face masks and good hygiene will be observed. There will be no luncheons in the near future, coffee and cake will be provided however.

The Novi Retirees Board of Directors meets "in person" Dec. 1, 2020.

Watch for updates at (www.ironworkers25.org) or the Local 25 app that you can download by searching "Iron Workers Local 25" to stay informed on union matters.

Diversified Members Credit Union: Located at 25880 Novi Rd. Phone: 248-344-2560 - CALL FOR HOURS. Services available: debit or credit cards, interest bearing checking accounts, IRAs, CDs, Benefits Plus program, HOME MORTGAGES, vehicle loans, low interest loans and part of Co-Op Shared Branching. We have other branch locations in Detroit and Clawson.

Home Mortgages for Union Families: Learn more about the unique benefits available to union members, their parents and children. **CALL 866-802-7307, M-F 8am - 10pm EST, Sat 9am - 5:30pm EST www.unionplus.org**

In Remembrance: Lifetime Rigger Daniel Joly #1105918 passed away on Oct. 27, 2020 at the age of 60. Kevin Peach #930221 passed away on Nov. 2, 2020 at the age of 65. He was a 46-year member. He is survived by his sons Aaron Peach #1313731 and Chris Peach #1253354. **Our deep condolences to all of the family and friends as you mourn the loss of your dear loved one(s)!**

To all Union Members: Covid-19 has an effect on all of us and our ironworker community is no different. Please keep our membership in your prayers and please do your best to be safe during this pandemic as cases rise. We hope you and your family stay safe and healthy!

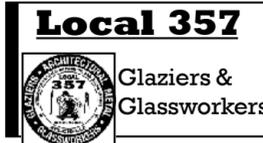
This information is as of Submission Time for this Article (11/09/2020 2:00 pm E.S.T.).



Michigan Painters District Council



CONGRATULATIONS TO Dan Rogers who recently downed this big nine-point buck. Dan's a member of Painters Local 2352.



Glaziers & Glassworkers 357
WARREN – Our next regular scheduled union meeting will be Monday, December 7th at 6pm.

Even if the restrictions are limited for indoor meetings, we will meet outside in the parking lot out around back of the hall. Dress for it.

We won't be serving food or drinks this year at the December meeting due to Covid.

Work looks to be remaining steady in the area. Please keep your certifications current, along with your MUST and drug screen.

Apprenticeship school has resumed, as of Monday August 17. Please contact Jeff Flynn, or Rich Oakley if you have questions on the schedule, make-up classes, raise letters, or anything else related to school.

The Governor has let construction resume. This being said please follow the specific guidelines required on each project. It will take some get used to, the new ppe required, but it is necessary to keep each other safe, and our families safe.

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 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 48098-066; 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 your union strong, so try to make it to a meeting.

– Business Rep. Don Stepp

CORING A HOLE in concrete before installing a handrail in a classroom at the Michigan State University STEM project is Kevin Harless of Iron Workers Local 25. He's employed by Courtourier Iron Craft.



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: John Sape
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: Keith Anderson
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 Dec 1, 2020 at 6:30p.m. Trustees and union stewards meet at 6:20 p.m.

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 John Sape at 586-899-8082, or Keith Anderson at 586-899-7958, your Business Representatives.

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 out of and back to work: When laid off or going back to work, call the office. 586-552-4474

"Nice guys finish last, but we get to sleep in."
–Evan Davis

Painters DC 1M

WARREN – Dear Members, DC1M WEBSITE: www.iupatdc1michigan.org

DC1M FACEBOOK: www.facebook.com/iupat1m

DC 1M UNION CARDS*

Any questions regarding a lost, damaged Union cards, or if you have dues inquiries or have not received a card please contact the DC1M offices at: Warren Office: (586)552-4474 extension 100 Freeland Office: (989)695-6888 *2020 ELECTIONS*

Thank you to ALL Members who voted in the 2020 elections. No doubt the Membership was divided on who they voted for. What is most important is that we participated in the process. Although the Members of our great Union may not always been on the same side, remember we are all in this fight together, for better wages, better benefits, more market share, and more work opportunities for our Members and their families.

These are just a few issues that we can all agree on, and we must continue to participate in all elections – national, statewide, and local. All politicians must recognize that Members of Painters and Allied Trades District Council 1M show up to vote. We will continue to make our collective voices heard. We must hold our elected leaders accountable to pass legislation that is favorable for Union Members and all Workers.

FTI OF THE GREAT LAKES UPGRADE CLASSES The Finishing Trades of the Great Lakes will be offering **First Aid/CPR/AED** classes on **Saturday, November 14th** in Warren and **Saturday November 21st** in Lansing.

The start time for the classes will be 9am for both locations.

Members must contact me to register for the class by November 12th for the Warren class and November 19th for the Lansing class.

Class sizes will be limited to adhere to our COVID guidelines.

If you have any questions, comments, or concerns please feel free to contact me at (517) 304-4425 or email dot@iupatdc1m.org

PAINTERS DISTRICT COUNCIL I M 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 810-232-0005.

New job starts should be reported to the Union office, please do so

Get involved. Work smart. Work safe.

ATTENTION!

If you worked in the 1960s at the GM DETROIT/HAMTRAMCK ASSEMBLY PLANT or CHRYSLER MOTORS LYNCH ROAD ASSEMBLY PLANT, or in the 1970s at the CHEVROLET FORGE PLANT in Detroit, MI, please contact Asbestos Investigator Sherry Day at (734) 878-5236 or sherry@SLDinvestigations.com. We are looking for people who worked with our deceased client.





Plumbers 98

DETROIT - Membership of Plumbers Local 98.
Brothers and Sisters,
We hope you and your family are safe and healthy. To our Veterans we thank you for your service, not only to our country but to our Local Union as well.

MEETINGS. This Thursday's **Union Meeting** has been moved to video due to the hall being closed. The video will be posted on **Thursday, November 12th at 7:00 pm.** You can access this video on our website a member section under **Member Zone.** The next Union Meeting will be **Thursday, December 12th at 7:00 pm.** We will be moving the meeting to a virtual platform. For virtual meetings we will follow the same rituals and officer reports as usual. Some sensitive information, such as organizing campaigns, may not be discussed virtually. The confidentiality of our business matters has to be our priority.

A reminder that our annual "Turkey Night" as well as the kids "Christmas Party" are both cancelled, unless a miracle happens and the Coronavirus dissipates.

E-Board meetings. E-Board meetings are the first Thursday of the month at 6:30 p.m. If you need to contact or see the board please call V.P. Jim Cools at 734-307-9841.

Retiree Meetings are still cancelled until further notice.

ELECTIONS. Congratulations to President-Elect Biden and Vice President-Elect Harris. It was a tight race. Now we, as a local union, must come back to center and help each other as we have in the past. Let's face it, all of our elected officials will have a pandemic hanging around their necks for some time. I would like to thank you all, as well as our election committee, on our selections and our picks for the areas we represent.

Over the past several weeks we have had several visits from the Biden Campaign to our hall. The first being Dr. Jill Biden speaking, followed by the Biden Campaign Bus handing out Biden swag. It's always great to see presidential campaigns in Michigan and even better when we get to be a part of it.

We would also like to thank Brothers Scott Huber, Nate Tomanek, and Mark Wisniewski, who all have served our country in the military and helped the Military and Veterans Council make videos in support of President-elect Biden.

COVID-19. We are heading into another outbreak bigger than earlier in the year. This is no drill. This is now a set reality of everyday life. *Wear your masks.* If for some crazy reason you are fortunate not to experience a loss in your family, do the rest of us a favor and act like you have! Anyone that knows of a Local 98 member or spouse who has died of Covid-19, please have the surviving partner or family member contact the Union hall as the U.A. has an extra bereavement fund to assist unfortunate families in their time of need. Due to HIPPA laws we cannot make first contact with the families ourselves. So please help out our member's families.

Any concerns with COVID-19 safety protocols or lack of PPE contact the **Business agent in the area or the Union Hall.**

UNION HALL. The Union Hall is CLOSED TO ALL TRAFFIC. We are in the process of deep cleaning the hall after we had a couple cases of COVID-19 in the building. Once we are back up and running, you will need to schedule an appointment to come to the hall. The West doors will continue as our main entrance. Masks are required and you need to make an appointment to visit. There is a COVID-19 questionnaire that **MUST** be filled out by everyone entering the Union Hall. Remember, the Training Center can be used.

SUB APPS/OOW Changes. Please fill out SUB Apps electronically now. This can be found on the web page under the **OOW** section. If you're still having unemployment issues call BAs Gary Glaser or Tom McWilliams. For any member issues dealing with benefits contact Jon DeRo. If you are less than a year from retiring, please set a meeting with Jon today.

LICENSE RENEWAL. For all continuing education opportunities or classes, see below or call Training Coordinator Paul Baker at 248-585-1435. BAs Gary Glaser and Tom McWilliams are now admins on the Must/Most program, contact them if you need help.

IN MEMORIAM. Our deepest sympathies go out to the friends and family of our Brothers who have recently passed away; John E Wuerth, Jr. who passed away October 9, 2020, Romeo Gadwa who passed away October 29, 2020, and Victor Micallef who passed away November 5, 2020.

Good/Welfare. We now have a hearing Benefit added to our Insurance package starting September 1st of 2020 through Nations Hearing. This is for opt out members as well. Please watch your mail for the information, or call 877-241-0703 M-F. 8am-8pm, or visit nationshearing.com/local98.

We are looking for Residential and Service Plumbers at this time. 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.

In solidarity I remain,
Carlo Castiglione, Business Manager Plumbers Local 98
TRAINING CENTER NEWS. Phone# 248-585-1435

Check out The Training Center's website www.Plumbers98tc.org
The Apprenticeship Application process is closed until further notice.

The Training Center is open and adhering to COVID-19 restrictions. Please call Paul Baker at 248-585-1435 ext. 123 if you have any questions.

ASSE Backflow Tester Re-Certification exams are scheduled quarterly. Please be sure to check your expiration date, it is now required that you complete your update class prior to your expiration. For those who are eligible, please call the Training Center to register and pre-pay by check only before the deadline, Dec. 18, 2020. The next scheduled recertification class is **Jan. 26 & 27, 2020.**

ASSE Backflow Repairer Certification- MUST have a current ASSE Tester certification to take Repairer class. Starts Jan. 4, 2021. Must preregister and pre-pay with check only, \$75.00 by deadline 12/18/20. Call Training Center for full schedule.

If your brazing or welding certs are ready to expire, call to schedule an appointment. The next

WELDING Tests will be Saturday, December 5, 2020. You must call to schedule your welding tests at least 3 days prior to the class. The next **BRAZING Cert Sessions** will be Friday, December 4, 2020. Please note: All members must be dressed appropriately to be in the shop area.

2020 Course Hour reimbursement forms are now available at the Training Center. You **must have** 8 hours (approved hours credited may vary from actual hours attended) of verifiable approved classes/training from Jan. 1 - Dec. 31, 2020 to be eligible for the \$80 reimbursement.

OSHA Training - OSHA 10, available as on an online class for \$25 at www.careersafeonline.com This OSHA 10 class is not affiliated with the UA or our Training Center. OSHA 10 and 30 Hour Training is also offered online through the MUST website. Go to www.mustonline.org. **Be sure to take the Construction Safety courses; not the General Industry courses.

It is each member's individual responsibility to keep all their Certifications current.

If the person you are trying to reach at the Training Center is unavailable, please leave a message to ensure we can return your call. We attempt to return all messages by the end of the business day.

"I tend to live in the past because most of my life is there."
—Herb Caen

"When people talk, listen completely. Most people never listen."

—Ernest Hemingway (1899 - 1961)



Local 671

Plumbers and Pipe Fitters 671
MONROE – The next Regular Union meeting is scheduled for **December 3rd** at 7pm at the Union hall.

The next Executive Board meeting is also scheduled for **December 3rd** at 5pm at the Union hall. I will get out a notice to all members if we feel that it is unsafe to meet. We are asking that only voting members attend the Union meetings until further notice. Please be prepared to social distance and wear a mask during the meeting. There will be masks available at the door.

Health and Welfare: You can expect some informational packets coming in the mail explaining some of our changes. Please DO NOT dismiss this important information.

All Medicare retirees will be getting their new insurance packet in the coming weeks. We will be doing informational meetings and phone calls to help in the transition from Local 671 insurance to Labor First and United Health Care. If you have any questions or concerns feel free to give Mike or Carly a call.

Mobile Food Pantry: Local 671 and our Contractors will be sponsoring a Mobile Food Pantry on December 5th at 11:00 a.m. in the Hall parking lot. We will be looking for volunteers to help. This will be a safe, socially distanced event. Please contact Vinnie to sign up to help!

Kid's Christmas Party: The Kid's Christmas Party will be after the Mobile Food Pantry on December 5th. There will be more details coming, but the Party will be a drive-thru event this year.

Congratulations: We would like to congratulate Brother Travis Spry and his wife Kate on the newest addition to their family: Ellie James on November 3rd. Congratulations to Mom, Dad, and Big Brother Tucker.

Work Opportunities: We continue to get a few travel calls coming in from our sister Locals. If you are considering working this winter, I would get on a job the first chance you get, as work in the area looks like it will be very slow this coming year and jobs may be limited.

Condolences: We received word that Retiree Gary Evans' Brother and Member Brian Evans' Uncle Steven had passed on October 27th. Our thoughts and prayers go out to them in this difficult time.

Mobile App: Our Mobile App titled "UA Local 671" is available in the App Store for I phone or Android. The Username for Local 671 Members is your last name and your book number (UA Card Number). The Password is your book number. **PLEASE DOWNLOAD THIS APP SO YOU CAN KEEP UP ON CURRENT INFORMATION THAT THE HALL NEEDS TO GET OUT.**

We have recently sent informational Blasts out ranging from volunteering for a mobile food bank to which candidates Local 671 has endorsed in the upcoming election. This mobile app is a great tool to stay current with all the latest information from the union Hall. Please download it today.

In Closing: As the Holidays approach us and the Covid-19 cases continue to increase; Please keep this in mind. Practice good social distancing and hygiene habits so you can spend many more Holidays with your loved ones. Stay safe and stay healthy and have a Happy and Healthy Thanksgiving.

Mike Jewell cell 419-262-8503 email: mike@ualocal671.com
Vinnie Fenech cell 734-693-4082 email: vinnie@ualocal671.com

"There is no revenge so complete as forgiveness."

—Josh Billings (1818 - 1885)

"Discovery consists of seeing what everybody has seen and thinking what nobody has thought."

—Albert Szent-Gyorgyi (1893 - 1986)

"I have never met a man so ignorant that I couldn't learn something from him."

