



Since 1952

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Official Publication of the Michigan Building and Construction Trades Council
Serving the highly skilled men and women in Michigan's building trades unions

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SHORT CUTS

This is Tradesman's final edition in 2020

This will be *The Building Tradesman's* final edition in 2020. Our next edition will be mailed the week of Jan. 11, 2021.

First jobless jump since April for MI

LANSING — Michigan's seasonally adjusted unemployment rate advanced by eight-tenths of a percentage point to 6.9 percent in November, according to data released Dec. 16 by the Michigan Department of Technology, Management & Budget.

Meanwhile, Michigan's October rate was revised upwards from 5.5 to 6.1 percent. Total employment in November moved down by 14,000, while the number of unemployed rose by 43,000.

Michigan's number was slightly above the national November jobless rate of 6.7 percent, which declined by two-tenths of a point from October. During the course of 2020, the national jobless rate rose by 3.2 percentage points, while the state's rate advanced by 3.0 percentage points during the same period.

"In November, Michigan's unemployment rate rose for the first time since April," said Wayne Rourke, associate director of the state Bureau of Labor Market Information and Strategic Initiatives. "With payroll jobs also decreasing slightly this month, the recent surge in COVID-19 cases is still having an impact on the state's labor market."

Since April, total unemployment fell by 761,000, or 69.0 percent. The state workforce was little changed over the year, edging down by 0.4 percent. In comparison, the national workforce fell by 2.4 percent since November 2019.

Since April, Michigan added 623,000 nonfarm jobs. However, the November payroll employment total was still 438,000 below the February pre-pandemic level.

'Wrong direction' for federal UI claims

U.S. jobless benefit applications jumped to 885,000, increasing from 862,000 the previous week, the U.S. Labor Department reported Dec. 17. It was the highest weekly total since September, as a surge of COVID cases wreaked even more havoc on the economy.

The four-week moving average for unemployment insurance (UI) applications was 812,500, an increase of 34,250 from the previous week's revised average, the Labor Department said.

"U.S. weekly jobless claims continue to head in the wrong direction," Edward Moya, an analyst at the currency trading firm OANDA. "The labor market outlook is bleak as the winter wave of the virus is going to lead to more shutdowns."

Before the coronavirus hit in March, weekly U.S. jobless claims had typically numbered about 225,000.

Quotable

"Each New Year, we have before us a brand new book containing 365 blank pages. Let us fill them with all the forgotten things from last year — the words we forgot to say, the love we forgot to show, and the charity we forgot to offer."
—Peggy Toney Horton



BOOM STONE CO. masons from Warren-based Bricklayers and Allied Craftworkers Local 2 set a 500-lb. statue of deceased K-9 Axe atop a granite base in front of the St. Clair Shores Police Department on Nov. 30. Axe was a police dog who was killed in the line of duty, and an outpouring of community support led to the funding of the statue and construction of a "pocket park" in front of the building at 11 Mile and Jefferson.

Masons set memorial statue for K-9 Axe

By Marty Mulcahy
Editor

ST. CLAIR SHORES — Dogs are man's best friend. None more so than Axe, the Police Department's K-9 dog who was killed in the line of duty two years ago.

Killed by a bullet during a shootout, the beloved German shepherd has been immortalized with a statue in front of the city's Police Department, the centerpiece of a newly created "pocket park" at 11 Mile and Jefferson Avenue.

Masons employed by Boom Stone Co. set the four-foot-tall granite base and then atop it placed the 500-lb. bronze likeness of Axe on the wintry morning of Nov. 30. St. Clair Shores-based Bernco managed the entire project, which included new cement pavement, a flagpole, lighting, benches, landscaping and repair of drainage issues at the police station.

"Everybody who had a hand in this just did a terrific job," said St. Clair Shores Police Chief Todd Woodcox. "I don't think there could be a more fitting way to pay tribute to Axe." Woodcox said the bronze statue was cast in Axe's likeness with funding by the Michigan War Dog Memorial and is the dog's "spitting image."

Axe was killed in a Nov. 4, 2018, shootout between police and a fleeing gunman, who was also shot and killed. A memorial service with full honors was given for the dog, and the community responded with an outpouring of tens

(Continued on Page 2)



A 500-LB. BRONZE LIKENESS of Axe was mounted on a 4,000 lb. granite base in front of the St. Clair Shores Police Department.

Still no fed standard for workplace COVID

By Nick Fox
Laborers Health and Safety Fund of North America

With no emergency temporary standard (ETS) for COVID-19 at the federal OSHA level, more governors are directing their state's OSHA programs to create their own standards to protect workers.

Since Virginia became the first state in the country to issue

its own ETS in July, OSHA programs in Michigan, Oregon and California have followed suit. In other states, including but not limited to Kentucky, Minnesota, Washington and New Jersey, governors are using executive orders to fill a similar role.

"While we're happy states are stepping up, the differences between all these rules can get confusing for contractors who

work in multiple states," says Travis Parsons, the Laborers Health and Safety Fund of North America's associate director of occupational safety and health. "That's one reason labor groups continue to advocate for federal OSHA to issue an ETS. We need a strong, consistent message from the top that sets expectations for employers and employees alike."

in September.

"It's clear to us," said Dodge Data and Analytics Chief Economist Richard Branch on Dec. 7, "that the boost provided to the economy from the CARES Act (the federal \$3 trillion stimulus adopted in May) has faded, and economic growth has slowed as a result. And as such we're seeing fewer dollars coming into the construction planning cycle for

President-elect Joe Biden has committed to using his first 100 days in office to get COVID-19 under control. It's likely that will include directing federal OSHA to develop a nationwide COVID-19 ETS. If that happens, the agency will have several strong state programs to use as a foundation for a national standard. So what do these state programs require, and

(Continued on Page 4)

construction building projects."

The Dodge Index of U.S. Construction is a leading indicator of the nation's building industry, which tracks the value of non-residential building projects when they enter their first stages of planning. It showed that commercial construction dropped 4.4 percent, while institutional (publicly funded) work fell 1.6 percent. The total index is down 13 per-

'Tough slog' awaits U.S. construction economy

A construction contractor that has been infected, and affected, by the COVID-19 virus is ending a bit under the weather.

U.S. construction industry employment reached its lowest level in November since 2012, said the Associated General Contractors. And the Dodge Momentum Index dropped 2.6 percent in November, after rising 12 percent in October but sinking 18 percent

cent compared to the pre-COVID world of February 2020.

"We're now facing the next wave of COVID infections, and you add to that the uncertainty over the prospect for future stimulus coming from the federal government, and we think it's going to be a tough slog for the economy as well as construction to manage any significant forward traction

(Continued on Page 2)

Five million man-hours. 13 years. Zero lost-time injuries. Well done, Roncelli

Through the last 13 years of building health care, industrial, automotive, and commercial projects with a union workforce, Sterling Heights-based general contractor Roncelli has an uncanny safety record.

Since 2007 the company has worked more than 5 million man-hours without a lost-time injury in its workforce. Roncelli hosted a virtual event this month to mark the milestone. It was led by Roncelli Inc. President Thomas Wickersham, Vice President Gino Roncelli, Director-Project Management Paul Day and Director-Health & Safety Brett Gaudreau.

"I'd like to recognize the high level of safety awareness that team members bring to their jobs each day. It is a remarkable accomplishment to work not only one year with zero lost-time injuries but over a decade, especially in construction," said Gino Roncelli. "Congratulations and thank you to everyone in the organization for making safety their number one priority!"

Leading up to this event, Roncelli received an award from Amerisure Insurance Co. in recognition of the firm's outstanding safety record. Roncelli said it continually improves its safety program and culture to ensure that all team members go home healthy and safe every day.

Roncelli is listed as No. 301 this year among the nation's largest general contractors by the *Engineering News Record*. "I echo Gino's comments," said Gaudreau. "While there are many people and processes behind the scenes that help pave the way for Roncelli's success, it's our many project managers, site superintendents, and field teams who deserve special credit for their efforts. Everyone should be proud to reach this milestone."



LOCAL 1191 LABORERS Ryan Hammac and Marcopolo Harper show off shirts that Roncelli made, marking the milestone of the company undertaking 5 million man-hours of work without a lost-time injury. The photo was taken at their DTE Energy project field office in Detroit, where Roncelli is currently renovating multiple floors at the Walker Cisler Building.

Biden should reverse much of Trump's anti-labor mandate

By Celine McNicholas and Margaret Poydock
Economic Policy Institute

For the last four years, at every turn, the Trump Administration systematically promoted the interests of corporations and shareholders over those of working people. Through a series of executive orders and agency regulations, the Trump administration attacked workers' health and safety, wages, and collective bargaining rights.

It is critical that the Biden administration work from day one to reverse these actions and strengthen workers' rights. Here, we review the Trump administration's anti-worker executive and regulatory actions and chart a course for the new administration to address these harmful actions.

Following are policies that need to be changed or ended:

Weakening federal workers' collective bargaining rights. On May 25, 2018, President Trump issued three executive orders aimed at eroding the collective bargaining rights of federal workers. One shortened the timeframe expected to complete bargaining and directing agencies not to bargain over certain topics. Another limited the use of official time for collective bargaining activities. A third weakened due process protections for federal workers subject to discipline.

Privatizing America's apprenticeship programs. Building trades unions — which saw Trump's order to allow private employers to create their own government-funded apprenticeship programs as an existential threat — protested vehemently and were carved out of the privatization plan. Trump's executive order permits third parties to set their own standards for government-funded apprenticeship programs, and the order inhibits the Depart-

Viewpoint

ment of Labor (DOL)'s ability to provide proper oversight of federal apprenticeship program standards, which in turn reduces the quality of the program.

Leaving millions without overtime: In 2016, the Obama (Continued on Page 4)

It will take some time to re-sync NLRB with nation's workers

Viewpoint

By Robert M. Schwartz
Labor Notes

Unions are hoping that President-elect Joe Biden quickly takes control of the National Labor Relations Board and launches a new era of federal labor policy.

Over the past four years, a cabal of Trump appointees, determined to rewrite U.S. labor law, has run the NLRB into the ground. The agency has issued a steady stream of precedent-setting anti-labor rulings, seemingly designed to not only undo all progress made on workers' rights during the Obama administration but also to grievously undermine the ability of unions to resist.

What are the chances that Biden will resuscitate the labor board and restore its role as a defender of workers' right to engage in concerted action against employers? It may take quite a while before we find out.

Republicans still in control. The NLRB is governed by five Board members appointed by the president. The Senate must confirm each appointment by a majority vote of senators present and voting (a filibuster rule requiring 60 votes was jettisoned in 2013).

Board members serve for five years with one member's term expiring each year. Depending on the composition of the Board and the number of vacancies when a new president takes office, it may take as many as three years before he or she has three seats, the number of members needed to issue precedent-setting decisions.

At present, four board members are in place. Three are (Continued on Page 2)

Viewpoints



Fixing inequality

“It’s time we address the structural inequalities in our economy that the pandemic has laid bare,” President-elect Joe Biden said last week, as he introduced his economic team.

It’s a good team. They’re competent and they care, in sharp contrast to Trump’s goon squad. Many of them were in the trenches with Biden and Barack Obama in 2009 when the economy last needed rescuing.

But reversing “structural inequalities” is a fundamentally different challenge from reversing economic downturns. They may overlap – last week the Dow Jones Industrial Average hit a record high at the same time Americans experienced the highest rate of hunger in 22 years. Yet the problem of widening inequality is distinct from the problem of recession.