—Galileo Galilei (1564 - 1642)



Plumbers, Pipe Fitters & HVAC Service Local 111

Plumbers and Pipe Fitters 111
UPPER PENINSULA – **Both the Escanaba and Marquette halls have been closed to walk-in members until further notice. Please call either hall for any assistance you may need.**

Reminder, there is no scheduled union meeting for the month of November, good luck hunters!

The next scheduled union meeting will be on **December 10th, 2020** at the Escanaba hall @ 7:30 p.m. EST. Masks will be required so if you plan on attending please wear a mask.

Thank you to the membership for your patience during this process due to the current situation of the COVID-19 mandates of gatherings. Any questions please call Business Manager, Dean Gutzman and stay safe.

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.

Important Information: Contact the hall with *any changes* with any of the following: E-Mail, address, phone number, a new birth, marriage, divorce, or death. For those of you, who have an email address that we do not yet have on record, please call and give it to April or Ann.
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.

2020 Upgrade Certification Class Schedule has been posted to Local 111 web-site (lu111.com).

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

2020 BTA Class Schedule has been posted to Local 111 web-site (lu111.com).

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: The 2020 MSHA schedule is on our web site & our Facebook page. Call Ann at (906) 226-6511 ext. 4 to register. MSHA expires in one year.

"Attacking is the only secret. Dare and the world always yields; or if it beats you sometimes, dare it again and it will succumb."

—William Makepeace Thackeray (1811 - 1863)



Local 85 Plumbers & Steam Fitters

Plumbers and Steamfitters 85
SAGINAW – Apprenticeship training and supplemental classes are cancelled and closed due to COVID-19 again. Unfortunately, a spike in COVID has forced us to make the difficult decisions to shut down our training facility until further notice.

Union Meetings are also cancelled due to the pandemic until further notice. We will continue to have the office open as long as it is safe to do so. I will not put the members, officers, retirees or office staff in harm's way. I beg each and every member to take every safety precaution possible as we are entering the most infectious point of COVID-19's existence.

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

We encourage members to do as much of their business as they can by phone, email and fax. We will adhere to social distancing practices. SUB checks will continue to be mailed ONLY. We will be available by phone and email anytime for your convenience. Please utilize the phone numbers and email addresses listed below.

UA Local 85 Elections: If you have not already done so, please return your ballot as soon as possible, no ballots will be accepted after December 1, 2020, the tally and vote count will take place Tuesday, December 1, 2020 at 5:00 PM at 3535 Bay Road Saginaw, MI 48603. The election committee will adhere to all social distancing mandates. If you are planning on having an observer present, they will be expected to do the same. If you are planning on being present or observing, out of courtesy please call Feather so we can plan accordingly. Feather's contact information is listed below.

The office will be closed Nov. 26-27, 2020 in observation of the Thanksgiving Holiday.

ALL NON-CRITICAL INTERACTIONS is cancelled until further notice. Please utilize email and phone calls whenever possible. Below is a list of main contacts for the hall:

- Justin Pomerville, Business Manager (989) 799-5261 x 8513 jpomerville@ualocal85.org
- Jamie Badour, Business Agent (989) 799-5261 x 8515 jbador@ualocal85.org
- Tim Danielak, Business Agent (989) 799-5261 x 8514 tdanielak@ualocal85.org
- Clint Steele, Business Agent (231) 499-7330 csteele@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
- Feather Reige, Office Professional (989) 799-5261 x 8510 freige@ualocal85.org

The next **Northern Meeting** is postponed until further notice.

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 or Feather at (989) 799-5261 ext. 8511 or 8510.

The new Facebook page is live. If you are currently on the Local Eighty-Five Facebook account, invites were sent to have you join the new site. UA Local 85 page is our public Facebook account. UA Local 85 Members Group is our new members only Facebook. On this page, we will have important messages and reminders specific to our membership. Please like both and let us know what you think.

GOD BLESS ORGANIZED LABOR AND THE LABOR MOVEMENT!

SUB Fund:
Print Unemployment Payment History located underneath the Certification Tab when logged into your MiWAM account. Deadline for submittals 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: UA Local 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 ext. 8510.

Beneficiary Cards: Please call the Union Hall for any changes in beneficiary information at (989) 799-5261 ext. 8510.

Email Addresses: Please email freige@ualocal85.org to update email addresses.

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 CHECK STUBS 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.

RETIREE LUNCHEON: All retiree luncheons are postponed until further notice. Please check the ualocal85.org or Facebook for all up to date information.

CONDOLENCES: We extend our condolences to the family of Gary Jackson who passed away on October 26, 2020.

We extend our condolences to the family of Wallace Mentel who passed away on November 1, 2020. Remember you all are essential to me.

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

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Local 190

Plumbers,
Pipe Fitters,
Service Technicians,
Gas Distribution

Plumbers and Pipe Fitters Local 190

ANN ARBOR – UNION MEETING: DUE TO COVID a video informational meeting will take place on December 14th and will start at 6:00. Please make sure the union hall has your current cellphone number in order to receive these notices on how to join in on the video informational meetings.

THE 2020 CHRISTMAS PARTY HAS BEEN CANCELLED THIS YEAR DUE TO COVID!

UNION HALL CLOSED FOR AN UPCOMING HOLIDAY: For the Thanksgiving holiday the office will be closed on Thursday, Nov. 26 and Friday Nov. 27. Wishing you and your family a happy and safe holiday.

For the Christmas holiday the office will be closed on Thursday, Dec. 24 and Friday, Dec. 25. Merry Christmas to all of you and your family members.

For the New Year's Eve holiday the office will be closed on Thursday, Dec. 31 and Friday, Jan. 1. Wishing everyone a Happy New Year!
GAS DISTRIBUTION APPRENTICES DOWN HILL WELDING SCHOOL: Will begin Monday, Jan. 4 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 school as a prerequisite. Please note that 4th and 5th year gas apprentices have preference to sign up for this welding school.* Limited space is available so please contact Pat Duffy 734-368-4423 or Roy Musgrove at 734-369-1432.

Currently Local 190 is not accepting any apprenticeship applications. A note will be put in the paper when this current status changes. **MASKS MUST BE WORN WHEN ENTERING THE UNION HALL BUILDING AND TRAINING CENTER DUE TO THE EXECUTIVE ORDER.**

MICHIGAN GAS DISTRIBUTION JOURNEYMAN WELDERS: Please remember it is very important to keep your continuity forms up to date.

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.

OFFICE HOURS: Effective Monday, Feb. 3, the Union Hall office hours are as follows: Monday – Friday: 7:30 a.m. until 12:00 p.m. and 1:00 p.m. until 4:30 p.m.

The office will be closed daily from 12:00 p.m. to 1:00 p.m. 2020 - 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.

UALOCAL 190 WEBSITE: www.ual190.org Current members will be able to log into the "Members Only" section using your last name and UA card number. **** NEW ON THE WEBSITE***: Members can now view and sign up for job calls. The same procedure will be used as the call-in line. If you are laid off or go back to work, there are forms available to fill out on the website that will inform the hall.

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.

LAID 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*, to report the last day in which you worked or to report the day you went back to work. **PLEASE NOTE:** 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: VISION PROGRAM – EYEMED – IMPORTANT INFORMATION: EyeMed benefit cards are not necessary to access benefits, however, you may print a card from the EyeMed website. Vision providers should be provided the following information at the time of the appointment; 1) Carrier Name -(EyeMed), 2) Member Name 3) Member Birthdate

EyeMed Customer Service Call: 888-581-3648
In Network Provider Listings Call: 866-804-0982
EyeMed Website: www.eyemed.com

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 of benefits and much more. **Download: BCBSM**

REPRESENTATIVE FROM FRINGE BENEFIT OFFICE: On the 2nd, 3rd, and 4th Wednesday of each month a representative will be available to meet with members from 9:00 a.m. to 11:45 a.m. and 1:00 p.m. to 4:00 p.m. at the union hall. Please feel free to come in for any information you may need on Health and Welfare funds, Met Life Insurance Policies and miscellaneous.

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

CLASS INFORMATION – TRAINING CENTER - OFFICE PHONE: 734-426-3700. The Training Center is open to members wishing to update any certifications, licenses, or qualifications. We are following CDC and State guidelines. You must wear a face mask while inside the building. **Check your Certifications to make sure that you are current!**

Lead/Asbestos/Blood-borne Pathogens Training (4 hrs): 2021 Schedule - All on Mondays - Jan 4, 2021 @ 5:00pm, April 5, 2021 @ 5:00pm, July 19, 2021 @ 5:00pm, and Oct 4, 2021 @ 5:00pm. Call Retha to be put on the list for the day you choose.

First Aid/CPR Training (4 hrs): 2021 Schedule - All on Mondays - Jan 18, 2021 @ 5:00pm, April 19, 2021 @ 5:00pm, July 26, 2021 @ 5:00pm, and Oct 18, 2021 @ 5:00pm. Call Retha to be put on the list for the day you choose.

Local 190 Michigan Gas Distribution Welders: Please check your mail for a letter from the training center about re-quals.

Welding Lab: Runs Mondays, Wednesdays, and Thursdays from 4:30 pm till 8:30 pm. Weld test days are determined as participants show they have the skills

ASSE Backflow Certification (40hrs): This class is a 40-hour class that will run Tuesdays and Wednesdays, for 5 weeks, starting Jan 12, 2021 until Feb 10, 2021. Class starts at 5:00pm. Call Retha to be put on the list for this class. Class limited to 8

ASSE Backflow Re-Certification (8hrs): Tuesday-Wednesday, Feb 16, 2021 and Feb 17, 2021 @ 5:00pm and Tuesday-Wednesday, Feb 23, 2021 and Feb 24, 2021. Check your certs to make sure of your expiration date. We will have another class in Sept. Call Retha to pick your dates and be put in the class. Each class limited to 12.

Med Gas Installer and Brazer Certification (40hrs): This is a 40-hour class that WILL BE ON-LINE, via Zoom. Must have an active e-mail address. Must have a computer with a camera and good internet. Camera must stay on and you must stay in front of the camera the duration of the class. Brazing practice, brazing test and written test will be in-person at the training center. Class will run Tuesdays and Thursdays @ 5:00pm starting March 9, 2021 until April 8, 2021. Call Retha to be put on the list and give her your active e-mail address. Class limited to 16.

Med Gas Installer Up-Date (8hrs): Tuesday and Thursday, April 13, 2021 and April 15, 2021 @ 5:00pm, and another class on April 20, 2021 and April 22, 2021 @ 5:00pm. Both Tuesday classes will be ON-LINE, via Zoom and both Thursday classes will be in-person, at the Training Center for the test. For on-line part, you must have good internet and a web camera. Camera must stay on and you must stay in-front of your camera for the duration of the class. Call Retha to choose your dates and give her your active email address. Each class limited to 16.

(Continued next column)


Local 370
Plumbers &
Pipe Fitters

Plumbers & Pipe Fitters 370

FLINT – The next Membership Meeting scheduled for **Tuesday December 8 at 7:00pm is currently cancelled. If this changes you will be notified.** All members can join our **Local 370 Brothers and Sisters** private Facebook group and view our informational Facebook live meetings.

It is with great regret that we must postpone our annual Service Awards/Christmas party. We will recognize this year's award recipients at next year's party.

All in person apprentice and journeyman classes are continuing as scheduled. We are requiring adherence to CDC guidelines, social distancing and masks.

Please note that we have moved to our new Union Hall/ Training Center located at 2151 W. Thompson Rd. Fenton MI. and will no longer be at our Pierson Rd. location.

Committee and Board meetings are cancelled until further notice.

Condolences to the family and friends of Brother Phil Isaguirre. Phil passed away on October 19, 2020 at the age of 65. Phil retired in 2011 and was a 44-year member of the local. Rest in Peace Brother.

Local 370 office hours 7:30am – 4:30pm.

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

Sub Pay: Remember to qualify for sub pay when you are laid off, you must sign the out of work list. You can also collect when you are on Jury Duty and miss work. If you are traveling, call Karla to see if you need to make sub-fund self-payments. All members were sent a Sub-Pay manual in 2018. If you did not receive one, please call TIC at (517) 321-7502 and ask for the 370 Sub Pay Fund Summary Plan Description (SPD)

Attendance award drawing for membership meeting information. Members present must have dues paid to date to claim award. 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 that 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. Our 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.

ALL GM Work requires 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 GM site 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.

Our web site is up and running. Check it out at 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.

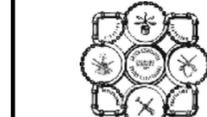
Remember to keep your dues current. Any member failing to pay for 3 months shall stand suspended, unable to vote for a period of 1 year or run for office for a period of 2 years and subject to a \$50.00 reinstatement fee. Dues must be paid in 3-month increments according to our bylaws. Dues will be accepted up to 6:45 on union meeting nights.

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

Local 370 ball caps and winter fleece caps are available at the union offices. Ball caps \$10 and fleece caps \$5.00. Pocket Tee shirts are available for \$10 each. Hooded sweat shirts and long sleeve pocket tee shirts are available. The sweat shirts are \$30 and the long sleeve tee shirts are \$15. Golf polo and golf wind shirts are available for \$25.

If you shop on the internet, SHOP UNION MADE, log on to www.shopunionmade.com.

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


Local 357
Plumbers, Pipefitters & HVAC Service Local 357

KALAMAZOO – UNION MEETING: All Union Meetings are cancelled until further notice. The Finance Committee and Executive Board will conduct their regularly scheduled monthly meetings in person. We will conduct an **Informational Zoom Meeting** in place of a face to face membership meeting starting at 6:30 pm on Dec. 8, 2020.

There will be an email with instructions on how to participate in advance of November's union meeting. You can only receive this email if you have given us permission to send you emails. Please call Lori at the Hall, (269) 679-2570, to confirm your email address and/or consent to us sending you emails.

MEDICAL CLAIMS ISSUES: As a member, TIC International provides a dedicated team of member advocates to assist with the resolution of any and all medical claims issues. If at any time you experience an issue with your claims being processed and paid correctly, please contact TIC international at 1-888-281-3461. If you are not satisfied with the service you have received, please call me, Ken Willcutt at (269) 569-3492.

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 Members Access Your Information Here, then click on TIC International Corp. 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 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 (Continued next column)

As a member via the website, you will be able to keep track of all your hours and receive an e-mail when 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 (Continued next column)

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As a member via the website, you will be able to keep track of all your hours and receive an e-mail when 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 (Continued next column)


Sprinkler Fitters Local 704

FARMINGTON – The next regular business meeting will be held Wednesday, Dec. 9 at 5:30 P.M. at the Union Hall. The Executive Board will meet the same evening at 4:30 P.M. Please note, masks will be required for entry.

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 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: Members shall report all job starts to its local union office.

NFPA All Access is available for all 704 members. Please contact the Local 704 Training Center for username and password. Phone numbers to remember: NASI is 1-800-638-2603 for information regarding Health and Welfare or Pension fund questions. Continuing education classes are being formed. Please reach out to the training center for further info or future classes you would like to see added.