Recessions are caused by sudden drops in demand for goods and services, as occurred in February and March when the pandemic began. Pulling out of a recession requires low interest rates and enough government spending to jump-start private spending. This one will also necessitate the successful inoculation of millions against Covid-19.

By contrast, structural inequalities are caused by a lopsided allocation of power. Wealth and power are inseparable – wealth flows from power and power from wealth. That means reversing structural inequalities requires altering the distribution of power.

Franklin D Roosevelt did this in the 1930s, when he enacted legislation requiring employers to bargain with unionized employees. Lyndon Johnson did it in the 1960s with the Civil Rights and Voting Rights Acts, which increased the political power of Black people.

Since then, though, not even Democratic presidents have tried to alter the distribution of power in America. They and their economic teams have focused instead on jobs and growth. In consequence, inequality has continued to widen – during both recessions and expansions.

For the last 40 years, hourly wages have stagnated and almost all economic gains have gone to the top. The stock market’s meteoric rise has benefited the wealthy at the expense of wage earners. The richest 1 percent of U.S. households now own 50 percent of the value of stocks held by Americans. The richest 10 percent, 92 percent.

Why have recent Democratic presidents been reluctant to take on structural inequality?

First, because they have taken office during deep recessions, which posed a more immediate challenge. The initial task facing Biden will be to restore jobs, requiring that his administration contain COVID-19 and get a major stimulus bill through Congress. Biden has said any stimulus bill passed in the lame duck session will be “just the start.”

Second, it’s because politicians’ time horizons rarely extend beyond the next election. Reallocating power can take years. Union membership didn’t expand significantly until more than a decade after FDR’s Wagner Act. Black voters didn’t emerge as a major force in American politics until a half-century after LBJ’s landmark legislation.

Third, reallocating power is hugely difficult. Economic expansions can be a positive-sum game because growth enables those at the bottom to do somewhat better even if those at the top do far better.

But power is a zero-sum game. The more of it held by those at the top, the less held by others. And those at the top won’t relinquish it without a fight. Both FDR and LBJ won at significant political cost.

Today’s corporate leaders are happy to support stimulus bills, not because they give a fig about unemployment but because more jobs mean higher profits.

“Is it \$2.2 trillion, \$1.5 trillion?” JPMorgan Chase chief executive Jamie Dimon said recently in support of congressional action. “Just split the baby and move on.”

But Dimon and his ilk will doubtless continue to fight any encroachments on their power and wealth. They will battle antitrust enforcement against their giant corporations, including Dimon’s “too big to fail” bank. They’re dead set against stronger unions and will resist attempts to put workers on their boards.

They will surely oppose substantial tax hikes to finance trillions of dollars of spending on education, infrastructure and a Green New Deal. And they don’t want campaign finance reforms or any other measures that would dampen the influence of big money in politics.

Even if the Senate flips to the Democrats on Jan. 5, therefore, these three impediments may discourage Biden from tackling structural inequality.

This doesn’t make the objective any less important or even less feasible. It means only that, as a practical matter, the responsibility for summoning the political will to reverse inequality will fall to lower-income Americans of whatever race, progressives and their political allies. They will need to organize, mobilize and put sufficient pressure on Biden and other elected leaders to act. As it was in the time of FDR and LBJ, power is redistributed only when those without it demand it.

Robert Reich
Professor of Public Policy, University of California at Berkeley

A stronger COVID standard, please

AFL-CIO President Richard Trumka delivered the following selected remarks at a roundtable with President-Elect Joe Biden, Vice President-Elect Kamala Harris and leaders from the business community and labor movement about how to keep workers safe in the face of COVID-19.

On behalf of the 55 unions and 12.5 million members of the AFL-CIO, it is an honor to join my fellow leaders in labor and business for today’s discussion.

Mr. President-elect and Madame Vice President-elect, there are many things we can do to keep workers safe from COVID-19.

We need to manufacture the respirators and personal protective equipment that continue to be in short supply. We need to make the investments to retrofit our workplaces and schools to meet the ventilation and distancing requirements scientists and workplace safety experts tell us are absolutely vital.

We need to make sure all COVID-19 cases are counted and reported so we know where the major outbreaks are before they get worse. But with close to 200,000 Americans becoming infected every day and workers dying at alarming rates, especially in communities of color, the most important thing we can do on day one is to reestablish OSHA’s mission of protecting workers.

For four years, OSHA has been AWOL. There’s been no full-time director. There are fewer inspectors today than at any point in the agency’s history. OSHA has been totally absent during this pandemic and workers across industries have been left to fend for ourselves. One of the best ways OSHA can reestablish its mission is through an emergency temporary standard to protect workers from COVID-19.

We’ve petitioned for it. We’ve sued for it. I can tell you that working people voted for it. We cannot afford to wait any longer. An emergency standard would quickly put in place requirements for employers across the country as we enter this very difficult period in the pandemic. And it would set in motion a six-month timeline to create a long overdue permanent standard so we are better prepared if and when the next outbreak occurs.

The president-elect rightfully reminds us that a job is about more than a paycheck—it’s about dignity. And if we believe that all work has dignity, then all workplaces need to focus on safety.

It’s not too late to save tens of thousands of lives. That starts with a strong COVID-19 safety standard on day one.

It will take some time to re-sync NLRB

(Continued from Page 1)

Republicans. Chairperson John Ring and member William Emanuel worked for high-powered management-side law firms. Marvin Kaplan was a House staff member. The lone Democrat, Lauren McFerran, worked for a union-side law firm. One slot is vacant.

Biden will be able to nominate a second pro-labor member upon taking office on Jan. 12. If GOP dominance of the Senate continues after the Georgia run-offs, the chamber may reject the nominee or delay voting for months. (It is also theoretically possible, though unlikely and without precedent, that Trump and McConnell will try to block Biden at the last moment by filling the vacancy before Trump leaves office, a so-called “midnight appointment.”)

Even with a second Democrat, Republicans will still have a majority on the board. Over the next eight months that majority is likely to issue a slew of anti-labor rulings such as a ban on displaying stationary signs and inflatable rats to pressure secondary employers and a weakening of the contract bar rule blocking decertification proceedings.

Lots to undo. Biden should be able to nominate a third Democrat to take office on Aug. 27, 2021, when Emanuel’s term expires. Confirmation, however, cannot be assumed. A GOP-controlled Senate may reject the nominee, leaving the board deadlocked two to two – assuming Biden’s first nominee is confirmed by then. Or, it may force a deal compelling Biden to appoint a more middle-of-the-road nominee.

One move Biden can make immediately upon taking office is to appoint McFerran as Board chairperson. This will increase her influence but will not prevent the Board from issuing more bad decisions. On the other hand, unless Biden takes the bold step of sending him packing, Peter Robb, the union-hating general counsel, who supervises NLRB regional offices and plays a major role in setting the Board’s agenda, will be able to stay in office until his four-year term expires on Nov. 16, 2021.

Eventually, a Biden majority may well control the NLRB. If Biden’s appointees are as labor-friendly as Obama’s picks, they will have an opportunity to reexamine many of the most harmful Trump-era rulings. The following cases should be at the top of their undo list:

Boeing Companies (2017), which gave employers unprecedented rights to enact work rules restricting union and other concerted activity.

PCC Structurals (2017), which changed the definition of appropriate bargaining units to make it far more difficult for unions to petition for representation rights.

Supershuttle (2019), which eased the way for employers to classify workers as independent contractors exempt from union bargaining rights.

Valley Hospital (2019), which allowed employers to

cease deducting union dues when a collective bargaining agreement expires.

United Parcel Service (2019), which limited Board review of arbitration awards that violate NLRA rights.

Kroger Limited (2019), which allowed employers to bar union organizers from distributing literature on employer property even if groups such as the Girl

Scouts were allowed to solicit.

MV Transportation (2019), which elevated management-rights clauses in union contracts to levels of unilateral privilege not even dreamed of by HR specialists.

General Motors (2020), which ended the special protections long enjoyed by union representatives.

(The writer is a retired union labor lawyer)



AMONG THOSE ON HAND to set the granite base and statue of K-9 Axe in front of the St. Clair Shores Police Department are (l-r) Craig Ferguson and Tony Cattivera of Bernco; Wilson Garcia of Boom Stone; Aaron Pistor, business representative for Bricklayers and Allied Craftworkers Local 2; Boom Stone and Local 2 masons Scott Reese, Wayne Cesarek and Jeff Anderson, and crane operators Scott Shephard and Greg Finn of Operating Engineers Local 324.

Masons set memorial statue for K-9 Axe

(Continued from Page 1)

of thousands of dollars in donations to help fund a memorial. Woodcox said it was the response by the community that spurred the statue and grounds project.

“I think this is something positive, something for the city to be proud of,” said St. Clair Shores Councilman Pete Accica, who was on hand for the setting of the statue. Accica, a retired mason, is a member of Bricklayers and Allied Craftworkers Local 2, whose members also set the granite base and the statue. “It will always remind people that Axe died in the line of duty and was a hero. Hopefully it will also remind people of the importance of service animals.”

Axe had served with the St. Clair Shores Police Department for two years, and was named in memory of U.S. Navy SEAL Petty Officer 2nd Class Matthew Axelson, who was killed in combat in Afghanistan in 2005.

Woodcox said Axe was a very active in the department, deployed on narcotics cases, finding subjects and working in the community. “He was a well-rounded dog; a great ambassador with kids and at senior centers, he just had a way about him,” Woodcox said. “And a lot of that had to do with his handler, (Officer) Tom Price, who is an excellent trainer.”

The 4,000-lb. granite centerpiece stone was quarried in Greene County, North Carolina. Pewabic Tile of Detroit sculpted the stone and handled the placement of the inlaid tiles and

plaques. “It’s not a simple process to get this stone from the quarry to where it is now,” said Boom Stone Co. Project Manager Wilson Garcia. “There’s a lot of detail here. It’s just a beautiful job.”

Said Bernco Project Supt. Craig Ferguson: “It looks good and I think it’s been a nice project for the city. Plus I’m a dog lover, so, yeah, I think it’s a really nice tribute.”

‘Tough slog’ awaits U.S. construction economy

(Continued from Page 1)

over the next three to six months or so,” Branch said. “We don’t think this starts to alleviate until we get into early 2021.”

The Associated General Contractors of America reported that construction employment increased by 27,000 jobs of 0.4 percent in November, overcoming more sluggish increases in the nonresidential sector. However, employment in the sector remains down by 279,000, or 3.7 percent since the most recent peak in February. The pandemic initially triggered widespread project cancellations and interruptions that resulted in the loss of 1.1 million U.S. construction jobs in March and April.

The AGC cautioned that pandemic-induced project cancellations and looming tax bills for firms that used Paycheck Protection Program loans to save jobs threaten to undermine future job growth in the sector.

“The construction industry recovered a bit in November, but the future is far from certain for the industry,” said Ken Simonson, the AGC’s chief economist. “The nonresidential building and infrastructure segments are likely to shed jobs again amid an increase in coronavirus case counts unless Congress acts quickly to provide needed relief.”

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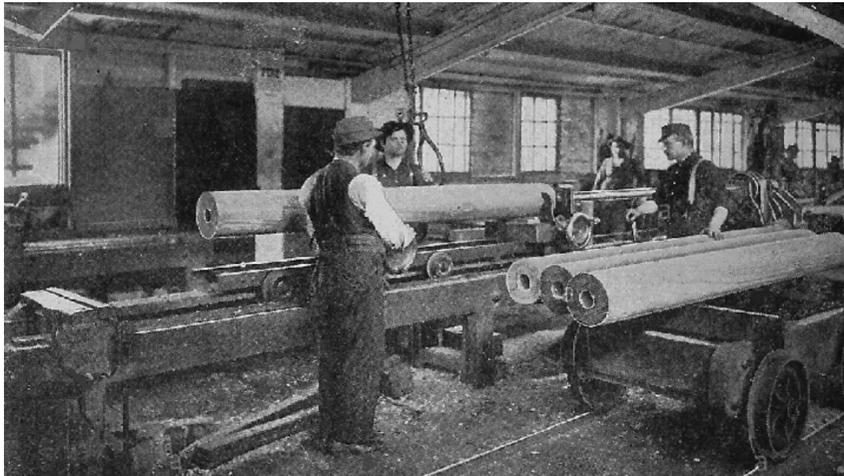


BUILDING MICHIGAN!

Bay City's Michigan (wooden) Pipe Co.

HISTORY IN THE MAKING

By Marty Mulcahy



THE MICHIGAN PIPE CO. factory, shown circa 1918 or prior. It was located at Lord and Henry streets in Bay City. Shown are nearly completed large-diameter wooden pipes, bored in the center. "The pipe is taken to the coating rolls," says *Bay County Past and Present* (1918), "where the outside surface is covered with a thick layer of hot liquid asphaltum, rolled in sawdust on a sawdust table, placed back on the coating rolls to receive another layer of asphaltum and rolled again in sawdust. This operation gives the pipe double impenetrable coating. The pipe is then trimmed on the ends and cooled on rollers revolving in a bath of cold water, after which it is ready for shipment." Photo credit: *Bay County Past and Present*

Bay City's history as a lumber town is well documented – before the turn of the last century it was a hub of processing, milling and transportation of millions of board feet of lumber shipped by rail or by boat to other ports on the Great Lakes and beyond.

While the lumber was primarily used to build up homes and businesses, Bay City also hosted a company that had a substantial interest in below-ground use of wood products. After the Civil War, wooden water mains and sewer pipe were a major product of Bay City's Michigan Pipe Co., which made fledgling water distribution systems possible in cities large and small around the nation.

"In 1869," says *Bay County Past and Present*, "saw the establishment of another factory that was destined to bring fame to Bay City. This was the Northwestern Gas and Water Pipe Company for the manufacture of wooden pipes from logs. In 1881 it came under the control of H. B. Smith, and the name was changed to the Michigan Pipe Co. 'Michigan' pipes were invented for use in city water systems, in mines, in irrigation projects, in factories such as tanneries, distilleries, and chemical plants where iron pipes would be affected by the chemicals, and for gas. The wooden pipes are cheaper than iron, they withstand great pressure, they are lighter to handle, and if not exposed to the weather they will last for many years."

The inventor who made the manufacture of the Michigan pipes possible was Arcalous Wyckoff of New York state, who patented an improved wood boring machine in 1855.

"Wyckoff was granted about a dozen patents, several of them relating to the manufacture of wooden eavestrough," says *Vintage Machinery*. "Wyckoff owned and operated an Elmira eavestrough manufacturing business. One of his more important patents was for a boring machine that used centerless augers, presumably for boring downspouts. The center of the auger contained a helical worm that was rotated independently of the auger, to remove chips."

Bored-out wooden water and sewer pipes had been around for centuries before Wyckoff was born in 1816, but his automated auger method to remove wood chips was a key factor in the mass manufacture of wooden pipes. Wyckoff also strengthened the pipe with iron bands to allow the pipe to withstand higher supply pressures. "Often, the exterior surfaces of the spiral-wound wood pipe were coated with asphaltic materials to slow down corrosion of the windings," says *Sewer History.org*. "Sometimes the wood itself was treated with oils/croosote to lengthen the wood's life expectancy."

Wyckoff found a match made in heaven with the booming lumber industry at the time in Michigan's Saginaw Bay, building on an initial agreement with a wooden pipe manufacturer in Chicago.

"There is located in Bay City a manufactory which is the only one of its kind in the country," says *The History, Commercial Advantages and Future Prospects of Bay City Michigan*, 1875. "This is the Northwestern Gas and Water Pipe Works, where the Wyckoff pipe is made. This pipe is a combination of iron bands and wood pecu-



WATERFRONTAGE OF Bay City's Northwestern Gas and Water Pipe Co. In 1881 it would become the Michigan Pipe Co., a significant worldwide manufacturer of wooden water pipe. Photo credit: *MSU Campus Archeology Program*

liarily treated and manufactured by machinery especially designed for the purpose. The pipes are cut out of solid logs by cylinder saws, two or three pipes being obtained from a log of large size.

"This factory employs from 60 to 75 men, and in 1874 received a single order from a Michigan city amounting to \$90,000 worth of pipe. This pipe has been used for both water and gas, and being thoroughly tested, has been found very serviceable and durable. About seven miles of it are laid for water in this (unnamed) city, and no trouble has been found with it in any instance; it is even safer than iron in some respects."

Some of the end-to-end watertight joints, said a 1910 engineering publication, "are formed by turning a chamber in one end of the pipe and a tenon on the other, or both ends are turned to a true exterior circle and driven into a wood or steel sleeve."

The History of Bay City said by 1881, "the works are now doing a very extensive and successful business. The pipe which they manufacture is being used in nearly every state, and the past year they have been crowded to their utmost capacity to fill orders. They manufacture water pipe, steam pipe casing and gas pipe, also chain pumps and tubing. Their works cover about 10 acres, and give employment to an average of fifty men."

Bay City's Wyckoff wooden water/gas pipes, in various diameters, were delivered far and wide – and relatively close, too. In East Lansing, Michigan State University's Faculty Row of buildings was being erected in 1855-1945, some of it prime time in the late 1800s for using wooden water mains. A 2008 excavation project turned up a series of the wooden water mains – and former MSU Campus Archaeologist Dr. Terry Brock described how he found the pipes were made in Bay City. But they weren't used for long.

"I turned up an article online entitled 'Wooden Water Pipe' from an 1886 edition of *The Manufacturer and Builder*, a 19th century trade journal. In it was a picture of our water pipe. Not the exact water pipe, but it



THESE STEEL-BANDED WOODEN water pipes, dug up in Holly, Michigan in 2007, are believed to be Wyckoff water mains manufactured in Bay City in the late 1800s. Photo credit: *Sewer History.org*

Biden should reverse much of Trump's anti-labor mandate

(Continued from Page 1)

Department of Labor raised the overtime salary threshold from \$23,660 to \$47,476, opening up eligibility for overtime pay for 12.5 million workers. The plan was ultimately blocked in the courts before it rule could be fully implemented. But instead of defending the 2016 rule, the Trump administration in 2019 proceeded with their own proposed rule, wherein the Department of Labor updated the overtime threshold to \$35,568. Roughly 8.2 million workers who would have benefited from the 2016 rule were left behind by the Trump administration's rule.

Joint-employer standard under the Fair Labor Standards Act (FLSA). In January 2020, the

DOL finalized a rule that narrowed the joint-employer standard. The rule substantially limits shared liability for employer wage and hour violations, making it harder for workers to hold all parties who set their terms of employment accountable. The EPI estimated that the rule would cost workers more than \$1 billion annually by increasing wage theft and by incentivizing workplace fissuring. Fortunately, a federal judge struck down the rule in September.

Making large employer workplaces less safe. The DOL rolled back parts of the Tracking of Workplace Injuries and Illnesses Rule in January 2019, which required companies with more than 250 workers to elec-

tronically submit detailed information to OSHA on workplace injuries.

And, President Trump in April 2017 blocked portions of that rule which clarified an employer's obligation under the OSHA Act to maintain accurate records of workplace injuries and illnesses. By blocking the rule, the Trump administration has made it impossible for OSHA to require employers to keep accurate records that could be used to identify unsafe, potentially life-threatening working conditions. As a result, workers will be required to work in less safe workplaces.

Allowing federal contractors to violate labor and employment laws without repercussions. Early in his administration, Trump blocked the Fair Pay and Safe Workplaces Rule, which requires that contractors disclose violations of federal labor laws/ executive orders addressing wage and hour, safety and health, collective bargaining, family and medical leave, and civil rights protections. By blocking this rule, Trump ensured that federal contractors with records of violating basic labor and employment laws will continue to be rewarded with taxpayer dollars.

Narrowing the joint-employer standard under the National Labor Relations Act (NLRA): In February 2020, the National Labor Relations Board finalized a rule that narrowed the joint-employer standard, leaving more workers unable to hold the employers who control key aspects of their jobs accountable for violation of labor law. EPI estimated that workers will lose \$1.3 billion in wages annually as a result.

Undermining union elections: At the beginning of the coronavirus pandemic, the National Labor Relations Board finalized a rule making it harder for workers to win and keep a union. The rule made it harder for workers to get a fair election by allowing union elections to proceed even when the employer violates the law during the campaign.

Moreover, the rule made it harder for workers who get a union to keep their union. Instead of giving workers reasonable time to bargain their first contract with their employer following voluntary recognition, the rule allows for a union to be decertified in as little as 45-days – undermining the union recognition process and destabilizing the bargaining process.

More independent contractors: In September, the DOL proposed a rule that would narrow the broad definition of "employee" under the Fair Labor Standards Act. The rule would make it easier for firms to classify workers as independent contractors instead of as employees, the latter of which receives wage and hour protections under FLSA. EPI estimates that the rule would cost workers at least \$3.3 billion every year in the form of reduced pay and benefits.

Limiting access to voters in union elections campaigns: This summer the NLRB proposed a rule that eliminates the mandatory disclosure of employees' personal telephone numbers and email addresses during a union organizing campaign. The board's proposal ignores the reality of the increased role electronic communication now plays and returns the voter list requirement to outdated means of communication, effectively depriving workers of information on workplace representation in an era when union organizers are routinely banned from company property.

Conversely, this fall, the Department of Labor proposed a rule that requires certain unions to release more financial information, including potentially harmful confidential data, in annual disclosure forms under the guise of transparency. However, the proposed rule creates additional administrative burden for filing unions on a form that already can already exceed upward to 1,000 pages.

The Trump administration has consistently advanced a pro-corporate, anti-worker agenda. It is critical that the Biden administration work with the same diligence from day one to reverse these actions. But simply reversing the Trump anti-worker agenda will not be enough.

The Biden administration must also work to advance workers' first-100-day agenda that includes measures that provide working people with critical rights and protections.

Still no standard for workplace COVID

(Continued from Page 1)

which highlights from each could make their way into a federal ETS? The Virginia ETS took many CDC recommended guidelines for employers and made them required. The standard directs employers to perform a risk assessment, protect workers using the hierarchy of controls and maintain a written plan that covers all aspects of the program.

In addition to using the risk assessment framework for all workplaces, Michigan's standard includes specific requirements for health care workers, who have been on the front lines of the pandemic since the beginning. Besides this key difference, what sets Michigan apart so far has been its enforcement strategy, which has been stronger than other states.