Classes for backflow certification will begin Monday, Dec. 7. Please contact the Local 704 Training Center for more info.

Please keep your information updated with the union hall.

A speedy recovery to all of our sick and injured members.

Local 357 cont'd

you have a change of status for example: married, divorced, remarried, birth, death, workers comp, address change, etc., please call TIC at the phone number above and 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. Note that you, the member, will be responsible for any bills incurred and paid on claims of an ex-spouse or dependents. (See Pages 6 and 27 in the Summary Plan Description Booklet for clarification) Time limits apply for reporting status changes so let the hall know ASAP!

CONDOLENCES: Condolences to the family of retired member, Edwin Ballay, on his recent passing.

SOCIAL SECURITY DISABILITY
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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 42 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 inexperienced 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 maintain 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.

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Local 190, continued

•Confined Space (4hrs): Still looking to put on a confined space class. Limited to 8 participants. Call Training Center to get put on the list for the next class.

•ICRA Certification (16hrs): Looking to put on another ICRA certification class. Next class possibly in-person at the Training Center. Limited to 10 participants. Call Training Center to get put on the list for the next class.

•Aerial Lift Training (4hrs): Monday, November 23, 2020 at 5pm. Call Retha to get put on the list. Covers both scissor and articulating booms. Limit to 16 participants.

APPRENTICES PLEASE NOTE: Make sure your e-mail and phone number are updated at the training center. Please call and dial EXT. 2.

RETIREE MEETINGS – **SPADES and BREAKFAST MEETINGS HAVE BEEN CANCELED UNTIL FURTHER NOTICE.

RETIREMENT CONGRATULATIONS: Congratulations to all the following members on your retirement. May you all enjoy to the fullest, a happy and successful life after retirement.

	Initiation Date:	Retirement Date:
Ray Bender	December 22, 1995	June 1 st
Steven Fielder	September 29, 1977	June 1 st
James Manor	May 10, 1982	November 1 st
Tim McDonnell	October 8, 1994	November 1 st

CONDOLENCES: Our member Bill Hedler passed away on October 23rd. Bill initiated January 19, 1996. To all family members and friends, we extend our most heartfelt sorrow and condolences. May the love of family and friends comfort you during these difficult days. God rest his soul in peace.

Our lifetime member James McMillen passed away on October 28th. James initiated on June 22, 1966, retired on January 1, 2000 and became a lifetime member on June 1, 2016. Our sincere condolences go out to our retired member, Mark McMillen for the loss of his father. To all family members and friends when we lose a loved one here on earth, we gain an angel in heaven that watches over all of you. Our thoughts and prayers are with you and your family.

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 drink, don't drive. Don't even putt."
–Dean Martin

"Writing about music is like dancing about architecture."
–Elvis Costello (1954 -)

"As we grow old...the beauty steals inward."
–Ralph Waldo Emerson (1803 - 1882)

"We always admire the other person more after we've tried to do his job."
–William Feather (1908 - 1976)

"It really doesn't matter if the person who hurt you deserves to be forgiven. Forgiveness is a gift you give yourself. You have things to do and you want to move on."
–Gordon Atkinson

Local 636
Pipe Fitters, Steam Fitters, Refrigeration & Air Conditioning Service

Pipe Fitters Local 636
DETROIT – There will be a special Union meeting on November 17th and it will be at the same NEW LOCATION. Burton Manor in Livonia. 27777 Schoolcraft Rd. Livonia 48150. Masks required to enter and temperatures will be taken at the door. Meeting starts at 7:00pm. This meeting is for the purpose of *The Reading of the 2019 Annual Financial Report*.

The December Union Meeting will be held on Dec. 15, 2020 this will be a regular meeting. It will be held at Burton Manor in Livonia, but there will NOT be an Annual Awards Banquet this year.

The Hall is now open to all foot traffic. Masks are REQUIRED. Dues payments or SUB transactions can still be done via email or by phone. SUB email is mapril@pipefitters636.org.

The Pipefitters would like to extend our deepest condolences to the family of Brother Retiree Kenneth R. Erving who passed away September 18, 2020. The Celebration of Life for Kenneth R. Erving has been canceled.

CJ Harrison would like all our members to know that she is still available by phone during these uncertain times, she is working from home doing phone conferences which is still beneficial to all our members and their families. You can contact her @ 313-580-6887

The Retiree Association Meetings have been cancelled until further notice. The election has also been postponed until further notice. – President David Evans

UA password good thru December 31, 2020: Vote

Any member that is Retiring contact Benesys @ 248-813-9800 for your Retirement paperwork or if you want to meet with the Financial Secretary Treasurer, please give him a 7 to 10 day notice so that he can get all of your paperwork in order.

Dues: If you do not pay your Dues by the end of each quarter, after 2 quarters go unpaid you will then be expelled and have to be re-initiated and pay a \$200 re-initiation fee.

Defined Contribution Pension Plan: For those members who use the Voice Response Unit, VRU to obtain balance information and transfers funds in your Defined Contribution Pension, the number has changed. The new number for the VRU is 877-410-9984. Plan provider number is 7526.

You can now login to your Defined Contribution account on the Local's website. Just click on the "Defined Contribution login here tab" and it will take you to the BeneSys login page. The Defined Contribution website is www.yourplanaccess.com/benesys. All inquiries.

Are you "Work Ready"? Have any of your safety modules expired? Is your Drug Test current? Check your report card at mstubsafe.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 BONUS PAYMENTS.

Financial Planning: Call Jason May at Morgan Stanley 248-258-1750 for assistance and consultation relating to your Defined Contribution Investments. He will help with a total financial plan if requested. Services are paid for by the Defined Contribution Pension Fund.

Recovery Support Group: Pipe Dreamers, a Peer Support Recovery group for ongoing recovery from substance abuse and (Continued next column)

Plumbers & Pipe Fitters

Plumbers & Pipe Fitters 333
LANSING – Due to new Covid regulations put in place by the State of Michigan Health and Human Services Division, the November and December Special Call meetings are CANCELLED. Expect an update letter in late December.

Weld Classes will start up in September.

If you're interested in taking the weld class please sign up at www.ua333.org or call Trent or Diana at 517-323-0333. There is a \$25.00 fee, please call your respective hall to pay for the class.

Lansing: September 1st (Tuesdays & Thursdays) Lansing Training Center, 16180 National Parkway, Lansing, MI. 48906.

Jackson: September 1st (Tuesday's & Thursday's) 3101 Industrial Allied Dr. Jackson, MI. 49201.

Battle Creek: September 14th (Monday's & Thursday's) (KCC) RMTc, 405 Hill Brady Rd. Battle Creek, MI. 49037.

Weld Tests are the second Tuesday of each month beginning September 8th at 4:00 at the Lansing Training Center.

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 please contact Diana at 517.323.0333. Though we send out everyone's continuities to be renewed; between changes in addresses and the Post Office, there is plenty of room for error. Ultimately it is the member's responsibility to make sure their certification(s) are current and updated.

If your Med-Gas Installer is going to expire within the next few months please sign up on our website to take the renewal class.

Med-Gas new certification: Please sign up online on our website or contact the training center.

Sincere condolences to David Buzzo on the loss of his father, Lansing member Robert Buzzo who passed away November 2, 2020. Robert was a member of the local for over 55 years. Our deepest sympathies to you, your family and friends

Local 636 cont'd

addiction meets the second and fourth Tuesday of each month at 4:30pm at the office of "Work Life Strategies" 26789 Woodward Avenue, Suite 3105, Huntington Woods 48070. Call 248-545-8301 for details or any questions you may have.

Also, a Relations/Divorce Support Group meet on the second and fourth Thursday of the month at 6pm.

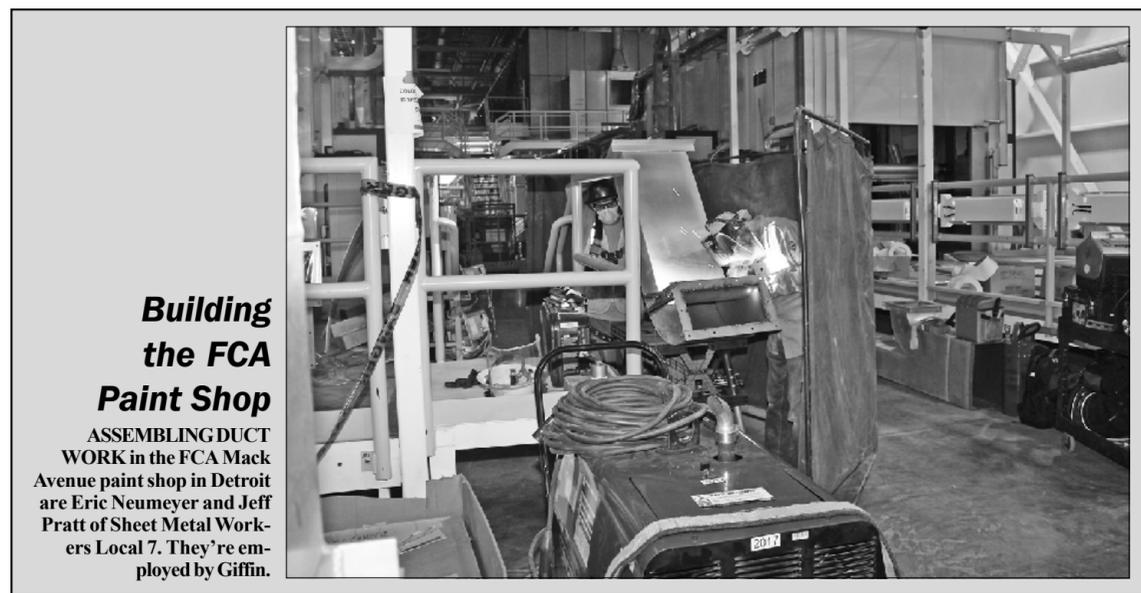
Worker Assistance Program: Work Life Strategies, LLC are available to our members and their families to provide personal counseling services and when needed, referral to other professionals. Call 248-545-8301 to talk to a counselor for issues relating to grief, alcohol and or drug addiction, bankruptcy, financial management, marital, depression, legal and family counseling. Consultations with Work Life Strategies are a service paid for by the Insurance Fund. Referrals to outside professionals, if needed, will be paid for according to the current health care plan benefits.

"For the most part, fear is nothing but an illusion. When you share it with someone else, it tends to disappear."
–Marilyn C. Barrick

"Delay always breeds danger and to protract a great design is often to ruin it."
–Miguel de Cervantes (1547 -1616)

"That would be a good thing for them to cut on my tombstone: Wherever she went, including here, it was against her better judgment."
–Dorothy Parker (1893 -1967)

"There is nobody so irritating as somebody with less intelligence and more sense than he have."
–Don Herold



Local 174 Plumbers, Pipe Fitters & Service Trades

COOPERSVILLE – Meeting Notice: ALL IN-PERSON UNION MEETINGS AND RETIREE BREAKFASTS ARE CANCELLED UNTIL FURTHER NOTICE. We will continue to do monthly virtual meetings through the members only Facebook group the first Tuesday of the month at 7pm.

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

COVID-19: The virus is showing up on many jobsites throughout our jurisdiction. Please continue to practice social distancing, wear a mask and wash your hands frequently.

Election 2020: Thank you to all of our members who cast a ballot for our supported candidates.

401K Withdrawal: The recently enacted CARES Act allows the 401k Plan to adopt a special in-service distribution for participants who are diagnosed with COVID-19, whose spouse or child is diagnosed with COVID-19, or who are experiencing economic hardship as a result of the pandemic. This distribution can be up to \$100k, is not subject to the ordinary 10% excise tax, and the income tax from the distribution can be spread out over a 3-year period.

Individuals receiving such a distribution may also repay the distribution over 3-year period, in which case they will not be subject to income tax on what they repay. Unlike other hardships, this distribution only requires that the member self-certify the need.

The Fund is not required to independently corroborate the participant's certification with medical documentation or other types of documentation. The distribution is a one-time event only and must be taken in 2020.

Make sure you specify that you are taking a COVID withdrawal.

PAC Cards: Since the elimination of prevailing wage, the race to the bottom on wages and benefits for publicly funded projects has begun. Our political focus over the years to come will be electing people who support prevailing wage and wage standards in general. To do that we need to raise our PAC card participation. We currently have less than half of the local contributing to our PAC. Your PAC contribution DOES NOT COME OFF YOUR CHECK. When you sign the PAC card it allows us to move money from your working dues over to our PAC. Please call Cami today and find out if you have current PAC card on file.

Medicare Retirees: Effective January 1st you are now enrolled in a Humana Medicare Advantage Plan administered by Labor First. If you have any questions about premium payments contact TIC. All other questions should be directed to Labor First.

Short Term Disability: The Local #174 Board of Trustees recently voted to increase the short-term disability amount from \$300 per week to \$400 per week. This increase will be effective September 30th, 2019.

Dispatch: We will be splitting 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: dispatch@ua174.org which both offices have access to. There is a dispatch phone extension that will switch between the two offices depending on who is on dispatch.

New insurance carriers: Active and NON Medicare Retirees: Aetna: (888) 290-7241

Local 174 Plumbers, Pipe Fitters & Service Trades

Save-Rx: (800) 228-3108
Medicare Retirees Labor First: (616) 345-0788

Organizing Update: Please contact Chris Pelton if you know of any jobsites with a non-union plumbing or mechanical contractor or if you are interested in actively assisting with our organizing efforts. There are plenty of opportunities available, ranging from a one-day ride-along with a Business Agent or Organizer all the way up to full blown salting.

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 that you are no longer eligible to attend Local Union events, such as meetings, picnics, awards banquets, and Christmas parties.

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 that gets into trouble. Please contact Ryan Bennett if you see another local's contractors/members working in our jurisdiction.

Contact Info: Please make sure we have your updated contact information. Check your info on the website or by calling Cami at the Union office.

Retiree Breakfast: Canceled until further notice.

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.**

Labor Councils: - Kent Ionia - 3rd Wednesday of the month / Labor Temple 918 Benjamin / 5:30pm

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.

FRINGE PLAN THIRD PARTY ADMINISTRATOR: (TIC), West Michigan Plumbers, Fitters and Service Trades Local No. 174 Fringe Benefit Funds, 6525 Centurion Drive, Lansing, MI 48917-9275

(517) 321-7502
Phone (855) 40-PLUMB Toll Free

(517) 321-7508 Fax
BENEFITS WEBSITE: westmichiganplumbers.org is the TIC website where you can check your contributions and benefit information. Click on benefit inquiry. Your username is your social security number. The password for first time users is K4GHB39 (case sensitive). You will then be prompted to create a permanent password.

Forms: The forms for Dollar Bank Reimbursement and Sub Pay are on the www.ua174.org website under the Members Only section and Forms and Links tab.