Strengths of Oregon's ETS include strict physical distancing, sanitation and signage requirements. However, there is one notable area where the standard could have been improved – the ETS permits face shields as a type of source control. While face shields are effective at stopping droplets breathed out by others, there are more effective options for source control, such as a cloth face covering. A stronger option would be to require face shields to protect the face and eyes against droplet exposure while also requiring use of at least a cloth face covering.

California, the latest state to issue an ETS, already has an aerosol transmissible disease standard in effect, but it only covers certain occupations (e.g., healthcare workers, corrections officers, emergency responders). Other aspects of the California ETS include certain additional requirements (e.g., testing, removal of workers from the jobsite) that trigger automatically when a workplace outbreak occurs.

According to guidance released Oct. 14 by the **Michigan Occupational Safety and Health Administration**, employers should first "evaluate routine and anticipated tasks to determine anticipated employee exposure to COVID-19," and then categorize jobs into risk categories.

Written plans should be developed by employers that include "exposure determination" and "detail the measures the employer will implement to reduce employee exposure."

Those would include engineering controls (e.g. physical barriers between workers and exposure); administrative controls (policies, procedures and practices such as staggered work schedule, teleworking and increase social distancing measures); hand hygiene and environmental surface disinfection); personal protective equipment including face masks; screening protocols to identify known or suspected COVID-19 cases at the start of work shifts, and employer training to provide COVID-19 exposure prevention training to employees, including steps to report signs and symptoms of COVID-19.

Michigan's emergency plan is in effect for six months and will expire on April 14.

U.S. job growth slows as Congress debates relief

As we went to press, Congress was continuing to debate a second 2020 relief package for Americans who have lost their jobs as a result of the pandemic. *Economist Elise Gould of the labor-backed Economic Policy Institute on Dec. 4 offered the following analysis of the U.S. jobless situation.*

Job growth slowed dramatically in November as nonfarm payrolls increased by only 245,000. Holiday hiring didn't pick up enough to make up for other factors dragging down job growth, and for the fifth month in a row, job gains waned with notable losses in retail hiring on a seasonally adjusted basis.

The scheduled expiration of vital pandemic unemployment insurance (UI) benefits on Dec. 26 will leave 12 million workers without a safety net, and over 4 million others will have already exhausted their benefits by this cutoff. This spells trouble not only for workers and their families who are desperately trying to keep a roof over their heads and put food on the table – especially with the eviction moratorium also set to expire on Dec. 31 – but also for the recovery itself.

It didn't have to be this way. If the suite of UI programs were reinstated and extended through 2021, workers would not lose that valuable safety net and it would spur the creation of 5.1 million more jobs in 2021.

The U.S. unemployment rate edged down to 6.7 percent, but for the "wrong" reasons as 400,000 people left the labor force. The number of workers unemployed 27 weeks or more – the long-term unemployed – shot up to 3.9 million in November. Now, over one-third (36.9 percent) of the total unemployed are long-term unemployed.

The recovery continues to wane because of the removal of important relief measures as well as the fact that the "easy" gains from workers on temporary layoffs continue to dwindle (temporary layoffs fell by 441,000 in November). Stark disparities remain in the labor market with the black unemployment rate (10.3 percent) still higher than the peak of the overall unemployment rate in the Great Recession (10.0 percent) while white unemployment is now at 5.9 percent.

Just joking

A man, his wife, and his friend are running from zombies during the apocalypse.

After hours of running they finally find shelter in a old pub they used to frequent, before the world was ending. They sit and rest and have a couple of drinks when the man notices blood on his wife's shirt.

"Honey, what is that there, on your clothes?" he asks her.

"Nothing!" she says quickly and turns away.

The man stops her and pulls her clothing away to reveal a nasty bite mark, still heavily bleeding.

Distraught, the man locks his wife in a nearby closet to get some time to think.

"You have to kill her. You HAVE to for our safety!" says the man's friend. "She will become a zombie!"

"I... I can't. I love her. I won't! That's my final decision!" the husband replies.

The man's friend pauses and then says, "Okay, but you and I both know this is a decision that's going to come back to bite you!"



Local 292 Sheet Metal Workers

Sheet Metal Workers Local 292

TROY – UNION HALL LOBBY CLOSURE: The Union Hall lobby will remain closed to outside traffic until further notice due to COVID-19. The union hall IS open during normal business hours, Monday-Friday, 8:00 a.m. to 4:00 p.m. All staff will be available via telephone for any questions. Please do not come to the union hall for non-essential business.

Dues can be paid online at www.sheetmetal292.com or left in the secure drop box located near the front door of the Union Hall. We will keep you posted as new information becomes available.

MESSAGE FROM THE BUSINESS MANAGER: With the holiday season upon us, we can only look back on what an unusual and life-changing year 2020 has been. The past year has brought on many challenges, and collectively, our union members stood strong and persevered.

Local 292 has been blessed with an abundance of work this year. With that, we had to endure many changes, not only on the jobsite and in the shops, but in our own personal lives as well. This year has been different than any year in the past. We now have to social distance, wear masks and the hourly and daily use of hand sanitizer is the new norm.

I would like to commend our members who have continued to work during this pandemic and have consistently abided by the social distancing requirements, as well as wearing masks, which enabled our jobsites and shops to continue operating. We are grateful for the hard work you do.

Belonging to a union isn't just about earning a good living. It's about helping our brothers and sisters, their families and protecting our work to ensure the next generation has a union to belong to.

On behalf of the Officers and staff of Local 292, may you, your family and friends enjoy the true meaning and spirit of what is most important during the holiday season: family. May 2021 bring peace, health and prosperity for all. Stay safe. Stay well.

May God bless our brothers and sisters and the families of Local 292. – *Fraternally yours, Paul Gualdoni*

MEETING NOTICE: The next general membership meeting will be held on Wednesday, **Jan. 13, 2021**. 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 Jan. 26, 2021 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.**

UNION HALL HOLIDAY HOURS:

Christmas Eve: Dec. 24, 2020 ~ Close at 12:00 Noon

Christmas Day: Dec. 25, 2020 ~ Closed

New Years Day: Jan. 1, 2021 ~ Closed

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 until further notice. We will notify when luncheons will resume. Stay healthy and safe. Please contact Fred Engelman at fred_el@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 p.m. on the last business day of the month**. Payments received after **4 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**.



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 Jan. 26, 2021 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, Jan. 19, 2021 at 5:00 pm. Executive Board meetings are held at the Local 80 Hall, 17100 W. 12 Mile, 2nd Floor, Southfield, MI

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

HOLIDAY WORKING HOURS: Christmas Eve - Dec. 24: Hall open 7:30 – 12:00, Local 80 workers paid regular time. Christmas Day - Dec. 25: Hall closed, Local 80 workers paid double time. New Year's Eve - Dec. 31: Hall open 7:30 – 12:00, Local 80 workers paid regular time. New Year's Day - Jan. 1: 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 at 248-652-0593.

TRUSTEE ELECTION: OFFICIAL NOTICE: At the Jan. 26, 2021 meeting 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. You must be current on your dues to vote.

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 any questions please call us at 248-557-7575.

THANK YOU TO MEMBERS WHO HAVE PAID THEIR DUES A YEAR IN ADVANCE: Jonathan Heath, Michael Bono, Tom Robinson, Dennis Marentette, James Schwarz, James McGraw, Charles Haughton, Gerald Hoga, Brandon Ivey, Daniel Niksa, William Lane, Charles Smith, Julian Sutton, Steve Sutton, Richard Gerjekian, Stephen Gariner, Randy Harding, Adam Ozark, Harry Morgan, Rob Schleicher, Robert Stark, Dennis Harley, William Mozurkewich, Arthur Campbell, Joseph Hayter, William Koppin, James Caris, John Roland, James Higham, Michael Miller, Stephen Morgan, Alexander Chambo, Richard Missler, Kevin Muraszewski, Ed Guirey, Jon Gabridge, Russell Padalino, Ronald Maynor, James Schwarz, John Cieszynski, Mickael Cary, Robert Rajter, Richard Abrams, Timothy Tuebert, Rob Chamberlin, Nathan Bourcier, Dennis Scherret, Daniel Bagan, Michael Bayus, Richard Beres, John Reje, Ronald Morian, Ronald Wagner, Jacob Knapp III, Chris Connelly, Chris Connelly, Earl Ward, David Tims, Emil Ketelhut, Steven Czebatol, Charles Hosey, Ralph MacFarland, William Bauer, Richard Manzo, John Hyatt, Ron Jones, Gary Norrow, James Maynor Jr., Gregory Chervinsky, Gary Taylor, Jack MacFarland, Stanley Chrabaszkeski, Rex Kanitz, Patrick Cregeur & Thomas Robinson.

DUES PAYMENTS: YOUR DUES PAYMENTS ARE DUE PRIOR TO THE FIRST OF THE MONTH. The books will close at the end of the business day on the last day of the month. **Payments made on the 1st of the month are considered late for that month. There will be no exception, once the books are closed it cannot be undone.** Members will receive a text message dues reminder prior to the end of the month. If you are not receiving our text messaging please call the hall. **REMINDER:** We ONLY take Visa, Master Card & 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 compliment, 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 SMANCA 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. 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.

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.

LAYOFF 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.

SUB BENEFITS: Report to the hall promptly upon layoff. You must complete a SUB Application within seven days from your layoff

(Continued next column)

Apologies to Bryan McConnell

The Tradesman staff offers its apologies to SMART Local 80 Business Agent Bryan McConnell, whose name was inadvertently left out of the local union's Christmas greeting ad in our last edition.
Sorry Bryan!



Local 7 Sheet Metal Workers

Sheet Metal Workers Local 7

LANSING – NOTICE. This Newspaper Article shall serve as Official Notice of ALL meetings for Local 7!

The next Statewide Meeting will be, February 11, 2021 at 6:00 p.m.

*Zone 1 - January 14th - 6:00 p.m.

*Zone 2 - January 19th - 6:00 p.m.

*Zone 3 - (Saginaw) - January 13th - 6:00 p.m.

*Zone 3 - (TCity) March 18th - 6:00 p.m.

*Zone 4 - January 12th - 6:00 p.m.

*Zone 5 - February 4th - 6:00 p.m.

Please register on our website at www.sheetmetal7.org for the most up to date information on meeting schedules for 2021. Once you are registered it must be approved in order to be able to log on. Please contact your representative if you are having issues registering.

SMART Union Labels: Make the union label work for you! The new and modernized SMART Labels are an essential part to wage equalization, which means more money and work for you. Make sure that you are scanning labels in order to equalize pay and eliminate the incentive to subcontract outside of your area. For more information visit the official website at www.labelitscantireport.com and download the official app by texting "SMART" to 90975.

ZONE 1 Info: 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 Journey person 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. The 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 is CANCELED until further notice due to Michigan Health Dept Epidemic Order.

In Solidarity, James Callahan and Eric Farrington.

ZONE 2 Info: Work in Zone 2 is continuing to get better, we still have a need for jobs to break to get all working. In an almost two year project and a lot of time we have been informed that we have prevailed on exposing A&B Mechanical of shortchanging their workers on the Fruitport Schools job by over \$155,000. This was a joint effort starting with myself then turned over to Mike Adams when he came on as organizer, and we will continue to work together to follow thru on this win for workers. Hope all have a great holiday season.