Contract Requirements: Please remember Section 5.7 of our collective bargaining agreement states, "Persons called from the unemployed list will report to work with a UA/WMMCA issued drug card." Section 18.5 states, "...employees...shall be required to maintain the following Safety Training Certifications: First Aid/CPR, Bloodborne Pathogens and OSHA 10." Please make sure you follow our agreement.

Out of work list: Please remember to call extension 17 when you are laid off. You must call line 17 to be put on the available to work list. When you leave a mes-

sage, please speak clearly. Any member who goes to work without a referral is in violation of our Collective Bargaining Agreement and Article XXXI of our Constitution and By-Laws. Please contact the Union Hall to find out your position on the out of work list.

Union Hall extension numbers: Ryan Bennett Business Manager ext:12, Nathan Phillips Assistant Business Manager ext. 13, Jason Finch Business Agent ext.14, Chris Pelton Organizer ext.15, Lisa Johnson Accounting Manager 11, Cami Burris Administrative Assistant ext. 10, Training Dept: Jeff Rumsey ext. 16, Nicole Shumaker ext. 30.

Training News. Announcement: Congratulations to Brandon Hackelberg on fulfilling his apprenticeship obligations and becoming Local 174's most recent Journeyman!

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 on Thursday, Nov. 12, and Thursday, Dec. 10, 2020.

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.

The Training Center has started scheduling night classes and will continue to slowly add more to the schedule. We will continue to follow the CDC Guidelines and the Governor's mandate to wear masks while in the building. We are actively monitoring changes due to COVID-19 and schedules are subject to change based on group restrictions indoors. Mask are required while in the Training Center.

Attention: The CSD-1 Class Scheduled to start on September 28th has been cancelled due to the instructor from Boiler Risk Management being injured in an accident. We will reschedule this class as soon as he is able to return to work. We apologize for any inconvenience this may cause. If you have any questions regarding this cancellation, please contact Jeff Rumsey in the Training Office.

Open Welding has resumed as of 9/16/20 and will continue Wednesday evenings from 5pm – 9pm. Due to class size limits, you will need to call the Training Office to register so we can limit the number of participants to follow the State mandated guidelines.

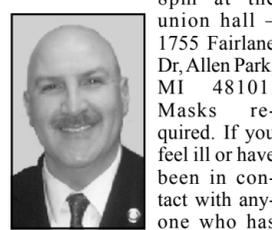
ASSE BACKFLOW REPAIRER: Class will begin on Monday, Nov. 2 @ 5p-9p. The class dates are as follows: 11/2, 11/4, 11/9, 11/11 & 11/12 (Exam). The cost for the exam is \$120 and is due when the class begins. If taking this class within 12 months of successful completion of the ASSE Tester, the exam cost is \$75.

Please contact Jeff or Nicole to sign up for classes or if you have questions. Call the training office @ (616)837-0222 x16 (Jeff)/Nicole @ (616)837-0222 x30. Or via text Jeff (231)923-8140 / Nicole (231)206-4213.

Local 169 Boilermakers

Boilermakers Local 169

ALLEN PARK – The union meeting will be held in Area One on Friday, November 13, 2020 at



BOB HUTSELL

8pm at the union hall – 1755 Fairlane Dr, Allen Park, MI 48101. Masks required. If you feel ill or have been in contact with anyone who has tested positive for Covid-19, please do not attend.

Union dues for 2021 will be \$49.85 per month. The union hall accepts Visa, MasterCard, and Discover. Payments can be made both at the hall and over the phone.

OSHA 10 and OSHA 30 safety training can now be taken online. Please visit our website – www.boilermakerslocal169.com - for more information.

Training Center: The Boilermakers Local 169 Training center in Allen Park is open and operating under the current CDC guidelines. Journeymen are encouraged to update their skills. We are currently experiencing a high demand for stainless steel, Inconel, and RMD certified welders. Having these skills will increase your opportunities for employment and boost Boilermaker manhours overall.

Apprentices: Apprentices are reminded to call your Area Agent at 8:00 am the following business day after layoff. Failure to call in at the required time may result in disciplinary action. In addition, calling in late places you further down the out of work list and affects future work opportunities.

Weld Testing: Mass weld testing has been scheduled for the week of November 16, 2020 at the union hall. To set up a time, please call B&G Processing at (586)477-1562. Apprentices require approval from their area business agent to test.

Retired member, Charles Dunn, passed away on Friday, October 23, 2020. Our thoughts and prayers go out to his family during this difficult time.

"It is difficult to live in the present, ridiculous to live in the future, and impossible to live in the past. Nothing is as far away as one minute ago."
–Jim Bishop

"Be careful about reading health books. You may die of a misprint."
–Mark Twain (1835 -1910)

"Any necessary work that pays an honest wage carries its own honor and dignity."
–W. Kelly Griffith

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Bricklayers and Allied Craftworkers

BAC Local 2

WARREN/LANSING – We take the COVID-19 outbreak seriously and recognize the importance of minimizing the spread of the virus. So, while we continue to provide services to our members, any visits to our offices should be scheduled by appointment. If you have any questions, please contact either the Warren office at (586) 754-0888 or the Lansing office at (517) 886-9781.

The health and well-being of our members and their families and continuity of service to our members is our highest priority. Please visit our website for updates: www.bricklayers.org

ALL NOVEMBER 2020 CHAPTER MEETINGS HAVE BEEN CANCELLED

Due to the recent spike in COVID-19 cases throughout the state, all area chapters for November 2020 have been cancelled.

Congratulations to retired Administrative Assistant Suzie Gehkre on the birth of her first grandbaby! Sawyer Elizabeth was born on 10/30/2020. Son Dakota, daughter-in-law Brooke and baby are doing great!

Congratulations to brother Damari Covington-Woods on the birth of his first child! Damari Covington-Woods Jr was born on September 26, 2020 weighing 7 pounds 11 ounces.

DEATHS REPORTED:

Our sincere condolences to the family and friends of **Brother Chester Olszewski** (Bricklayer) who passed away on October 20, 2020. Brother Olszewski had been a member for 66 years.

Our sincere condolences to the family and friends of **Brother Cyril Sagaert** (Bricklayer) who passed away on November 05, 2020. Brother Sagaert had been a member for 57 years.

Our sincere condolences to the family and friends of **Brother William Smith** (Bricklayer) who passed away on October 28, 2020. Brother Smith had been a member for 36 years.

CRAFTWORKERS NEEDED: If you are available for work, it is important to contact your Field Representative on their cell phone. We are looking for experienced Craftworkers in all of our trades: Bricklayers, Caulkers, Masonry Restoration Workers, Cement Masons, Tile, Marble and Terrazzo Workers. Those who are interested should contact either the Warren office (586) 754-0888 or the Lansing office (517) 886-9781. Tell anyone who is doing our work, that we are looking for craftworkers!

SIGNING BONUS FOR SKILLED CRAFTWORKERS: Local 2 will pay up to \$2,000 as a **Signing Bonus** for skilled craftworkers who come to work for one of our Union Contractors for at least a month. Also, Local 2 members working with the tools and non-supervisory members can get a **Finders Referral Bonus** for each new skilled craftworker who they refer, if they work for at least a month for our Union Contractors. For more details and information, call your Field Representative or either the Warren office (586) 754-0888 or the Lansing office (517) 886-9781, or go to <https://bit.ly/BAC-2-MI-2000-Signing-Bonus>.

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

IMPORTANT CHANGE Regarding Union Dues All Local 2 Members are now eligible for a Union Dues discount, regardless of what month you are paid through currently. This offer is a great way to catch up on your monthly window dues by taking advantage of this annual dues discount.

We are making available to ALL Local 2 members the opportunity to pay for 6 months of union dues and receive credit for 12 months. An entire year for half the price!!

UPDATE - BAC LOCAL 2'S TRAINING CENTERS. Both Local 2 Training Centers have re-opened to our members but **visits to our offices should be scheduled by appointment.** Please contact our Training Centers at the numbers listed below for an appointment for annual RESPIRATOR FIT TESTS and other services.

DETROIT IMI TRAINING CENTER: To make your appointment for your annual RESPIRATOR FIT TEST or for other scheduled appointments at the Metro Detroit Training Center, please contact Tom Ward directly at (734) 552-7066.

TMT RTI CLASSES RESUME WITH REDUCED CAPACITY DUE TO COVID-19; REGISTRATION IS REQUIRED. To register visit detroittrades.org and click Calendar. Classes are filled on a first registered first served basis and will be held on the following Saturdays from 7:00am – 3:30pm: Nov: 14, Dec: 12, and 19.

Apprentices, remember that Related Training Instruction (RTI) classes are a requirement of your Apprenticeship, failure to attend will delay your apprenticeship and raises. Additional classes will be added as necessary to accommodate all apprentices.

Feel free to contact your BAC field representative or the Apprentice Coordinator should you have any questions.

METRO DETROIT APPRENTICE WORKSHEETS AVAILABLE FOR DOWNLOAD: Turning in monthly worksheets is a requirement of your apprenticeship. Metro Detroit Apprentice Worksheets are available for download at http://bit.ly/Apprentice_Worksheets. If you do not have a printer you can pick them up during our monthly meeting or contact Tom Ward at (586) 757-6668 to request them by mail. For more information on the Detroit Training Center visit: detroittrades.org

LANSING TRAINING CENTER: To make your appointment for your annual RESPIRATOR FIT TEST or for other scheduled appointments at the Lansing Training Center, please contact Howard Hipes directly at (517) 749-1102.

Go to <https://www.michiganbricklayers.org> to view the Lansing Apprenticeship and Training website and register future 2020 online training classes.

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 <http://bit.ly/Map-BAC> and are also available via telephone at (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.

BAC 2 MI Texting Program: We have been communicating by text message more frequently with our membership lately. We encourage our members to sign up to receive our text messages by -texting **2MI** to **877877**

-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!

PENSION AND HEALTH INSURANCE INFORMATION: Bricklayers Metro Detroit Local Pension Fund (248) 641-4954

Detroit & Vicinity Health Insurance (Brick, Cement and TMT) (800) 435-4080 or (248) 828-6000 (dvtv.org)

MI BAC Health & Welfare and MI BAC Pension (800) 531-2244 (outstate funds, michiganbac.org)

Cement Pension Fund (248) 645-6550 (detroitcementmasons.org)

CALL-A-DOC (800) 835-2362 (D&V Health Fund)

International Pension/Annuity Fund (Brick, Cement and TMT) (888) 880-8222 or (202) 638-1996 (dvtv.org)

Window dressing

WORKING WITH PLASTER around a window opening at the Michigan State University STEM project in East Lansing is Steve Whitmyer of Cement Masons and Plasterers Local 514. He's employed by Reichenbach.



Local 514 Cement Masons & Plasterers

Operative Plasterers' and Cement Masons' Local 514

MADISON HTS. – The next membership meeting is scheduled for Nov. 17, 2020 at 7:00 p.m. via Zoom. Please feel free to call the office (248) 548-0800 or any agent with any questions of how to sign up.

Lance Ryan is now the new Plasterer Business Agent, if you have any questions for him please call (586) 615-1564.

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.

Lawrence Nemeth is now the new Apprenticeship Coordinator; he can be reached at (313) 350-0389.

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.

Effective September, 2018 every member in Good Standing will only be allowed to use the Hall twice per year, also effective January, 2019 there will be a \$100.00 refundable deposit required for any cleaning and/or damages that may incur.

Miller Cohen PLC is extending an invitation to our members to participate in free Estate Planning Seminar. Learn about Wills, Trust, Durable Power of Attorney, and Medical Power of Attorney, and Guardian Designation. Contact the Union Hall if interested and a date will be scheduled for the free Seminar.

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. O.P.C.M.I.A. Local 514 has a satellite office in Flint, Michigan. 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!!

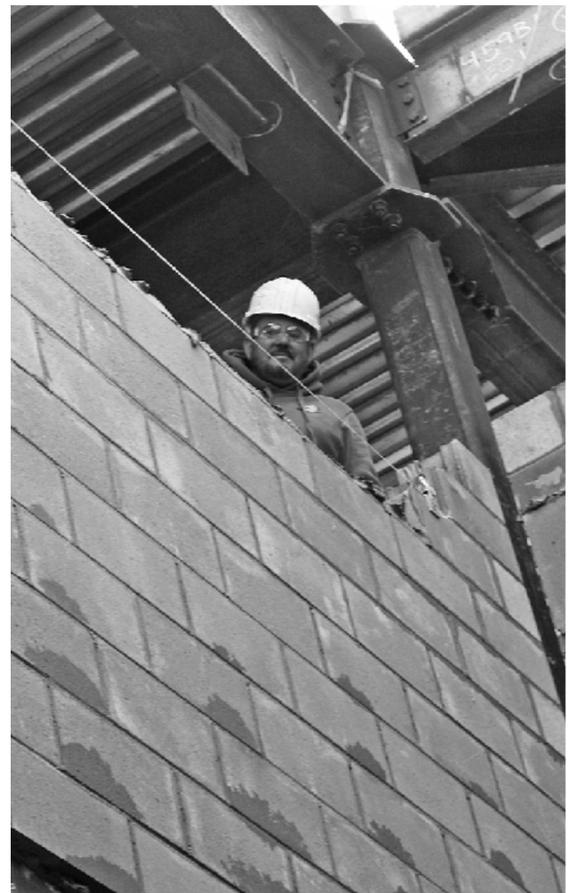
Please make sure your modules and drug test are up to date, there are some plant jobs that do require the MUST modules. You can go online at: www.mustonline.org Call the Local if you need a drug form sent out.

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 can track your annuity fund status at the Wells Fargo website. You may do so by logging on to: www.retirement.wellsfargo.com or call (866) 640-5138, you can also call the fund office at (248) 645-6550 with any related questions. **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.



AT WORK at the Owosso Hospital project is Donnie Harvey of Bricklayers and Allied Craftworkers Local 2. He's employed by Davenport Masonry.

Apprentices Needed!

Free Training for Bricklayers – New Work and Restoration Tile and Cement Masons
12 Week Pre-Apprentice Class
Based on Skill Level and Demand

In preparation for the re-opening our training centers, we are encouraging anyone interested in a Trowel Trades Apprenticeship and able to meet the physical demands of the work to complete the application process.

If you live in Wayne, Oakland, Macomb, Monroe or St. Clair County, go to detroittrades.org to download the application. If you live outside the above-mentioned counties (outstate), go to michiganbricklayers.org to apply online. Read and follow instructions carefully and completely.

Veterans are given highest priority as a thank you for their service.

Metro Detroit and the Outstate programs differ slightly, below are common minimum requirements for both programs. You will find the complete list of instructions online.

Applicants Must:

- Remain drug and marijuana free, applicants must pass initial and random testing if accepted into program.
- Shall be physically capable of performing the essential functions of the Apprenticeship program without posing a direct threat to the health or safety of the individual or others.
- Have a valid Michigan driver's license.
- Pass physical evaluation.
- High School Graduate or GED, higher education a plus.



Over 40 years of quality Administrative Services

To each of our Members, Clients and Vendor partners impacted by COVID-19, our thoughts are with you. Rest assured knowing that BeneSys is working hard on your behalf while we navigate these difficult circumstances together.

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- Trust Fund Accounting
- VEBA Administration
- Web Applications
- COBRA Administration
- HIPAA Compliance

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- | | | |
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| Denver, CO | Pleasanton, CA | Troy, MI |
| Des Moines, IA | Portland, OR | Washington, DC |
| Hagerstown, MD | Riverport, MO | West Covina, CA |
| Las Vegas, NV | San Jose, CA | Youngstown, OH |
| Louisville, KY | Salt Lake City, UT | |

www.benesys.com | (877) 923-6379 | info@benesys.com



IBEW Local 252
ANN ARBOR – THE BUSINESS OFFICE WOULD LIKE TO WISH EVERYONE A SAFE AND HAPPY THANKSGIVING! The Business Office will be closed Nov. 26-27.

MONTHLY MEMBERSHIP MEETINGS: We continue to monitor new orders and directives pertaining to COVID-19. Decisions about membership meetings will be determined and relayed to you as they approach.

CONTRACTOR CLASS: We will be hosting Pro-Union Consulting to assist IBEW Local 252 members in becoming profitable union electrical/ renewable energy contractors. This class will be offered May 13, 14, and 15, 7:30 a.m. – 3:30 p.m. Please call the Union Hall to sign up. We need a minimum of 20 people for the class.

CPR/FIRST AID: There will be a CPR/First Aid class offered at the school Dec. 1 & 8. Class maximum is 10 people, more classes will be added as necessary. Please contact the school to register (734) 475-1180.

COVID-19 UPDATE: Local 252 has had more positive COVID-19 cases in the last three weeks than we've had since this pandemic started. Please take every precaution to protect yourselves, your family, and others while at work or in the public. If your employment is disrupted due to COVID-19, please contact the Hall so that we can ensure that you get everything that's entitled to you, and that proper protocol is followed for everyone's safety.

Local 252 Website & App: The Local's website www.ibew252.org is up and running. There is also a Local 252 App available to download. Search "IBEW 252" in the app store. You must create a new login and password to access the Members Only section. Your login for the old website is no longer valid.

SERVICE PINS: If you would like your service year pin please call the hall to make arrangements to receive it.

TRAINING CLASSES 2020: ALL CLASSES CANCELLED UNTIL FURTHER NOTICE.

M.U.S.T 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.

Retirees' Breakfast: The retirees' breakfast is cancelled until further notice.

Christmas Party: The Local's annual Christmas party has been cancelled this year due to the pandemic.

NOTICE TO RETIREES: If your 50-year commemorative watch stops working for any reason please contact the Union Hall. Do not attempt to have it serviced yourself.

Condolences: The Local sends our sincere condolences to the family of Glen Haussler, who passed away on October 29, 2020.

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

UNION DUES FOR 2021: Effective Jan. 1, 2021 union dues for "A" members will remain \$119.25 per quarter. Union dues for "BA" members will remain \$61.80 per quarter.

DUES PAYMENTS: Please look at your dues receipt. If your dues paid through date shows 9/2020, your dues are not current. (Continued next column)



IBEW Local 445

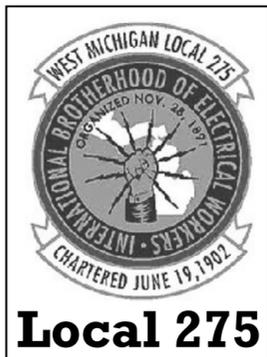
BATTLE CREEK – The General Membership Meeting is the second Monday of each month and starts at 5:00 p.m. at the Hall. Please make sure to wear your masks.

Attention: The Executive Board is now accepting Letter of Interest for the E-board Alternate position.

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

PLEASE HELP!! – The Hall is asking for each member to verify their address, phone number and email address that we have on file. We are looking into a texting and email service, and if you would like to be included in those correspondences, we need your current information. Thank you!

Local Website - Please check the Local 445 website for the latest information, including job postings. The Local 445 web address is IBEW445.com. Respectfully Submitted, **Wanda Secrest Recording Secretary**



IBEW 275

COOPERSVILLE: Dear Brothers and Sisters:

With the winter months approaching, I have reached out to the Business Manager of UA 174 to ask if we may be able to use their Hall for our monthly union meetings. He said there wouldn't be a problem with it, so the November meeting will be held at the Fitters' Hall, 1008 O'Malley Dr., Coopersville, MI 49404 at 6 p.m. Masks and social distancing requirements will be in effect. Also, please remember that we are guests in their Hall and they are doing us a favor, so please respect their property.

We have recently been experiencing a rise in the number of members contracting the Coronavirus. If this trend continues, I may have to limit access to the hall as we did earlier this year. Please take every precaution to protect yourselves, your family and others when on the jobsites, at the Hall, while in apprenticeship class or in public.

I thank every member of 275 that made their voice heard in this year's election by voting. As you are probably aware, the 2020 election saw record turnout as we were hoping. While Labor made some significant gains, there is, and will be much more work to do and Local 275 will continue to be a leader for working people. Again, I thank you all.

The following members are three months or more behind in dues: Jonathan Alviar, Matthew Buikema, Timothy Davis, Joshua Erb, David Oberlin, Jeffrey Wagner and Andrew Wohlfert.

For now on, all resign request will be sent to gyonkers@ibew275.org. The procedures are still the same.

Regular meetings for the EWMC and RENEW committees are every month on the 4th Tuesday @ 6:00pm at the Union Hall in Coopersville and/or via zoom. Both of these are great ways to get involved with the local as well as the community.

Dues for the year 2021 will be \$42.90 per month. Please make adjustments when making payments through mail and automatic bank payments.

IBEW 252, continued

"A" members pay \$119.25 per quarter for 2020. "BA" members pay \$61.80 per quarter for 2020. Please mail your check to 7920 Jackson Rd., Ann Arbor, MI 48103. Your fourth quarter dues (Oct. through Dec.) are due now. **Payments for fourth quarter dues will be accepted no later than 11:30 a.m. Thursday, Dec. 31, 2020.**

"He who learns but does not think, is lost! He who thinks but does not learn is in great danger." –Confucius (551 BC - 479 BC)



IBEW Local 948
FLINT – The December Union Meeting is to be determined. Our November Executive Board Meeting will be held on Monday, November 23rd, 2020 at 4:30 p.m. at the Union Hall. The December Retiree Club Meeting is to be determined. Please remember to vote. Don't forget to check our website for new content. Be sure to log in to see all the new content. www.local948.com.

You can pay over the phone with debit or credit card. You can also stop by the Hall during business hours (7am-noon/ 1-4pm) and pay by cash, check, debit or credit card. **Don't wait till you owe a reinstatement fee (4 months behind).**

2020 – Monthly Dues – Journeyman \$43.70 a month – Apprentices, CE, Sound Tech \$40.70 a month
2019 – Monthly Dues – Journeyman \$42.70 a month – Apprentices, CE, Sound Tech \$39.70 a month

If you are unfamiliar with our referral procedure please refer to our website @ http://local948.org/job_referrals/

Don't forget after 3 turndowns on the out of work list you must come down to the Union Hall to resign.

Gregory Remington Business Manager

E-mail and Re-signs: If the Hall does not have your e-mail address it would be a good idea to send us an e-mail to jwallace@local948.org so we can add you to the e-mail list. This is a great way to keep up with the latest information on job calls and other information sent from the Hall.



IBEW Local 131
KALAMAZOO – The next **General Membership** meeting will be Dec. 7th, 2020 at 6 p.m. The next **Executive Board Meeting** will be Nov. 16th, at 5 p.m.

Due to the Governor's current executive order, we ask that those coming to the Local Union to conduct business, please wear a face covering.

Work Outlook: The work outlook is strong. We expect to have a busier than usual fall continuing into the winter. If you are aware of interested electricians, working in our jurisdiction, please have them visit www.poweringkalamazoo.com or call the office.

MJ Electric, Van Ert Electric, and KEI Electrical have all secured work at the Graphic Packaging Paper Mill expansion. These calls will require a Michigan State Electrical License, most calls right now are working overtime.

The LMCC has launched a new website, www.poweringkalamazoo.com. This website will be used to highlight local signatory contractors and used as an organizing tool. Follow us on Facebook @poweringkalamazoo, Twitter @PoweringKzoo, Instagram @poweringkalamazoo, and LinkedIn @poweringkalamazoo. Please feel free to share the wage calculator feature of this site.

If you believe we do not have your email address or correct cell phone number, please email Christine at cbohms@ibew131.com

Dues pricing - The price for dues in 2020 is \$40/month. If you're unsure about your balance, please call the Hall for the exact amount or email Christine. If your dues ticket reads paid through, October 2020 your dues are not current; please call the Hall.

We have finalized our automated dues reminders, these reminders will be sent ahead of possible late dues. You may receive a message via text or email if you have not tendered your most current I.O. Dues payments. Dues payments can also be made online, to log in use your Last Name and Card Number.

Life events happen, and we'd always like to make sure you have updated beneficiary forms. If you're questioning whether yours is up to date, stop on down to the Hall to get new forms.

If you're interested in receiving updates from the Hall, please email Christine at cbohms@ibew131.com to get your email address added.

Retirements: Congratulations to the following retiring members: Adrian DiVisser, July 2020. Michael Chaddock, May 2020. John Magnan Jr., May 2020. Robert S. Davis, June 2020. Roger Clark, March 2020. Patrick Klocke, May 2020. Keith Moore, April 2020. William Slater, July 2020. Thomas Vrobel, August 2020. Peter Spreitzer, August 2017.

Condolences: With a heavy heart, Local 131 would like to announce the following members passing. Brother Dale Bothwell passed away on April 23, 2020. Brother Charles Krull passed away on May 3, 2020. Brother John Ingram passed May 2020. Brother Josh Batten passed away on July 24th, 2020. Brother Lawrence Shearer passed away on July 18th, 2020. Brother William Cook passed away on September 24th, 2020. Brother Walter Bunce passed on Oct. 19th, 2020. Sister Lisa Danielson passed on Oct. 20th, 2020. Brother Dennis Root passes on Oct. 24th, 2020.

All Memorials and full obituaries can be viewed on the website under the Memorials Tab.

FROM THE APPRENTICESHIP: Journeyman Upgrade Classes:

- Fall 2020-Winter 2021
- Code Update 2020 S/S November 21 and 22, 2020
- State Exam Prep W January 6 to March 3, 2021
- Motor Controls W February 10 to April 14, 2021
- CPR S February 13, 2021
- Foreman Training W March 10, to May 12, 2021
- CPR S March 13, 2021
- CPR S April 10, 2021

****Code Update Classes:** it is now required for Journeyman to pay in advance to hold your spot in the Code Update Class. We require 48 hours' notice for cancellations if you need to reschedule for another available Code Update Course.**

Please visit our website www.kalamazoojate.com or stop in to sign up for the Code Update Class. September 3, 2020. Call Nicole at 269-388-4434 with any questions.

Drug Test Renewals: Please keep track of your drug test expiration date through www.safe2work4you.com. It is your responsibility to stay current on your drug test. Please contact Nicole (269) 388-4434 to get your authorization form printed for you to pick up. If you don't want to come to the Hall to pick it up, please email Nicole and request your form to be emailed to you. nwolf@ibew131.com.

Organizing: As much technology, as we use to track non-union electricians in our jurisdiction, often, our best resources are you the members. If you see a non-signatory in the area working at a location, please let the Hall know.

"The basic goal of labor will not change. It is — as it has always been, and I am sure always will be — to better the standards of life for all who work for wages and to seek decency and justice and dignity for all Americans." —George Meany

Brian O'Donnell Business Manager/Financial Secretary

"Don't bother just to be better than your contemporaries or predecessors. Try to be better than yourself."
—William Faulkner (1897 - 1962)



IBEW Local 557
SAGINAW – MONTHLY MEETINGS. The November Membership scheduled for November 10th was cancelled due to an alarming uptick in COVID-19 positive cases recently. The health and safety of our members and their families is the number one priority. We will continue to do everything that can possibly be done to continue to protect everyone. This Local and the surrounding community have seen cases rise swiftly lately.

The next membership meeting is scheduled for December 1st. This meeting will go on if it can be done safely with little threat to the membership. The location of this meeting has yet to be determined. Please continue to monitor emails and the Local's Facebook page for updates on the location to comply with the most current State guidelines for gatherings.

At the Executive Board meeting in October, the hard decision was made to not offer the annual Christmas meeting meal to the membership due to the COVID-19 risks. It is unfortunate to have to cancel such a great tradition within this Local, but these are rare and trying times we are attempting to navigate through. Everyone should continue to do their part to slow the spread of the virus by practicing proper social distancing and wearing a mask in public to protect you and those around you. Proper PPE should be worn on job sites and safety policies should be followed as well.

UNION HALL OPERATIONS- The Union Hall continues to be open for in-person transactions. If you will be coming into the Hall for business, a mask is mandatory due to the MDHHS orders. I urge all that come in for in-person transactions to also adhere to social distancing and the utilization of the service window in the main entry way if you can. Please try to take care of business remotely as much as possible to cut down on visitors to the Hall. James Lamb is continuing organizing duties during at this time as well and if you have any useful information for him regarding work or new members please feel free to pass it along. He can be reached at 989-529-5943.

BOOK SIGNING- Out of work lists can be signed for other Locals through fax or email. This is to continue to cut down on as many in-person transactions as possible. Contact your home local and request a correspondence to be sent to the Local you are interested in signing.

NEW WEBSITE -Local 557's website recently received a refresh and will continue to be updated.

2020 ELECTION WRAP UP- IBEW endorsed Presidential candidate Joe Biden is now President-Elect Joe Biden. This win for the labor movement would not have been possible if it weren't for the great support from this Local's membership, as well as Union voters all across the nation. Voters exercised their right to vote and we now have an opportunity to set the agenda in this country for the next 4 years. Locally and within the State, more Labor-friendly candidates were elected to help the fight, such as Amos O'Neal as the 95th State House Rep and Christopher Boyd as a new County Commissioner.

The State Supreme Court should now be Labor-friendly with Judges McCormack and Welch winning election as well. And of course, we are happy to have Sheriff Federspiel back for another term.

Voter turnout was huge for our Local and no doubt helped Saginaw County "turn blue" this year. Many members also exercised their option to vote absentee this year which no doubt helped voter turnout. Now that we have election results, we must stay on our elected officials to produce results to help us out. Policy changes should start day one and we must not waste any time as 2022 will be here before we know it.