Thanks Dave

ZONE 3 Info: (Saginaw) Work in the Zone 3 area is slow at this time. I have many guys traveling to Detroit and Lansing for shut down work. We have projects coming up in the spring, looks like we should be able to keep everyone working. Make sure to keep updated on your OSHA 30 must modules and Mshaw so we can keep everyone employed. Hopefully everyone is staying safe. Have a Happy Holiday! **Thank you, Wayne Stover**

Zone 3 Info: (Traverse City) If you are currently not working and are interested in traveling or working holiday shutdowns please let me know. Proud Union Home signs are available at the Union Hall to any member that wants one. I would like to wish all of you a safe and happy holiday season! **Thank You Travis Eastman**

Zone 4 Info: Work in Zone 4 is steady with winter coming we will be a little slow. **Your Brother, Larry Kinzie**

ZONE 5 Info: I would like to wish everyone a Merry Christmas and a Happy New Year. Also I would like to add Ken Rautio, after 31 plus years, is retiring on 01/01/2021 congratulations brother. Work in the area is still up and down with some projects wrapping up, others will soon be starting so if you are off make sure to contact me so your name can be added to the out of work list. MSHA class schedule for 2021 is out so if you need an 8 hour refresher or wanting a 24 hour new miner training class contact me on upcoming dates and remember these classes have limited enrollment. Best wishes to you and your families for the holidays. **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 no., 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

date or you will forfeit SUB 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 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.**



IBEW Local 445
BATTLE CREEK – IBEW Local 445 is wishing you and your families a Very Merry Christmas and a Safe and Joyous New Year!
Attention: The office staff will be at the Hall during normal business hours but is closed to walk-in traffic except by appointment only. Please call (269) 964-4545 or email info@ibew445.com for the best way to handle your concerns.
Attention: The dues for 2021 will not be changing from 2020. JIW are \$53.00/mo. or \$159.00/qr.



IBEW Local 498

"Powering Northern Michigan Since 1949"

IBEW Local 498
TRAVERSE CITY – Meetings.
Regular E Board – Due to Covid 19 it was decided to have the E-Board meetings by phone or digital format. It will be held on the new night of the second Friday of every month at 6:00 pm. The next meeting if January 8, 2020.
MEETING – Due to Covid 19 and State of Michigan rules for in-person meetings a motion was made and supported to suspend the regular meeting for December 2020. Meetings will continue when the pandemic lets up and it will be on a month to month basis until it is safe to attend in person.
Happy Holidays- To all the Brothers and Sisters of Local 498 have a Merry Christmas and a Safe and Happy New Year. Holiday Office Closings are as follows: Dec 24th- Closed at noon • Dec 25th- Closed • Dec 31st-Closed • Jan 1st-Closed.
PLC Class- There are 4 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.
 See MDHHS Epidemic Orders here: https://www.michigan.gov/coronavirus/0,9753,7-406-98178_98455-533660--,00.html
 Due to the rise in COVID-19 cases, our office will be closed for member walk-in traffic to help keep both our members and staff safe. This change will be effective Monday, Nov. 17, 2020, until further notice. Additionally, at the Nov. 11 regular membership meeting it was decided to suspend December's regular meeting and to allow the Executive Board decide when it is safe to return to a normal meeting schedule.
 The hall will be accepting initial book signs by fax or email from the home local for Book 2 or for Book 1 members a termination slip from the last referred contractor.
 This does NOT mean we are closed for business. Members still have a variety of ways in which to reach /conduct business with us, including: Calling our office: 231-943-4980
 Email: ibew@local498.net or fax: 231-943-8000
 David Fashbaugh: davidfashbaugh.ibew@gmail.com
 Caroline Demeter: ibew@local498.net
 Laurie Thybault: laurieibewlu498@gmail.com
 Tim Babcock: tcjate@local498.net
 Online Dues Payment: ibew@local498.com
 If you have a special circumstance, please call our office and we will assist you. We will be available by appointment. We will provide updates to any changes by email.
 Thank you for your understanding as we all work to stay safe and healthy.
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- We are still tentatively planning on a Labor Management meeting on Dec. 17, 2020. The informational meeting at Little Traverse Township Hall has been cancelled due to Covid 19 restrictions.
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.
Resale Items – We have Local 498 Beanie Hats for resale and T-shirts. Stop in to get yours today! Proud Union Home signs are in and available at the hall. Free to members in good standing.
Scholarship – Past charter member Brother Bob Dost has a scholarship 'Robert Paul Dost Scholarship Endowment' for High School seniors in the 5-county area around Traverse City. To access it go to www.gtcrf.org/scholarships/. Local 498 Union members' children get preference to the endowment. A huge thank you in Memory of Bob Dost for his generosity and being a great union member.
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.
Email Addresses – Any member that would like to have Local 498 forward communication to them from the International, Local 498, AFL-CIO or the Building Trades, to help stay informed to current events, politics, contracts, work, etc. Please call or email your current email address to Local 498 at ibew@local498.net Thank you!
 Important numbers for you to write in your address book:
 MEEHP (Health) 1-855-633-4584 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
Info Updates – Any member with a new address, phone number, email address, etc. should contact Local 498 with these changes. Please remember it is your responsibility to pay your dues on time.
 Remember to check the hall recorder at night after 4:00pm for any jobs that might be available. 231-943-4980 ext. 3#

and AP are \$42.00/mo. or \$126.00/qr. You can pay cash, check, money order or credit/debit card. Please contact the Hall with any questions.

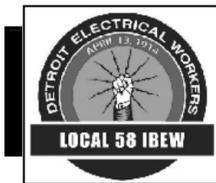
The **General Membership Meeting** is the second Monday of each month and starts at 5:00 p.m. at the Hall. Please make sure to wear your masks.

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.



IBEW LOCAL 58

IBEW Local 58
DETROIT – The **General Membership Meeting** scheduled for TUESDAY, DECEMBER 15, 2020 is CANCELLED in compliance with the current COVID-19 Restrictions which have been extended through December 20th limiting indoor gatherings. Please remember to stay safe during this holiday season.
 Happy Holidays and Happy New Year to you and your family!! STAY TUNED FOR UPDATES ON MEMBERSHIP MEETINGS.

The **Electrical Industry Training Center** is offering Continuing Education classes. Please check them out at <http://www.detroitetc.org/continuing-education/>. We will start to cancel classes if they don't meet the minimum enrollment requirements, or more hopefully we will order books for those of you who've signed up. Members on the Storm Book must secure their training through the Continuing Education Program offered by the school. If you need assistance in registering for a class please 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. The dues office will be closed December 24 – 25, 2020, December 30th at noon, December 31, 2020 and January 1, 2021. The last day to pay dues will be December 30, 2020 by 12:00 NOON. Happy Holidays to you and your family and Stay Safe!

Local No. 58 Benevolent Fund: The next Benevolent Fund meeting will be Tuesday, January 5, 2021 at 5:00 pm.
The 18th Annual Ken Fitzhenry Super Bowl Raffle is starting. Tickets are \$20.00 and all proceeds benefit Local 58 Benevolent Fund. Grand prize: 65" TV and stadium recliner! Additional prizes: (1) 55" TV, (3) 42" TV, (3) 32" TV, and (1) Weber grill. * Due to Covid-19 this will be a raffle only this year, No dinner or event. For tickets contact Gym at 734-730-0536. We would like to thank Larry Reid at ABC Warehouse for his continued support and helping us with our prizes. Please contact Larry Reid (734) 981-7780, at the Canton ABC Warehouse store for all your appliance, TV and electronic needs.
Members of the Community Service Committee: The next meeting will be Tuesday, January 12, 2021 at 5:00 PM. 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, January 12, 2021, following the Community Service Committee meeting that starts at 5:00 pm.
EWMC of Southeastern MI: Thank you to all of those who helped out with our second Coat Give-Away on Saturday, December 12, 2020 at St. Suzanne Catholic Church. This was another AWESOME event thanks to all of our wonderful volunteers. This has been a different type of year for us all but because we have each other to lean on, we have made it through a rough time. Please enjoy your Holidays (no matter what it is that you celebrate), remember to hold onto those things that are important to you and your family, and don't forget that some are not as blessed as we are.
 The 2021 EWMC National Conference will be virtual and is scheduled for January 15 - 16, 2021. Information on the schedule, workshops and registration can be found on the EWMC National Website (ibew-ewmc.org). Thank you to those who continue to attend our Zoom meetings as we navigate through these difficult times. The next meeting of the chapter will be on Monday, January 11, 2021 at 5:30pm so that we can meet before the EWMC Virtual Conference. 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. Please continue to stay safe at work, home, and in the community. #ibewstrong
The RENEW Committee meeting will be on Tuesday, January 26, 2021 at 5:00 PM.
The Safety Committee meeting will be on Monday, January 11, 2021 at 5:30 PM.
The Veterans Committee will now be meeting monthly immediately after the Safety committee meeting on 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: 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 @ibewomen58; 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: With the Covid-19 situation, the December Newsletter will be sent to members electronically. If we have already received your email address at 58retirees@ibewlocal58.org you will receive the newsletter, if we don't have it yet, please send it ASAP to the above email address. It may be necessary to continue to publish electronically in the near future, so this address will keep you in the loop. With the end of 2020 approaching, please send your past-due dues, along with your 2021 dues to Ray Owen, (payable to the Retirees Association), 428 Welch Rd., Northville, MI 48167. Dues are \$8.00 per person, per year, due date is January 1, 2021 for next year's dues. With the Holiday Season upon us, take a bit of time out to contact fellow members, by telephone, email, text or an old-fashioned snail mail note or card. Best Wishes to all, for a happy, safe, joyful Holiday season!
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: Randall Cline, Michael Collins, Joseph Cook, Thomas Crimmins, Thomas Frede, Rodney French, Denis Gaynier, Stephen Kauffman, Stuart Light, Joseph McBrien, Thomas Nielsen, Gary Rogers, and Michael Winn.
Members that have Passed Away: Harry Birch, pension member, 61 year IBEW membership; Peter Floreno Sr, pension member, 53 year IBEW membership, Father to JIW Rudolph Floreno, Brother to pension member Mark Newkirk; Susan Floreno, Widow of pension member Peter Floreno Sr, Step-Mother to JIW Rudolph Floreno, Sister-in-law to Pension member Mark Newkirk; Frank LaFata, pension member 20 year IBEW membership; Larry Parkkila, pension member, 35 year IBEW membership; Weber Young, pension member, 75 year IBEW membership. We extend our sincere sympathy to the families on their loss.

Hate is a wasteful emotion. Most of the people you hate never know it. The others don't care.
 –Medgar Evers



IBEW Local 948

IBEW Local 948
FLINT – Our December Executive Board Meeting will be held on Monday, December 28th, 2020 at 4:30 pm.
 The Retiree Club Meeting will return in April 2020.
 Local 948 wishes all trades a Merry Christmas and A Happy New Year!!!

The Michigan Department of Human Services issued an epidemic order to help us slow the spread of COVID-19 and save lives. These steps are critically important to help protect our families, frontline workers, and small businesses from this virus and a necessary means to avoid overwhelmed hospitals and death counts like we saw in the spring. To stay in line with this latest order our union hall will be closed to general traffic starting Wednesday November 18, 2020. As in the beginning of this mess none of the locals business will be disrupted. Calls and Referrals will be answered just as they always are. Dues payments along with questions regarding benefits as well as the locals Executive board business will continue as it always has.
 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).**
 2021 – Monthly Dues – Journeyman \$43.70 a month – Apprentices, CE, Sound Tech \$40.70 a month
 2020 – Monthly Dues – Journeyman \$43.70 a month – Apprentices, CE, Sound Tech \$40.70 a month
 If you are unfamiliar with our referral procedure please refer to our website @ http://local948.org/job_referrals/
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** is scheduled for Jan. 4th 2021, at 6 p.m.; pending DHHS orders and current COVID pandemic transmission rates, if the meeting is cancelled the Executive Board will handle the Local Union's business for January. The Union hall will close at noon on Dec. 24th, we will reopen for business on Dec. 28th. The union hall will be closed on January 1st as well.
 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.
 All Book 2 signings shall be done by fax or email from the member's home local.
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.
 M.J. 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 cbhms@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 contact 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 documents.
 If you're interested in receiving updates from the Hall, please email Christine at cbhms@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 24, 2020. Brother Lawrence Shearer passed away on July 18, 2020. Brother William Cook passed away on September 24, 2020. Brother Walter Bunce passed on October 19, 2020. Sister Lisa Danielson passed on October 20, 2020. Brother Dennis Root passed on October 24, 2020. Brother "OJ" Whisler passed on Nov. 20th, 2020. Brother John Haskins passed on November 29th, 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
 3. State Exam Prep W January 6 to March 3, 2021
 4. Motor Controls W February 10 to April 14, 2021
 5. CPR S February 13, 2021
 6. Foreman Training W March 10 to May 12, 2021
 7. CPR S March 13, 2021
 8. 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.
 "Merry Christmas and Happy Holidays from the officers and staff of IBEW L.U. 131"
Brian O'Donnell
Business Manager/Financial Secretary



IBEW Local 252
ANNARBOR – UNION OFFICE LIMITING IN-PERSON BUSINESS: Due to the Nov. 18 MDHHS Epidemic Order, the Union Hall will be limiting in-person business effective Wednesday, Nov. 18, 2020 until further notice. If you have business to take care of at the hall, please call us at (734) 424-0978.

UNION HALL HOURS FOR UPCOMING HOLIDAYS: The Hall will be closed Dec. 24 and Dec. 25 for Christmas. We will close at 12:00pm on Dec. 31 and be closed on Jan. 1 for the New Year's Holiday. Thank you and have a wonderful and safe holiday season!

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.

JATC: There will **NO** in-person training until January 2021.

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.

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.

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

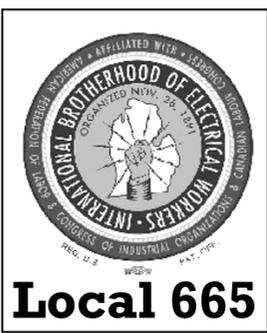
Christmas Party: The Local's annual Christmas party has been cancelled this year due to the pandemic.

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.

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

UNION DUES FOR 2021: Effective January 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. "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 4th quarter dues will be accepted no later than 11:30 A.M. on Thursday, Dec. 31, 2020.**



Local 665
LANSING – HAPPY HOLIDAYS: Brothers and Sisters, on behalf of the officers and staff of Local 665, I just wanted to take a moment to wish you and yours a safe and happy holiday season.

The end of the year is a time of year for remembrance. We take stock of where we came from and have a moment to think about where we are going, as we pursue the future with hope. May your new year be all that you hope for, and may it be sprinkled with love and friendship. Happy Holidays!

Fraternally,
Aaron Pangborn
Business Manager
IBEW Local 665

DECEMBER UNION MEETING IS CANCELLED: The December 21, 2020 Union meeting is cancelled. The officers of the local will meet via ZOOM to conduct the business of the local union this month.

UNION HALL CLOSURE FOR HOLIDAYS: The Union Hall will be closed on the following dates in observance of Christmas and New Year's. December 24, December 25, December 31, January 1.

NOTICE: THE UNION HALL IS CLOSED TO WALK-IN TRAFFIC. Brothers and Sisters, Per the latest MDHHS Epidemic Orders and the statewide rise in COVID-19 cases, our office will remain closed for member walk-in traffic to help keep both our members and staff safe. This change will be effective Monday, November 16, 2020, until further notice.

This does NOT mean we are closed for business. Members still have a variety of ways in which to reach /conduct business with us, including:

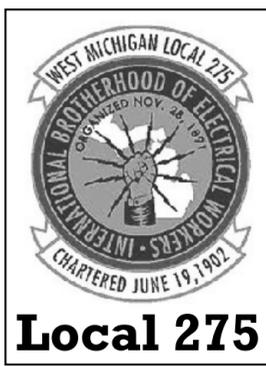
Calling the office: 517-393-5530
 Email: contactus@ibew665.org
 Online Dues Payment: www.ibew665.org (Click on the Orange "Pay Dues" tab)

If you have a special circumstance, please call our office and we will assist you. We will be available by appointment.

For our travelling brothers and sisters, Local 665 is still accepting initial sign by fax or email from a member's home local.

Thank you for your understanding as we all work to stay safe and healthy.

DEATH BENEFIT: We are currently at death benefit # 316. Please check your dues receipt to ensure that you are current.



Local 275
IBEW 275
COOPERSVILLE – Dear Brothers and Sisters: After the New Year holiday, we will be revisiting opening the Hall back up full time. I do not believe we will be able to open it up to foot traffic by then, but we will see. Thank you all for your patience as we try and balance what we are able to do with the restrictions from the state and keeping the members and staff safe at the same time.

As you may know, I had to cancel the December meeting. I am doubtful we will be able to have our January meeting either. There are other Locals who are also not able to have them, and I hate not being able to do so. Please know that the 6th District IVP is aware of the struggles each Local is going through and while IVP Ruhmkorff has approved meeting cancellations, he still states that Locals are to conduct monthly Executive Board meetings so that monthly business can still go on. We have considered having our monthly meetings via Zoom or other similar platforms, but there would be no way of accomplishing the task securely.

So, until indoor gathering restrictions are lifted or the weather permits, we will have to see what our options are on a monthly basis. Again, I appreciate your understanding and patience. At the time of this writing, the following members are three or more months behind in dues: Andrew Holmes, Kevin Skrabis & Jeffrey Wagner.

Please note the Hall will be closed December 24th & December 25th and December 31st & January 1st in observance of Christmas and New Year's.

On behalf of the staff of Local 275, we wish you a happy and safe holiday season.

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 Local 692
BAY CITY – Please note: In observance of the Christmas holiday, the hall will be closed on Thursday, December 24 and Friday, December 25.

Message from the Business Manager. The hall continues to be closed to in-person traffic not only to protect the office and staff of IBEW Local 692 but also the general membership. It would also be a direct violation of the latest orders put forth by the MDHHS. We all continue to work very hard for all of you and the office is always staffed to pay dues, sign out of work lists, or handle any other need an individual member may have. Servicing the membership will always be our number one priority. Please do not hesitate to call or email any one of us at any time.

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 can protect the public from contracting this virus.

Please contact myself or one of our agents for any questions. Please stay safe and look out for your fellow brothers and sisters.

Merry Christmas from the Officers and Staff of Local 692. Wishing you and your family peace, health, happiness, and prosperity in the coming year.

Work Report. With resolution finally coming to the presidential election, the work picture is beginning to clear up. Both the Dodge and the Cam reporting systems are by no means on fire, but there is some work beginning to break in our jurisdiction. We are hearing the new West Branch Meijer will be bid right after the first of the year. Wilkinson Minerals right in Bay County is being bid as you read this. This will be a very large industrial project.

The Mid-Michigan Health outbuilding located next to John Glenn High School has a nice addition about to be bid also. The new Isabella County Jail has been secured by Master Electric. Work there will begin in the spring.

Newkirk Electric is currently putting the final touches on 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, and Lansing. Please contact the hall if you would like to sign any books.

Organizers Report. As we close out 2020, we continue to perform as much leg work as possible to secure work for our membership through research and relationship building with developers. As 2021 has potential to be a good year for larger projects in

our jurisdiction, we're going to do everything we can to ensure as much of that work as possible goes fair. We will also continue to reach out to unrepresented workers and visit as many jobsites as we can, especially as COVID-related restrictions ease up. Feel free to contact us with any questions or concerns.
 Brian Klele 989.252.9225
 Brendon Baranek 989.327.4131

Union Dues. There will not be an increase in monthly dues in 2021. Dues can be paid via phone, on-line, by mail or automatic withdrawal from your bank account. *Please note when using a credit card for payments there will be a 2% charge applied.*

2021 Dues (Effective January 1, 2021): 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 retired Brother Russell "Tom" Thompson, Card # D92560, who passed away on Dec. 8, 2020. Brother Thompson was born on June 19, 1932 (88 years old). He was initiated on Aug. 5, 1966. Russell resided in Prescott, MI.

#322. Local death fund assessment **\$5.00 each** (due within 30 days) payable to: IBEW Local 692, Bay City, MI 48706.

With the hall closed due to Covid-19, 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.

RENEW Committee. IBEW Local 692 is still working on supporting our RENEW committee as they get off the ground. For those that are unfamiliar, RENEW stands for Reaching out and Engaging Next generation of Electrical Workers. This committee meets the second Monday of the month at a rotating location. 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.mielectricalhealth.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



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 Hall continues to remain closed to walk in traffic. An appointment can be made by calling the office for any necessary in-person business. The Executive Board continues to monitor the Covid 19 situation and will make a determination on January meetings at their Dec. 29 meeting.

We would like to take this moment to wish all of our Brothers and Sisters in the Labor movement a Merry Christmas and Happy New Year.

45-year service pins went to the following members: Ludwig Gazvoda, Michael Doney, Ralph Beauchamp and Dennis Bailey. We thank these Brothers for their time in the trade and the benefits we now enjoy, thanks to their hard work.

The next MSHA class will be via zoom on Jan 9th. There will be a 24 hour new miner class (in person) on Jan. 21, 22 and 23. 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 Pension Plan Trustees have met and adopted changes to the Plan. They have increased the contribution rate by 25 cents starting Jan. 1, 2021. In return the 2021 benefit year amount will increase by \$1. Additionally they have increased past service years by three dollars for each year. For more information on the effect to your benefit please contact Tracy at the Pension office or Tom at the Hall

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.

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 557
SAGINAW – Please note: the Union Hall will be **CLOSED on Dec. 25th and Jan. 1st** in observance of Christmas and New Year's Holidays. On behalf of the officers and staff of Local 557, we wish you a very Merry Christmas and a Happy New Year.

COVID-19- The COVID-19 pandemic continues to dominate our lives. Our State and the rest of the Country continues to set records for number of cases. This situation is very serious and all recommended precautions should be followed. Please continue to wear masks and social distance to keep yourself and those around you safe while on the jobsite and at home.

To keep members, their families, and the union hall staff safe, the following is in effect:

- The Union Hall is closed to foot traffic until further notice.
- Please take care of business via email, phone, or fax. Special appointments available.
- Please try to take care of your quarterly dues payments by utilizing a credit or debit card over the phone. E-checks are also available.
- The January Monthly Union Meeting is CANCELLED.
- Apprenticeship classes are now all virtual until further notice, no in-person instruction.

All of these decisions have been made to keep members and their families safe. The Epidemic Orders will be re-evaluated soon and at that time the hall will re-evaluate operations.