HEALTH CARE- The Michigan Electrical Employee's Health Plan continues to cover 100% of the costs related to testing for COVID-19. During this pandemic, remote care is encouraged and Blue Cross members can call the 24-Hour Nurse Line at 800-117-BLUE. You may also want to inquire if your primary care provider offers telemedicine. The Health plan continues to meet regularly via teleconferences to stay on top of the pandemic and update coverage as necessary.

As you know, the Michigan no-fault insurance law changed effective July 1. Notifications were sent to each member from the Michigan Electrical Employee's Health Plan. This letter encouraged members to purchase unlimited PIP to ensure proper protection for themselves and their family. The Health Plan will not offer Qualified Health Coverage and therefore members must purchase PIP coverage. You should discuss PIP coverage and other auto coverage with your insurance agent.

Don't forget to schedule your annual physical with your doctor. By completing your annual physical, you could catch a health concern early and also 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 EOB's, a virtual ID card on your phone, information on deductibles, explanations of coverage and other helpful tips related to your Health Care coverage. EOB's can be downloaded to smart phones or computers and used to substantiate WEX receipt requests.

WEX APP- Search for the "TIC HRA" app in Google or Apple and download it today. Utilization of this app will give you access to account balances, receipt reviews and submittals, barcode scanning for covered items, other helpful services. This is a great tool to accompany your Health Care benefits.

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 to use this service. Credit card payments to pay dues can also be accepted over the phone to ensure you are current.

CONTACT NUMBERS- Michigan Electrical Employee Pension fund and Michigan Health Plan (517) 321-7502 or (855) 633-4584. Fax (517) 321-7508, website mielectricalhealth.org.

Evan Allardyce, Business Manager

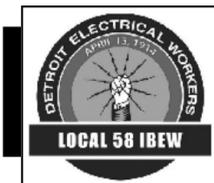
"Only those who will risk going too far can possibly find out how far one can go."
—T. S. Eliot (1888 - 1965)

"Happiness isn't something you experience, it's something you remember."
—Oscar Levant (1906 - 1972)

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IBEW LOCAL 58

IBEW Local 58

DETROIT – The November Membership meeting will be held as scheduled Nov. 17, 2020 at 6:30 pm. There will be a limit of 50 people (per MIHHS) inside the meeting hall with all others being in their vehicle and listening through the FM Station that will be posted that day. All will have access to the microphone if they wish to speak. Anyone coming inside the building must wear a mask, get a temperature scan, sign in, and maintain social distancing.

VACATION FUND: Disbursement from the Vacation Fund is anticipated to be transferred to your PNC Bank Stored Value Card or if you elected, direct deposited into your checking or savings accounts, on or around Nov. 23, 2020. Please check the listed contributions from your employers with your pay records for accuracy. A list of contributions may be obtained from the Benefit Office Website, www.ewjbt.org by logging into your personal information and clicking My Benefits then Vacation Benefits. If you require a paper statement, please contact the Benefit Office for a printout. If there is an error, contact the Benefit Office at (586) 575-9200 ext. 212.

ATTENTION – TO UPDATE BANKING INFORMATION THE FUND OFFICE MUST RECEIVE CHANGES BY October 23, 2020. You may check your Stored Value utilization history by logging on to www.pncpaycard.com and by entering your 16-digit card number listed on the front of the card and the last four digits of your Social Security Number, also referred to as your Account Access Code (or AAC for short). Customer Service can be reached by telephone, (866) 453-5071.

ATTN: ELECTRICAL WORKERS' INSURANCE FUND PARTICIPANTS: As a reminder, to take advantage of the Annual Opt-Out window of the Plan for Jan. 1, 2021, the Benefit Office must receive the form no later than Nov. 25. The Form can be found at www.ewjbt.org/Documents/Health Care Documents. Please feel free to contact the Benefit Office at (586) 575-9200 with any questions.

The Electrical Industry Training Center is offering Continuing Education classes. Please check them out at <http://www.detroititec.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 registering for a class call the Training Center at 586-751-6600.

Local 58 Dues Information: Dues are due by the first day of the quarter. You can now pay your dues with an APP. Go to Apple/Google Play and download the IBEW 58 APP. In the APP go to My Profile, My Member Tools and that's where you find the information to pay. You can also pay by phone with credit/debit or mail a check. At this time we are not taking cash transactions. Dues for the quarter are \$124.50 without PAC and \$128.50 with PAC. The Dues office will be closed on Thursday, November 26th and Friday, November 27th. Have a Happy Thanksgiving to you and all of your family and friends.

Local No. 58 Benevolent Fund: The next Benevolent Fund meeting will be Tuesday, December 1, 2020 5:00 pm.

Members of the Community Service Committee: The next meeting will be Tuesday, December 8, 2020 at 5:00 PM. Our community service volunteers went to Forgotten Harvest Farm to complete a change-out of fluorescent lamps to LED'S in the farm workshop/maintenance barn. Thank you to Roland Aubry, Jim Hamlin, Norm Jaworski, and Randolph Porzondek for donating their time and expertise on the project. A special thank you to Bayview Electric and to Dyane Haight of Interactive Energies Group, LLC who willingly donated the LED lamps used in the barn. The Wobbly Kitchen is up and running again and we are assisting them every 2nd and 4th Sunday with food prep and distribution at Cass Park. We are asking volunteers to show up at the hall at 8:00 am to help with the Wobbly Kitchen program. To get involved with future community service projects contact Mike Conflitti or Rob Z at the union hall.

Members of the Entertainment Committee: The next meeting of the Entertainment Committee will be Tuesday, Dec. 8, 2020, following the Community Service Committee meeting that starts at 5:00 pm.

IBEW Local 58 1st Annual Halloween Trunk or Treat was a huge success. Thank you to all who volunteered and joined us. There was over 200 children and family members here to celebrate. Thank you to the vendors Blake's Cider Mill and Jack Townsend who supplied the pumpkins and décor. Each committee had "Boo-utiful" Halloween decorations! See you all again next year.

EWMC of Southeastern MI - Thank you to all of those who are attending our Zoom meetings as we continue to navigate through these unprecedented times. The next meeting of the chapter will be on Monday, November 16, 2020 at 5:30pm. Please make sure your cell phone number 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. This election proved to be one of the biggest fights that we have seen for labor.

Thank you to everyone who helped to elect candidates who have our best interests at their agenda elected to office. We have been allocated funds to purchase coats for our children's coat drive this year. We may need to do things differently but recognize that kids are still in need and we want to fill that need in our community. Stay tuned for information. We will be working quickly to get this done. The Trunk or Treat/Movie Night event here at the hall was a success. THANK YOU to all of the volunteers and committee members who showed up and showed out for the event. Photos are posted on the Local 58 app.

Please continue to stay safe at work, home, and in the community. #ibewstrong

The RENEW Committee meeting is Tuesday, Nov. 24, at 5 p.m.

The Safety Committee meeting is Monday, Dec. 14, at 5:30 p.m.

The Veterans Committee is now meeting monthly immediately after the Safety committee meeting the 2nd Monday of each month.

The Political Action Committee (PAC) meets the 1st Wednesday of each month Via Zoom. To be added to our email list please contact Jeannette Bradshaw (313-408-1287). PAC contributions can be made through the APP, and at the Union Hall. You can contribute more than the \$4 dollars that is suggested on your quarterly dues, but you cannot exceed \$175.00 per calendar year. The loss of our deduction cut our resources in half, and we would like to assist local candidates and our members looking to run for office.

Local 58's Women's Committee- Due to the Thanksgiving holiday, the next meeting will be November 19, 2020 at 6:00. We will continue having our regular monthly meetings on ZOOM as needed. Please watch for emails with further updates and hopefully we will be meeting in person soon. If there are any retirees that need help with getting groceries or other essentials during this pandemic, please reach out, we are here for you. You can email us. Email us at: 58Womenscommittee@ibewlocal58.org. Follow us on Instagram @ibewwomen58; Check us out on Facebook.

The Retirees Annual Florida Luncheon: Due to the uncertainty caused by the Covid-19 virus no plans have been made for the 2021 Florida Annual Luncheon. I hope you are all well, stay safe and I hope to see you at the next one. ~Syl Ludwic~

IBEW Local 58 Retirees Association: Board meeting and luncheons have been cancelled until further notice. Please keep your contact information up to date with our Group and with the Union Hall. Send those email addresses to 58retirees@ibewlocal58.org. With C-19 being a part of our daily lives, it is still not possible to resume the social functions that we Retirees enjoy. If you haven't paid your 2020 dues, please send them to Ray Owen, 428 Welch Road, Northville MI 48167. Dues are \$8 per person, per year.

Be sure to keep the Union Hall updated with any changes to your phone number, address, and email.

IBEW Pension: Congratulations to the following members who have been placed on International Pension: Matthew DeVuyst, Keith

(Continued next column)



IBEW Local 906

UPPER PENINSULA—MEETINGS.

MARQUETTE UNIT—First Tuesday

IRON MOUNTAIN UNIT—Second Tuesday

ESCANABA UNIT—Second Wednesday

PLEASE PROTECT YOURSELF AND OTHERS BY KEEPING 6 FEET OF PHYSICAL DISTANCE. WEAR YOUR MASK AT THE JOBSITE. FOLLOW THE GUIDELINES ON HAND WASHING AND WIPING DOWN SURFACES. BE SMART, BE SAFE.

The next MSHA class will be via zoom on Nov. 24th. To sign up for any MSHA class please call Ann at 906-226-6511 ext 4. Class size is limited to 20 persons so if you need to renew your certificate make the call now and reserve your spot in the class. We expect some sizeable work at the mines this winter.

The Health Plan has hired a third party to make better use of coupons for prescriptions. Currently many of our members use a coupon especially on higher priced prescriptions which lowers the members cost. There is a coupon available for the Plan on the prescriptions also. We will take advantage of this option and help lower our cost. All members will be contacted by mail and a follow up by phone to let you know if there is a prescription you are taking where the coupon will apply.

Van Ert Electric was the successful bidder on the Island Casino project. A meeting has been scheduled with them to review their manpower needs and scheduling for this project. More details as we proceed.

A record turnout for this most recent election. No matter how it turned out for your side, happy or unhappy, thank you all for getting to the voting booth and exercising the right that so many Americans died to protect and protect for all.

A reminder that the monthly dues are \$40.00. We have received some at the old rate of \$39.00 and a few members are overpaying. This makes the bookwork difficult. Please if you have a service that pays your dues monthly inform them of the correct amount.

Please remember that address changes and phone changes along with new additions to the families need to be passed on to the Hall and the Pension and Health Plans.

If you have any information you would like to see noted in this article or something you believe should be published please email the Hall with your request. ibew906@gmail.com

Local 58 cont'd

D. Hall, David Orbaczewski, Allen Schmandt, and Donna Viviano.

Members that have Passed Away: Frederick Garbinski, Pension member, 68 year IBEW membership; Willard Garrett, Pension member, 55 year IBEW membership; John Hentschel, Father to Technician I Adam Hentschel & JIW Andrew Hentschel; Frederick Kranich, Pension member, 65 year IBEW membership, Father to the late Pension member Randall Kranich; John P. Lents, Pension member, 59 year IBEW membership, Father to Pension member John J. Lents, Cousin to JIW Alan Schoenherr; Kathleen "Katie" Mackey, Daughter of the late Pension member James W. Mackey, Sister to JIW's James P. Mackey & Kevin Mackey, Niece to the late Pension member Gerald Carney and Pension member Joseph Carney; Edward Matchin, Pension member, Technician I; Donald "Digger" Odell, Father to JIW David Odell; Dennis Smalarz, Pension member, 41 year IBEW membership.

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



IBEW Local 498

"Powering Northern Michigan Since 1949"

IBEW Local 498 TRVERSE CITY – Meetings.

Regular E Board- will be held on Wednesday, Dec. 9, 2020 at 5:30 pm in person meeting.

MEETING-The next regular meeting is scheduled to be held on **Friday, Dec. 11, 2020 at 7 p.m.**

WORK OUTLOOK- Work is picking up a bit. It was unexpected but grateful it is here. If our contractors pick up the work they are bidding on, it looks to be a busy year. There are currently open calls at PCA for Newkirk Electric, Master Electric will have solar calls in Cadillac all within a few weeks of this printing. If you are on the road please help man the work here at home.

PLC Class- There are 5 seats available. The dates are Feb 19 & 26 and March 5 & 12, If you would like one please call the hall.

TEE SHIRT ORDER – Tee shirts are going to be ordered soon. Brother Ryan Lautner is working on a design and as soon as we get that we will get them coming.

SWEATSHIRT ORDER – It was mentioned after the last union meeting about taking orders for sweatshirts. If you would like one please call the hall and we will start a list. They did not appropriate funds for them but if you wanted one and paid ahead of time, we should be able to do that. It will depend on if we have a large enough order to make it feasible. At the last meeting we laid over funds to order more tee shirts. If you want a different design please attend the meeting to voice your opinion.

Covid 19 office hours – For your information the hall is open to limited walk in traffic. To follow state guidelines there is a 6-foot distance rule in effect, so if there is more than 1 person at a time in the hallway outside of Caroline's window the second person should wait outside or in the meeting room until their turn at the window. Masks are available at the hall for personal use as well as hand sanitizer and cleaning supplies to be able to sanitize the restroom after you use it if needed. So far Local 498 has not seen any confirmed cases with members that I know of and it would be nice to keep it that way. For extended stays or business needs at the hall you will be asked to fill out a health questionnaire and take a temperature reading just like apprentices do for class or applicants do for interviews, again to try and follow State of MI safety guidelines.

PAYPAL – PAY PAL is now up and running!!! Please look into setting up a personal PayPal account. The Pay Pal option to use for paying your dues is "pay someone you trust," if a different option is used it will deduct the credit card fees out of what is sent to the local for your dues. This leaves your dues short as we are a not for profit business and have no way to absorb those costs. If you need help with this you can call Caroline at the Union hall.

JB Webb East and West- Our next Union Management meeting is set for Thursday, Dec. 17. We will again have the informational meeting at the Little Traverse Townhall right after work at 3:30 pm. I hope to have more information on work and layoffs.

Email – Please get an email address to the hall so we can get info out easier and faster, thanks. You can email your address to the hall at ibew@local498.net. Please put your name in the subject.

Contracts - We have updated Inside Wireman Contracts available at the hall.

Dues 2021 – There is no Union Dues increase for 2021. Effective Jan 2021 the rate will remain \$140.10 per quarter.

Service Pins – Service Pins are still available at the union hall for those members who have not received them. Stop by and get yours today!

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.

Important numbers for you to write in your address book: MEEHP (Health) 1-855-633-4584 (Continued next column)



IBEW Local 692

BAY CITY – Please note: In observance of the upcoming Thanksgiving holiday, the hall will be closed Thursday, Nov. 26 and Friday, Nov. 27.

Executive Board Meeting. The next E-board meeting will be **Monday, Dec. 7, 2020 at 6pm.**

Message from the Business Manager. Our annual Christmas party has been canceled due to COVID-19 concerns. The deposit has been moved to 2021 so please plan on attending next year.

Please be vigilant in your efforts to stay healthy and safe from COVID-19. Local 692 continues to have more and more members and their families affected by this pandemic by the week. Please keep all of our brothers and sisters in your thoughts. Science tells us both washing your hands and wearing a face covering will help the public from contracting this virus. Please contact myself or one of our agents for any questions. I would also be very remised if I did not wish all of the Hunters good luck bagging that big buck next week. Please be safe and remember to tie off if you are in the tree.

Work Report. With the pending presidential election and also COVID-19, work has slowed down.

Both Dodge and also CAM construction reporting systems have shown few electrical projects to be bid as of late in our jurisdiction. Currently Master Electric is putting the final touches on electrical construction at the Costco Wholesale Warehouse with the project expected to be completed in the next week. The wind turbine project (grounding and bonding) located in and around the Rosebush is also coming to an end. Newkirk Electric is also in the midst of their fire alarm project at Bay City Powertrain. John's Electric out of Alpena has been awarded the Alpena Library project. Hardies Electric has a nice project at the Atlanta Schools.

Rest assured both organizers and myself are working very diligently to secure whatever work is being bid in our jurisdiction for our membership. Work remains very good in Detroit, Kalamazoo, Ann Arbor, and also Lansing. Please contact the hall if you would like to sign any books.

Please stay safe and look out for your fellow brothers and sisters.

Union Dues. Dues can be paid in person, via phone, by mail or automatic withdrawal from your bank account. We also accept payments via credit/debit card. *Please note to use the credit card machine to process payments, there will be a 2% charge applied.*

Monthly dues can also be paid on-line from the 692 website. Visit ibew692.net and log into the member section.

2020 Dues (Effective January 1, 2020): Monthly \$41.20 • Quarterly \$123.60 • 6 months \$247.20 • Yearly \$494.40

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

Death of Members. We regret to inform you of the death of active Brother Brent Lanczak, Card 7535540, who passed away on October 29, 2020. Brother Lanczak was born on February 12, 1984 (36 years old). He was initiated on October 29, 2015. Brent resided in Bay City, Michigan.

#321. Local death fund assessment \$5 each (due within 30 days) payable to: IBEW Local 692, 1300 W. Thomas, Bay City, MI 48706

REMINDER: the hall is closed to walk in traffic due to Covid-19 concerns. Payments can be made online from our website, taken over the phone, or mailed to the hall.

Retirees Lunch. All retirees lunches have been postponed.

Fringe Benefits. REMINDER: if you have recently gotten 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.

Organizing. Brothers and Sisters, as we slowly open the state back up amid a global pandemic, getting out onto job sites to make contact with unrepresented workers continues to be a struggle. However, we have made some great additions lately to Local 692 through our organizing campaign. Sometimes it just takes one guy to jump from the merit shop for his co-workers to see that they have been lied to for years from contractors.

Our members are the biggest tool we have when it comes to organizing. Talk to that neighbor or family friend that has been working non-union. Tell him or her about the benefits of the IBEW and what we have to offer. You, the membership, is the greatest tool this local has to build those relationships.

Please do not hesitate to reach out to me when you see a non-signatory contractor doing work in your neighborhood. Our jurisdiction is huge and impossible for me to try and tackle this task alone. Don't hesitate to pass my phone number along. Thank you. Brian Klele, (989) 252-9225.

RENEW Committee. IBEW Local 692 is working on getting a Renew committee going. For those that are unfamiliar, Renew stands for Reaching out and Engaging Next generation of Electrical Workers. This committee will be meeting the second Monday of the month at a rotating location for now. If you are 35 and younger and looking to get more involved in the local please reach out to the hall and we can get you the information needed. This is your local Brothers and Sisters, get involved!

Ryan Charney
Business Manager / Financial Secretary

Important links & numbers
IBEW Local 692, 989-684-4510 www.ibew692.org
Health Plan, 517-321-7502. www.mielectricalehealth.org
Michigan Pension Fund. 517-321-7502, www.michiganelectrical.org. First time logging in, use your Social Security Number in the "ID Box"

NEBF/NEAP: 301-556-4300
IO Pension: 202-833-7000

Local 498 cont'd

or 1-517-321-7502 Fax# 1-517-321-7508
MEEPP (MI Pension) 1-517-321-7502
(New address Michigan Pension and Health Plan)
TIC International Corp., 6525 Centurion Drive, Lansing, MI 48917
NEBF 1-301-556-4300 • NEAP 1-301-556-4300 • IO Pension 1-202-833-7000

DUES RATES
Jan 1, 2020 - \$140.10/Quarter
Jan 1, 2021 - No increase. Still remains \$140.10/Quarter

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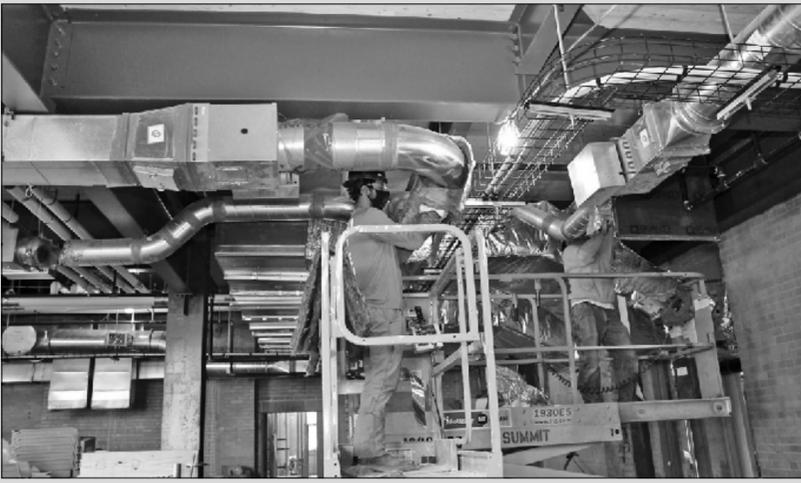
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That's a wrap

AT WORK WRAPPING ducts at the Michigan State University STEM project in East Lansing are Anthony Ramos and Jason Ritter of Heat and Frost Insulators Local 47. They're employed by Lake State Mechanical. The \$100 million project encompasses 175,000 square feet, and the conversion and integration of an old power plant on the campus into classroom and office space.

Local 25
Heat and Frost
Insulators

Heat & Frost Insulators Local 25 SOUTHFIELD—REMINDER: We continue to be under the directive of the International Union and

pursuant to that directive, the NOVEMBER 2020 UNION MEETING has been cancelled. Continue to monitor the Facebook page for updates.

WEBSITE: The new website is up and running. It can be located at: <https://heatfrostinsulators.org>.

APPAREL: New Local 25 apparel is available at the Union Hall. New items include: knit hats and beanies, new hi-vis short and long sleeved t-shirts and hi-vis hoodies. Apparel can be viewed on the Facebook page.

EMPLOYMENT CHANGES: All employment changes; hire, lay off, fire, shop change, disability, etc. must be called into the Union Hall. The only way to guarantee you are on the out of work list and your employment records remains current and correct is to call the Office – (248) 352-1850.

LAY OFF/HIRE: Please 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 \$50 fine.

S.U.B. FUND: Please 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 p.m. Thursday.

SUB FUND TIME LIMITATION: Please be reminded, 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 30 days of receipt of said State Unemployment check. Any request for a benefit payment past the 30 days will be denied per the Plan Document.

BENESYS: When calling the Fund Office, Benesys, please be sure to get the name of the person providing your 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.



Local 47
Heat and Frost
Insulators

Heat and Frost Insulators & Allied Workers Local 47

LANSING – * ELECTION NOTICE: The International General Executive Board has passed a resolution to allow mail-in nominating of candidates for the upcoming election. A letter from President Walter Wilson has been mailed out explaining this procedure. Be sure to completely fill out the Nomination Form and to communicate with the member you wish to nominate as they'll need to completely fill out the Candidate Acceptance Form. If you have any questions, do not hesitate to contact the office.

To combat and limit the spread of Covid-19, Local 47 encourages all members to continue to work safe, and if you feel sick contact a doctor immediately.

Any retirees wanting to go to work, please call the office. The Funds Trustees have waived the 79-hour rule.

All members should have received a letter from our International regarding the Asbestos Exposure Scientific Study. For more information on how to participate in this study, please contact Business Manager Patrick Welch at the main Local 47 Office number: 517-708-0665

Per the Rules and Procedures: Members must notify the office within 24 hours of being laid off or charges may be placed.

Members must notify the office before ANY overtime is worked. Contracts are available at the Union Office or at the Union Meeting upon request.

OSHA 10: Local 47 will be offering OSHA 10 to any Active Member who is not current with the program. The course is done online, so if you wish to take the course please contact the Local Union office with your email address and we will be more than happy to set it up for you. If you do not have a computer at home, you are welcome to come to the Local Union Office to take the course.

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.

Local 47 has been receiving a lot of returned mail from our members. We ask that if you have a change of address or phone number to please call the Local Union Office right away so we can update your information throughout our system, TIC's, and the with the International. It is very important to make sure your contact information is always update with Local 47.

Anyone interested in joining the newly formed Breath Of Life Committee is asked to please call the Local Union Office.

Pension and Health Welfare: Larry Tolbert (269-345-8944) Allied Workers' Local 47 Fringe Benefit Funds, 6525 Centurion Drive Lansing, MI 48917-9275. **Toll Free Number: (800) 323-8079.** Telephone Number: (517) 321-7502 • Fax Number: (517) 321-7508

Larry Tolbert will be available via phone to answer any questions regarding Pension, Welfare and Vacation Funds. Larry is the Secretary for the Pension, Welfare, Vacation and Special Benefits and can be reached by phone at (269) 345-8944, or by mail at: P.O. Box 19541, Kalamazoo, MI 49019.

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: Get well to all our sick and injured members. Condolences to the family and friends of Brian Parsons.

Local 36
Elevator
Constructors

Elevator Constructors 36 DETROIT —ALL MEMBERS ARE INFORMED that our next regular Membership Meeting was planned for Monday, November 23, 2020 at 5:30 pm, as of this printing we are having a meeting in the parking lot only, we are seeking alternate ways to communicate if the weather does not cooperate or a venue to accommodate us. Any changes in this schedule or venue will be included in future Building Tradesman articles and emails.

Attention, our NEBA contract will be expiring July 9th of 2022 so we will be having Nominations for the Delegates for the 32nd General Convention. At our December 28th meeting, per the International Constitution and By-laws. Any Resolutions for the next contract shall be turned into the Hall as per our Local Constitution and By-laws before our February 22, 2021 meeting.

Attention all members, your 2021 Local Dues cards will be sent to you in the mail. Per Article 9 Section 1 the new cards states the per capita increase. Please fill out the new card when paying your next quarter Dues.

Attention All Apprentices, Apprentices should be accessing your classes on the NEIEP website. Check your NEIEP email address for additional information frequently. NEIEP is continuing this semester with the format of online classes and it is your responsibility to stay current.

Apprentices who have completed their classes should have received their invite for the Mechanic's Exam, check your home page at NEIEP. **Monthly OJT Forms** are still required of ALL APPRENTICES! This is a requirement of the Department of Labor. Do not put your apprenticeship in jeopardy by failing to fulfill your responsibility.

Attention All Members, Check your pay stubs regularly. There have been issues with multiple Employers with improper payments. The hours you are paid should match hours toward vacation, benefits and expenses submitted. All may request a copy of the time you submit, according to Article XI, Par 2. of our CBA. Any changes made to your time are to be documented and given to you, Article XI, Par 1.

We recommend all request a copy as issue with payrolls seem to be rising, put in for check cashing per the Local Expense Agreement. Document all tests that are due and only tasks you have completed. Keep all job logs current with this information.

All Members, Local 36 is working with Local 85, Lansing and the EIWP in holding classes on Monday nights, 6:00 – 8:00 pm. Reviewing and answering any questions pertaining to Michigan and Detroit Elevator Codes. Contact the Hall if you are interested. The link will be sent to you for either online or phone participation. The better you understand the codes, the better you can protect your customers, your work and yourself. Knowledge is key.

Reminder, please keep your State of Michigan and City of Detroit licenses current.

The Hall would like to pass on its condolences to the Family and Friends of retired Honorary Brother Michael F. Mullet who passed away on November 6th 2020.

Get well wishes are extended to all our Brothers and Sisters who are on our sick list. Keep safe and healthy. Be a Brother to a Brother, regardless of what Local they might belong too.

Be Safe and Be Healthy!

Local 1191
Laborers

Laborers 1191 DETROIT – Due to COVID-19, Laborers' Local 1191 is making every effort to keep our members and staff safe during this time by limiting person-to-person contact at the Local Union Hall.

The next membership meeting will be on December 04, 2020 at the Union Hall 7:00pm. (NOTE there will be limited seating).

Thanking you in advance for complying with the above conditions and please follow the COVID-19 recommendations to stay safe and healthy.

Members can now Pay Dues online 24/7 on our website!!! Upper right-hand corner Pay Dues tab, and follow the instructions...

Check out our website at www.laborerslocal1191.org Important information about your Local Union Also, on Facebook!

At the November meeting the long time Officer and current Secretary-Treasurer Mark Pulice announced his retirement effective Dec. 01, 2020. Brother Pulice thanked the membership for allowing him to serve this great Local Union the past 30 years.

Dues: Beginning Jan. 1, 2020 regular monthly dues are \$35 for active members. Retiree monthly dues will remain the same \$8.

NOTICE: The Uniform Local Union Constitution Article VIII sec. 4. The monthly dues are due on the first day of the month and unless paid on or before the last day of the following month, the member shall be deemed suspended by the International Union without notice.

We urge members to make their payments timely to avoid additional costs!

Retirees: Retiree Council's meetings are the last Friday of the month. The meetings are held 11 a.m. at the Local Union Hall located at 2161 West Grand Boulevard in Detroit.

MUST Safety Awareness Training: Please check the MUST website at www.mustonline.org to see how many modules you have. **Members are reminded to get your 18 modules and keep them up to date also a current Drug Test.** You can schedule an appointment to take your modules at our training school by calling (734) 729-7005 or 517-625-4919 website www.mltai.org. You can also contact the Local 313-894-2241.

Also, check out the training classes available to you at no cost. **Note: classes & certifications contractors have been asking for are, OSHA 30, Asbestos & Lead Awareness, Hoisting & Rigging, Pipeline Safety, Class A Cdl License, Asbestos Removal Supervisors Licence, Confined Space Permit Required, Grade Checking Blueprint Reading & Measuring Tools, Gps Location,** all are available at the training center. It could mean the difference of being sent to work or not!