MEMBERSHIP MEETINGS-The next membership meeting scheduled for Jan. 5 is CANCELLED due to the State's Epidemic orders. Keep an eye on these articles, emails from the Hall and the Local's website and Facebook page for updates on future meetings. The Local 557 Executive Board met on Dec. 15 and will meet again Jan. 19.

DEATH OF MEMBER- Sadly, on Dec. 3rd, 67-year member Sheldon Weiland passed away. Brother Sheldon passed away at the age of 93. Brother Sheldon was born May 15, 1927. Initiated into the IBEW August 1, 1953. Retired May 1, 1989. Our condolences go out to his family and friends.

UNION HALL OPERATIONS- The Union Hall is still open for business. We ask that business to be taken care of with phone calls, emails, or fax. Special appointments are available if absolutely necessary. James Lamb is continuing organizing duties as much as possible during 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.

SAGINAW COUNTY COMMISSIONERS- A special thank you is in order for our friends at the Saginaw County Board of Commissioners. With their help, Saginaw County now has Responsible Con-

(Continued on Page 8)

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Local 149 Roofers & Waterproofers

Roofers 149

Happy New Year! Happy New Year, from the Officers and Members of the United Union of Roofers, Waterproofers, and Allied Workers Local 149. May 2021 be a great, safe, and prosperous year for you and your family.

DETROIT – Main Office – Southeastern Lower Michigan – Regular Membership Meeting. The regular membership meeting scheduled for Tues., Jan. 5, 2021 at 7:00 p.m. has been cancelled. The next Executive Board meeting is scheduled for Tues., Dec. 29, 2020 at 6:00 p.m.

Vacation Checks (quarterly and biannual). The Detroit Union Hall will open at 6 am, Friday, Jan. 22, 2021 to distribute vacation checks. The Hall will also be open from 8 until Noon, Saturday, Jan. 23, 2020 for anyone that cannot make it down Friday. Detroit Members will need to contact the Union Hall if you what the check mailed.

International Union Burial Benefit Plan. To be eligible for burial benefits, a member must be in continuous good standing. For all members who are in good standing the following burial benefits shall be paid:

- To a member in continuous good standing for more than six full months, but not to exceed 12 full months, the sum of \$1,200.
- To a member in continuous good standing for more than twelve months, but not to exceed eighteen full months, the sum of \$1,800.
- To a member in continuous good standing for more than eighteen full months, but not to exceed 24 full months, the sum of \$2,400.
- To a member in continuous good standing for more than twenty-four full months, but not to exceed 36 full months, the sum of \$3,000.
- To a member in continuous good standing for more than 36 full months, but not to exceed 60 full months, the sum of \$4,500.
- To a member in continuous good standing for more than 60 full months, the sum of \$5,000.

In the event of the death of a member, not more than one of the amounts specified above shall be paid.

It is the duty of the International Secretary-Treasurer to see that the funeral expenses are paid with the money provided for by these benefits. If the funeral director's bill for services has not been paid, the burial benefits will be made payable to the funeral director. This burial benefit shall first be paid to the person or persons who paid the funeral director's bill, in the amount of the bill only. All money remaining after the funeral director's bill has been paid shall be paid to the next of kin of the deceased in the following order:

- to the spouse of the deceased.
- to the child or children of the deceased.
- to the parents of the deceased.
- to the brothers and sisters of the deceased.
- to the estate of the deceased.

Please share this vitally important information with your close friends and family.

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

Detroit Training Center Information. The next term for all Detroit Apprentices is tentatively scheduled for:
Apprentice 2 & Single Ply 1- Monday, January 18, 2021
Apprentice 1 & Single Ply 2- Tuesday, January 19
BUR 1 & Steep Slope 1- Wednesday January 20
BUR 2 & Steep Slope 2- Thursday, January 21
Apprentice 7 & 8 Hands On + Safety & Health- Thursday, January 21
All classes begin at 6:30pm

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

SMRCA awards scholarship

The Governors for the Scholarship Grant Committee awarded a Scholarship Grant to a college-bound student in October 2020.

Commercial Roofing Contractors of Southeastern Michigan, through the Southeastern Michigan Roofing Contractors Association (SMRCA), along with the Roofers Union Local 149, annually award college scholarships to dependents of employees of member roofing contractors.

This year's winner was: **Cecilia Zepeda of Taylor, MI. Congratulations!**

Applicants were asked to submit an essay by selecting one or more of the following topics: **Roofing Technology, Roofing Safety, Roofing Impact or Roofing Ethics to the Joint Union/Contractor Scholarship Committee.** Winners receive Scholar-



ships in the amount of \$1,000 contributed by the SMRCA, Roofers Union Local #149 and the Contractor Employer.

Initiated more than 20 years ago, this program is an example of the SMRCA/Roofers Union Local #149 and SMRCA Member Contractors working to promote continued education and to encourage industry dependents to attend college.

Health plan continues to meet regularly via teleconferences to stay on top of the pandemic and update coverage as necessary.

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.

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 and also E-checks. The credit card service can accept payments for dues, merchandise, apprentice book payments and other purchases. There is a convenience fee to use either service.

CONTACT NUMBERS- Michigan Electrical Employee Pension fund and Michigan Health Plan (855) 633-4584. website mielectricalhealth.org
Evan Allardyce,
Business Manager



(Continued from Page 7)

tractor Language in its policies when accepting bids for upcoming work. With the recent assaults on organized Labor and Prevailing Wage laws, this policy is a welcome change that could spark bigger changes throughout the entire State. I would encourage all municipalities to look at adopting similar policies to ensure construction work is done correctly, safely, with a well-qualified contractor and with an approved apprenticeship program.

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.

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



Heat & Frost Insulators 25
SOUTHFIELD – **RE-MINDER: We continue to be under the directive of the International Union and pursuant to that directive, the JANUARY 2021 UNION MEETING has been cancelled. Continue to monitor the Facebook page for updates.**



**CURT
McGLONE**

REMINDER-UNION ELECTIONS: Due to unforeseen issues with the USPS, we have been forced to rerun our mail-in nomination process. Eligible Members, may have received your original packet back in the mail from the postal service.

As a result of this situation, you will be receiving a new packet in the mail shortly. This packet will contain a set of documents that has been sealed and dated for the start of new process. **All previous packets are null and void.** These issues were outside the control of the Election Committee. We were concerned, there may be some complications due to the ongoing healthcare situation, as well as, the volume of mail the USPS handled during our national elections.

We did not expect to have to completely rerun the entire process. We appreciate everyone who participated and encourage everyone to participate as we work through this situation to make sure our nomination/election process is as fair and accessible as possible for all eligible Members. **The new date to have all new nomination packets in is: Monday, Jan. 4.** Even though we have been forced to extend the process, all election terms will be retroactive to their normal December start dates.

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.

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

EMPLOYMENT CHANGES: All 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.

LAYOFF/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.

SUB FUND: Please be reminded, in order to receive a SUB Fund check on Friday, all paperwork must be submitted to the Office no later than 2 p.m. Thursday.

SUBFUND TIME LIMITATION: Please be reminded, per the Plan Document: Each time a



Local 47 Heat and Frost Insulators

Heat and Frost Insulators & Allied Workers Local 47

LANSING – Local 47 Lansing Office, 419 S. Washington Square, Suite 301, Lansing, Michigan 48933. Ph.: 517-708-0665

Local 47 wishes all our Members and their families a Merry Christmas and a Happy New Year. 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 with the International. It is very important to make sure your contact information is always updated 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

Local 25 cont'd

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 you information. Lately, we have been experiencing some incorrect information being provided to our



members. In order to make sure the correct information is provided, it helps to have a name so the Union Office can call Benesys, correct the person providing incorrect information and find out why they are providing our members with incorrect information.

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



Abatement Workers Local 207

Abatement Workers Local 207
TAYLOR – Local 207 would like to congratulate Doug Ripple on his election win as Business Manager for Local 207! Good luck brother I know we will succeed under your Leadership!

There are a lot of upcoming projects slated for 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. 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.

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. Winter 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 January 17th with a new 40 hour Initial Scheduled for Feb. 3-7th.

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.

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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.

<p>THE FULL SERVICE BENEFITS ADMINISTRATOR</p> <ul style="list-style-type: none"> Health and Welfare Plans Defined Benefit Pension Plans Defined Contribution Pension Plans Claims Processing Supplemental Unemployment Plans HRA's, HSA's, FSA's Vacation Plans Eligibility Processing Trust Fund Accounting VEBA Administration Web Applications COBRA Administration HIPAA Compliance 	<p>With over 800 experienced and technical professionals on staff, BeneSys stands ready to assist Trustees in providing exceptional service to Plan Participants. BeneSys has clients across the U.S. and 23 regional office locations.</p>	<table style="width: 100%; border: none;"> <tr> <td>Boston, MA</td> <td>Milwaukee, WI</td> <td>San Diego, CA</td> </tr> <tr> <td>Bridgeton, MO</td> <td>Omaha, NE</td> <td>San Ramon, CA</td> </tr> <tr> <td>Columbia, MD</td> <td>Phoenix, AZ</td> <td>Seattle, WA</td> </tr> <tr> <td>Denver, CO</td> <td>Pleasanton, CA</td> <td>Troy, MI</td> </tr> <tr> <td>Des Moines, IA</td> <td>Portland, OR</td> <td>Washington, DC</td> </tr> <tr> <td>Hagerstown, MD</td> <td>Riverport, MO</td> <td>West Covina, CA</td> </tr> <tr> <td>Las Vegas, NV</td> <td>San Jose, CA</td> <td>Youngstown, OH</td> </tr> <tr> <td>Louisville, KY</td> <td>Salt Lake City, UT</td> <td></td> </tr> </table>	Boston, MA	Milwaukee, WI	San Diego, CA	Bridgeton, MO	Omaha, NE	San Ramon, CA	Columbia, MD	Phoenix, AZ	Seattle, WA	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	
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**Local 36
Elevator
Constructors**

Elevator Constructors 36
DETROIT—ALL MEMBERS ARE INFORMED that our next regular Membership Meeting was planned for Monday, December 28, 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. Keep watching your email for possible changes!

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, 2021 Local Dues cards have been sent to you in the mail. The International Constitution and By-Laws, Article 9 Section 1 states an increase in monthly International Dues. The new white dues cards reflect this increase. Please use these cards when playing your dues in December 2020 and please include \$5.00 for a death assessment for Brother Dan Kelly, Jr. from Local 91.

Attention All Apprentices, Apprentices should be done with your NEIEP semester's finals. Good luck! And as soon as the results are available, we will contact everyone. Continue accessing the NEIEP website for all instructions. Check your NEIEP email address for additional information frequently. Congratulations to all apprentices who recently passed the Mechanics Exam! 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. Remember our wage increase on Jan. 1, 2021.

All may request a copy of the time you submit, according to NEBA Agreement, Article XI, Par 2. Any changes made to your time are to be documented and given to you, NEBA Agreement, Article XI, Par 1. We recommend all request a copy as issue with payrolls seem to be rising, put in for check cashing per Local Expense Agreement. Document all tests that are due and only tasks you have completed. Keep all job logs current with this information.

All are reminded Construction and Modernization work is Teamwork, keep the hall informed on all jobs.

All Members, Local 36 is working with Local 85, Lansing and the EIWPF are holding classes on Monday nights, 6:00 – 8:00 pm. Reviewing and answering any questions pertaining to Michigan and Detroit Elevator Codes Monday, January 4th, 2021 will be dedicated to Category 1 Testing of Hydraulic Elevators.