Also please be advised: Per the out of work list rules, all members on the list must re-register your availability for work every quarter and do so within the first five days of the following months **March, June, September and December (Roll Call).** Your failure to do so will result in your name being removed from the referral list.

*Example: If your name is on the list in April and or May and you don't re-register by June 5th your name will be removed from the list.

Members are urged to report new project starts to the Local Union. Members working for a contractor who may be looking to hire additional laborers are urged to call the Union Hall and help a brother or sister get referred out to work. The next time, it may be your name on the list when that call comes in for work.

(Continued next column)

Local 149
Roofers &
Waterproofers

Roofers 149

DETROIT – Main Office – Southeastern Lower Michigan – Regular Membership Meeting. The next regular membership meeting is tentatively scheduled for Tues., Jan. 5, 2021 at 7:00 p.m.

The next Executive Board meeting is scheduled for Tues., Nov. 24, 2020 at 6:00 p.m.

Condolences. It is with great sadness and heavy hearts that we inform you of the passing of the following Brothers.

Brother Harry Trombley, he was 76 years old and a 50-year member. Brother Trombley past on 10/23/2020.

Brother Harold "Cat Daddy" Blanks, he was 80 years old and a 41-year member. Brother Cat Daddy past on 11/1/2020.

The 2020 Commencement Ceremony luncheon and the annual Retiree's Christmas and Holiday luncheon have been cancelled.

Website for announcements, news, and updates: www.rooferslocal149.com

Follow us on Facebook for announcement updates @ United Union of Roofers, Waterproofers, and Allied Workers Local 149

Reminder: Members please call the Hall when you see a roofing project whether it is one of our signatory companies or not. The Hall needs this information.

Members are reminded to call the Hall (313) 961-6093 to put their name on the out of work list.

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.

MID-MICHIGAN AREA – Clio Office.

The next Mid-Michigan regular membership meeting is tentatively scheduled for Tue., Jan 12, 2021 at 6 p.m. at 810 Tacoma Ct. Clio MI, 48420.

Mid-Michigan Training Center Information.

The Mid-Michigan Apprentices will be as follows:

Apprentice 1, thru 3- start on Monday, November 23, 2020

Apprentice 4, thru 8-start on Wednesday, Nov. 25, 2020

All classes begin at 6:00pm Adult First Aid/CPR/AED Course will be held on Sat. Jan. 9, 2021 at 8:00am

Journeyworkers upgrade classes to improve your skills, your worth, and our Brotherhood/Sisterhood is available at no cost to all Mid-Michigan LU 149 members.

Dues must be current in order to enter the Training Center.

If you are interested in any of these classes, contact Rick Baird at the Training Center, 810-687-1368, or rickbaird81@gmail.com to make arrangements.

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.

Submission time for this article, 11/9/20, 2pm

In Solidarity, Brian Gregg, Business Manager, Roofers Local 149

Laborers 1191, con't

Save Time & Money: no more checks or money orders to mail no more worry if it gets here on time, **monthly dues can be deducted from your vacation check** and sent direct to the Local. Please stop by the office to get one of the forms or you may call the office (313-894-2241) to have one mailed to you. **Members who sign up for Vacation deduction and pay 6 months at a time will receive a 1-month rebate!!!**

**Abatement
Workers
Regional
Local 207**

Abatement Workers Local 207

TAYLOR – There are a lot of upcoming projects slated for late fall-early winter so be prepared for work during a time when traditionally work is slowing down. When you do return to work, follow all required Covid guidelines that may be in place for certain sites. Remember to call in if you are unemployed for help with future placement.



KEVIN MEAGHER

Updated, working telephone numbers are necessary to help you with work placement. Do not get caught without the necessary current job site credentials, although several state agencies have relaxed renewal requirements due to the pandemic.

Ballots for the Business Manager election are in the mail so vote and get those ballots filled out in time to get to the ballot P.O. Box by December 2nd.

The General Office still has a ban on Union Meeting and Elections. Our current election process is still on

hold until an ok is given to proceed. All members will be notified by mail when the election can resume.

Work in other areas of the region have been picking up over the last couple of weeks in Ohio and West Virginia. Fall outages in all areas in the region are on the horizon so make sure if you can travel that you make sure to get licensed as soon as possible. With most state agencies working from home during this pandemic filling out on-line renewals is the way to go.

They are processing much quicker than traditional mail in

applications. If you have any questions about on-line applications or what states you may want to get a license for do not hesitate to call the office or my cell. We are looking at scheduling a new initial class for November so please if you can recommend anyone that you know can handle this work have them call the office to get an application filled out and sent in so we can get them into the next class.

UPCOMING ASBESTOS TRAINING CLASSES: Asbestos Supervisor Refresher, Saturday, Nov. 21st 2020 8AM-4PM **Check with the Office to**

ensure the classes will occur as scheduled.

— All classes will be held at Local 207's office @ 26453 Northline in Taylor.

— Classes begin promptly at 8AM and end at 4PM, followed by a Lead Awareness Update.

If you are due to expire and need one of these refreshers now, please call the Taylor Office (1-800-207-5622) to register.

—Class sizes are being limited due to state guidelines currently in place.

BE SAFE, WEAR YOUR MASKS, & FOLLOW THE SOCIAL DISTANCING GUIDELINES!



Outdoors Growing clean- water engineers



By Suzanne Stone and
Casey Warner
Michigan Department of
Natural Resources

Although small, snuffbox mussels carry a lot of weight when it comes to the health of Michigan's fish and wildlife.

A freshwater mussel that reaches up to 3 inches in length, the snuffbox has been on the federal endangered species list since 2012. They are known to exist in only 79 streams in 14 states and one Canadian province.

"The freshwater mussels of North America have been identified as the most imperiled of any major group of animals. Nearly half of Michigan's native freshwater mussels are in decline and are listed as endangered, threatened or special concern. The primary causes of decline are habitat loss from dam construction, siltation and impaired water quality," explains *Michigan's Wildlife Action Plan*, a partner-developed, strategic framework for conserving wildlife, especially at-risk species, and their habitats.

The plan identifies snuffbox mussels as a focal species, with a goal of developing and expanding the capacity to rear them in Michigan.

Biologists from the Michigan Department of Natural Resources and Central Michigan University have started working toward that goal with a project to propagate, or rear, Snuffbox at Consumers Energy's Webber Dam on the Grand River, near the town of Lyons in Ionia County.

CMU student researchers recently added microscopic larval mussels called glochidia to water with common logperch, a fish that acts as a host for a short period of the snuffbox lifecycle. The tiny mussels attached to the gills of the logperch, which are unharmed by their host duties, and then the fish with the microscopic mussels were transferred to cages in the DNR's fish ladder at the Webber Dam.

This fish ladder, constructed in the late 1970s and early 1980s as part of a Grand River migratory fish project, allows steelhead and salmon to ascend the river during their spawning runs.

The snuffbox mussels, which dropped off the logperch after they matured for a few weeks, will grow for approximately 16 months in the cages there. DNR and CMU biologists then will tag and release the young mussels back into the river at sites between Webber Dam and the confluence of the Maple River to help increase the species' population.

"This is the first time this propagation system has been used for snuffbox mussels in Michigan," said Scott Hanshew, a former DNR fisheries management biologist who recently retired. "This project would not be possible without the work being done by CMU, and we can't thank Consumers Energy enough for their willingness to provide space for us and the project team's equipment to work on their property, and for changing their operations to provide water where it's needed, a necessity for this study to be successful."

Consumers Energy is making sure water flows through the fish ladder to support the project. The energy provider normally diverts water to the fish ladder just twice a year — in the spring and fall — to allow salmon and steelhead to bypass the dam during their migrations.

"It was an easy decision to say 'yes' to supporting this project to aid the endangered mussels," said Neil Dziedzic,



THE SNUFFBOX MUSSEL, a small to medium-sized mussel reaching up to three inches in length, has been on the federal endangered species list since 2012. The state DNR and its partners are taking steps to propagate the species.

MDNR photos

Consumers Energy's executive director of hydro operations. "This work aligns well with our hydro operations which produce clean, renewable energy and with our Triple Bottom Line to benefit People, Planet and Prosperity, which drives all our decisions at Consumers Energy."

In addition to Consumers Energy and CMU, strong partnerships with the U.S. Fish and Wildlife Service and the Ionia Conservation District — which provided funding through the National Fish Passage Program, with the USFWS' Michigan Field Office approving the project — made these efforts possible.

The snuffbox mussel propagation project location is upstream from where some of the species' prime habitat was degraded by a covering of sediment, which entered the Grand River following the removal of Lyons Dam. Heavy rains flushed a large amount of soil into the river where erosion-protective vegetation had been stripped during the dam's removal.

The Grand River, which Hanshew calls "a stronghold for snuffbox," is one of several Michigan rivers where the species has been identified. The others include the Flat and Maple rivers in the Lake Michigan drainage, the Pine, Belle and Clinton rivers in the Lake St. Clair drainage and the Huron River in the Lake Erie drainage.

The snuffbox is one of 43 species of mussels in Michigan.

Mussels play an important role in aquatic ecosystems, serving as natural filters as they feed on algae, plankton and silts and help purify the water.

"The neat thing about native freshwater mussels is that they're really efficient filter feeders so they will be filtering contaminants out of the water," said Daelyn Woolnough, one of the CMU biologists working on the snuffbox propagation project. "They're taking all those chemicals and keeping them in their bodies, and then when they die, instead of releasing them into the water column like a zebra mussel does when it dies, they're actually burrowing it into the bottom."

Freshwater mussels are considered aquatic ecosystem "engineers" as they not only filter the water but make food and habitat available to other animals, increasing aquatic species diversity and abundance.

Mussels capture organic matter from the water, processing it to build their body and shell and then excreting nutrients for plants and depositing the remaining organic material to the sediment, making it available for other invertebrates and fish to eat.

Algae and insect larvae also attach to mussels' shells and, when there are large numbers of mussels, they may become underwater gardens that attract fish to feed.

Mussels are an important food source for many species of wildlife including otters, raccoon, muskrat, herons, egrets and some fish. Their beds — gravel and sand with occasional cobble and boulders — provide habitat for fish, aquatic insects and worms.

They also are good indicators of aquatic health. According to the U.S. Fish and Wildlife Service website, "The presence of diverse and reproducing populations of mussels indicate a healthy aquatic system which means good fishing, good water quality for waterfowl and other wildlife species, as well as insurance that our water is safe."

The website also discusses the importance of collaboration in helping mussels like the Snuffbox recover, saying, "The Snuffbox cannot survive without help from watershed partnerships to restore habitat and improve surface lands. ... The voluntary assistance of federal and state agencies, conservation groups, local governments, private landowners, industries, businesses and farming communities will be necessary to meet recovery goals."

The collaborative effort to rear Snuffbox mussels offers a good example of the kind of partnership needed to help these little powerhouses recover.

Learn more about how the DNR manages Michigan's fisheries at Michigan.gov/Fishing.

Labor gains with Biden, and adding allies to Michigan Supreme Court

(Continued from Page 1)
counting needed to stop in the states where he was behind — including Michigan — or halt in states where he was ahead.

"Today saw a victory not just for Joe Biden and Gary Peters campaigns, but for thousand of folks who legally cast ballots and deserved to have them counted," tweeted Michigan AFL-CIO President Ron Bieber. "That was heartening. But I was disgusted by the Michigan GOP efforts to 'stop the count' despite no evidence of wrongdoing."

Voters in Michigan would have to flip both the state House and Senate from Red to Blue in order to start the process of organized labor clawing back what has been lost on our state — including prevailing wage and ending our status as a right-to-work state. It didn't happen in the state House, and state senators were not on the ballot this year.

But on a national level, a change in the presidency offers more of an opportunity for change, including the expectation that Biden will rescind all manner of executive orders and appointments made by Trump that have taken away rights for union workers, reversed pro-worker progress on OSHA standards, and stacked the National Labor Relations Board with pro-corporation stooges.

Following are some news and notes related to the election:

• Biden defeated Trump by a 50-48 percent margin in Michigan, giving the former vice president our state's 16 electoral votes. Biden only won 11 of Michigan's counties, but his statewide vote total was 2.78 million to 2.63 million for President Trump.

• Democratic Sen. Gary Peters won by a similarly close contest in Michigan, 2.71 million votes to 2.63 for Republican challenger John James. Peters' victory helped keep the U.S. Senate at a 50-48 GOP advantage, with two seats in Georgia headed for a January runoff election.

"I am sincerely honored that the voters of Michigan have once again put their trust and confidence in me to represent them in the United States Senate," Peters said. "As we look ahead, I am energized to keep working to move our state forward and continue putting Michigan first."

• The Michigan House of Representatives had a 58-52 GOP majority prior to the Nov. 3 elec-



tion, and 58-52 afterward. Dems picked up two GOP seats, while Republicans picked off Dems in two districts. One of those who lost his seat was State Rep. Brian Elder (D-Bay City), one of organized labor's best friends in Lansing.

• The 4-3 advantage by Dems on the Michigan Supreme Court created by this election has been rare in recent years. GOP-backed justices have dominated the state high court. "My re-election to the Michigan Supreme Court is a victory for the people across the state who believe, as I do, that the courtroom is a place where being right is more important than being popular or powerful," McCormack said. "I'm proud that their votes are being counted and their voices are being heard."

• Election turnout broke a record in Michigan: more than 5.5 million votes were cast, vs. the next-highest, 5.03 million in 2008 when President Obama was elected. Michigan Secretary of State Jocelyn Benson said that 71 percent of all voting-age Michiganians voted, second to the Kennedy-Nixon election in 1960, 73 percent. (That year

Michigan went for Kennedy).

• This year a whopping 3.3 million Michigan voters voted absentee. This was the first presidential election since state voters in 2018 approved a measure granting voters the right to vote absentee for any reason. During this pandemic, obviously many took advantage.

• Michigan's 14-member Congressional delegation will be split 7-7 after the results of the Nov. 3 election. (It had been a 7-6 for Dems, with 1 Libertarian who lost in the primary). Republican Peter Meijer (R-Grand Rapids) won Michigan's 3rd Congressional District, 55-45, defeating Dem Hillary Scholten. Fred Upton (R-St. Joseph) easily defeated a challenge from Democrat Jon Hoadley in the Sixth Congressional district, 58-37 percent.

Halley Stevens won re-election in District 11 (Wayne/Oakland counties) defeating Eric Eschaki. Fellow second-term Congresswoman Elissa Slotkin defeated Paul Junge 51-47 percent to get re-elected in District 8.

Secretary of State Benson called President Trump's lawsuit to halt the counting of Michigan ballots "frivolous," and Michigan Court of Claims Judge Cynthia Stephens agreed, dismissing the case.

Benson called entire absentee ballot process conducted across the state was "efficient, transparent, secure and methodical."

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