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. Time spent will Pay Dividends in the future.

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

The Hall would like to wish everyone a Merry Christmas and a Happy New Year! Please always follow COVID-19 guidelines for your safety and those around you. 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!

"A man builds a fine house; and now he has a master, and a task for life; he is to furnish, watch, show it, and keep it in repair; the rest of his days."
—Ralph Waldo Emerson (1803 - 1882)



**Local 8
Iron Workers**

**Iron Workers Local Union #8
Tim Roman,
Business Representative**
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 MEET-



**Local 25
Iron Workers**

Iron Workers 25

NOVI – All Union Hall(s) and the Fringe Benefit office will be closed for the Holidays on Thursday 12/24/2020, Friday 12/25/2020, Thursday 12/31/2020 and Friday 01/01/2021. Hoping all our members & families stay extra safe during the Christmas Holiday. **Merry Christmas, Happy New Year and Best wishes to all!**

The Next Zoom Union Meeting will be Monday, Dec. 28, 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 240 members join in the Union meeting over Zoom.

BY-LAW(S) Proposals will be due in the Novi Union Hall ON OR BEFORE 4:00 pm January 25, 2021. If you plan to mail in a proposal, please make sure it arrives several days earlier than Monday 1/25/2021. We've noticed mail has been slow in Michigan, so please be aware!

January's ZOOM Union meeting will be Monday, January 25, 2021 at 7:00 pm. This union meeting will be the first (1st) Reading of any proposed by law(s). PLEASE MAKE A NOTE OF THIS.

The second (2nd) Reading of any proposed by law(s) will be during February's ZOOM Union meeting Monday, February 22, 2021. The third (3rd) Reading will be during March's ZOOM Union meeting Monday March 29, 2021.

2021 is the year of the International Convention. (Aug. 2021). In March we will be holding nominations and vote for the Delegates who will represent Local 25 at the convention. More details to come as we get closer to the date.

2021 "NO" DUES RATE INCREASE – The General Executive Council of the International has voted to **NOT increase** the Per Capita Tax for 2021.

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

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 new born child, or a new dependent child through marriage **MUST NOTIFY the Fringe Benefit Office of your new dependent within 31 days; otherwise wait until the next open-enrollment period.**

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.**

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**

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 (four) 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.**

To view classes at the Local 25 Apprenticeship School, please go the ironworkers25.org to view the block schedule; we are practicing social distancing protocols, etc.

Qualified Rigger/Crane Signaler: Jan 12, 14, 19, 21, 26, and 28, 2021 – textbooks must be purchased and homework completed before class starts. **No make ups, welding or applications will be done the week of Dec 21-25 & Dec 28-January 1, 2021. We will resume our regular schedule January 4, 2021 @ 7 am.**

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 – Phone: 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 Board of Directors will meet on **Tuesday, January 5th** in Novi at 9:00 am; the **Novi retirees meeting scheduled for Tuesday, January 19th at 10:00 am** and the **Bay City Chapter meeting scheduled for Thursday, January 21st at 1:00 PM** are tentative due to the pandemic. Updates will be posted on the locals website and/or locals column in the Building Tradesman.

RETIRES, LIFETIME, & SNOWBIRDS: when you change your address with the Fringe Fund, you need to also call the Novi Union Hall and update your address.

Watch for updates at (www.ironworkers25.org) or the Local 25 (Continued next column)

ING: The Membership Meeting will take place by video conference on January 27th, 2021, at 5:00 p.m. CST. Members can gain access to the meeting at https://meeting.iwl8.org on the afternoon of the meeting.

MINE SAFETY TRAINING: The next MSHA Refresher Class will be held via Zoom on January

9th, 2021. A 24 Hour MSHA class will be held on January 21st, 22nd, and 23rd, 2021 at the Operators' Hall, 802 Clark Drive, Gladstone, Michigan. To sign up for these classes, 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.

IRONWORKERS LOCAL #8 ONLINE STORE: Check out Local #8's swag at the online store at iwl8.org for your holiday shopping.



CHECKING THE ROTOR ASSEMBLY prior to hoisting are Iron Workers Local 25 members Jeff McPhail, Reggie Searfloss and Tom Lawhon. Photo credits: Marc Crance

Topping out the Crescent Wind project

HILLSDALE COUNTY – Consumers Energy, Invenery and building trades union workers are undertaking construction of a new wind farm located in Adams, Moscow and Wheatland townships, a project which will add 166 megawatts of power to the utility's portfolio.

The \$250 million Crescent Wind project was recently topped out by iron workers and operating engineers, and will include 60, 515-foot-tall turbines that are scheduled to come online before the end of 2020.

The Michigan Public Service Commission on Oct. 7 approved an application by Consumers Energy Co. to purchase the wind farm in Hillsdale County. Under the agreement, Crescent Wind, LLC is, engineering, building, starting up and testing the project, and upon completion, Consumers Energy is expected to purchase the wind farm.

Consumers Energy's Clean Energy Plan calls for the utility to add 550 megawatts of wind energy and more than 6,000 megawatts of solar energy throughout the 2020s to prepare for coal-powered plant retirements and

the expiration of power purchase agreements.

All-told, Consumers Energy expects its renewable energy portfolio to reach 42 percent of its output by 2030 and 56 percent by 2040, allowing the utility to help reduce carbon emissions by

90 percent from 2005 levels by 2040.

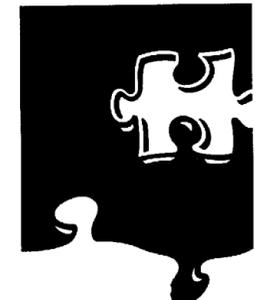
Jackson-based Consumers Energy is Michigan's largest utility, providing natural gas and/or electricity to 6.7 million of the state's 10 million residents in all 68 Lower Peninsula counties.



THE U.S. FLAG and an evergreen tree get a ride on the nacelle of the final windmill erected at Creacent Wind Park.

"Conscience is a mother-in-law whose visit never ends."
—H. L. Mencken (1880 - 1956)

You Are the Missing Piece.



Attend Your Union Meetings!

Local 25, con't

app that you can download by searching "Iron Workers Local 25" to stay informed on union matters.

Good Thoughts: Garry Johnson #752446 who resides in Florida would appreciate your thoughts & prayers at this time.

In Remembrance: Colbert Marcum # 468685 passed away October 25th, 2020 at the age of 94. He was a 69-year member. Edmund "Keith" Antone # 937774 passed away December 3, 2020 at the age of 66. He was a 45 year-member. **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 (12/18/2020 9:00 am E.S.T.).

SOCIAL SECURITY DISABILITY

REPRESENTING BUILDING TRADES BROTHERS & SISTERS OVER 35 YEARS BIESKE & ASSOCIATES

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



Attorneys J.B. Bieske and Jennifer Alfonsi have 55 years combined experience representing only Social Security disability clients. And they personally meet with all clients and appear themselves at all court hearings. Many large firms assign 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 maintains offices in Sterling Heights, Livonia, Southgate and Novi. Call them at **1-800-331-3530** for a free consultation if you have been denied, or if you are thinking of possibly applying for Social Security benefits.

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

www.ssdfighter.com



Plumbers Local 98

Plumbers 98

DETROIT – Membership of Plumbers Local 98. Brothers and Sisters,

On behalf of all your officers and staff, we hope you and your family are safe and healthy this Holiday Season. We would like to thank you all for your patience and understanding during this insane year. This is not how anyone envisioned this chapter of our lives.

We have a new system in place for union dues, you should have received a letter informing you of your dues payment(s). The only way this will work is, if you move or change your address, please call down here and update your address. Otherwise, this system will fail. A very nice 98 nylon jacket is available if you pay for the full year up front. Please see below for details.

Note: The Union Hall will be closed on Christmas Day and New Year's Day. We will be closing at noon on by Christmas Eve and New Year's Eve. As always, the business agents can be reached on their cell phones if need be.

MEETINGS.

Union Meetings have been moved to video due to the hall being closed. The next video will be posted on **Thursday, January 14th at 7:00 pm.** At that time the old video from December 10th will be pulled down. You can access this video on our Local 98 website at the member section under **Member Zone.** The next video Union Meeting after that will be **February, 11th at 7:00 pm.** This will be the unfortunate norm until April 1st (hopefully) unless we get a break and the virus leaves or a vaccine is released. For virtual meetings we will follow the same rituals and officer reports as usual. The confidentiality of our business matters has to be our priority. We will have to trust our elected officers, E-Board, and Committees to keep a transparent look at things down here. If you would like something added please call down and leave your suggestion. All bills will be reviewed by the Finance Committee. Or, if you feel a need, you can set an appointment to ask questions.

A reminder that our annual kids "Christmas Party" is cancelled, our adult party is also cancelled. Our awards ceremony will be put off until next year. If you are due a pin and would like it now please call the hall, we can mail it to you.

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 remain cancelled at this time.

DUES. By now you have received a letter about the status of your Union Dues and about the 2021 Dues Gift Program. Many of you have already taken advantage of this program. We are updating the systems at the hall in an effort to streamline the process. As of now, you can pay online, over the phone, or by mailing in a check. You can also set up auto-payments. If you have any questions or need to pay dues please contact Kristina Lodovisi at (248) 307-9800 ext. 4 or on her cell at (248) 331-7232.

2021 OPEN ENROLLMENT. The 2021 Open Enrollment Packets should be coming out soon and we wanted to take this time to remind members about the new Opt Out Plan we have. This is available to those members with access to insurance through their spouses. The new Opt Out Plan comes with Dental, Optical, Hearing, and a \$3.00 an hour contribution to your HRA (Health Reimbursement Account) for every hour worked. This is a great way to build up a savings for medical related expenses. If you would like more information on this plan or any of the other Local 98 Health Insurance Plans please give Jon a call.

COVID-19. As I write this over 300,000 Americans have died by Covid-related illness. If you test **positive** for **Coronavirus** STAY HOME until your results are **NEGATIVE.** The Training Center remains closed to open foot traffic. For continuity or training questions contact Paul Baker at the center at 248-585-1435 ext. 123. Until the center opens back up, Blackboard will be used by our apprentices unless a certification or hands on is required. We are 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 you are fortunate enough not to have experienced a loss in your family, do the rest of us a favor and act like you have! 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.** You will need to schedule an appointment to come to the hall. The West doors will continue as our main entrance. Properly worn masks are required. There is a COVID-19 questionnaire that **MUST** be filled out by everyone entering the Union Hall. All the officers are working remotely at this time.

SUBAPPS/OOW CHANGES. It is your responsibility to fill out a sub app when you are laid off. Please fill out SUB Apps electronically. This can be found on the web page under the **OOWL** section. If you're still having unemployment issues call Bas Gary Glaser or Tom McWilliams. For any member issues dealing with benefits contact Jon DeRoo. If you are less than a year from retiring, please set a meeting with Jon today.

NOTE ON DISABILITY. If you are filing for Social Security Disability you will need to file for your Local 98 Disability Pension at the same time in order to make sure you get all your pension checks. Social Security normally takes at least a year and sometimes a lot longer. If you file for your Local 98 Disability Pension at the same time, then when you receive your award from Social Security we will be able to pay you all the retro money owed.

POLITICS. The 2020 cycle is over so we are not looking forward to the municipal elections in 2021 and then the midterms in 2022. If you are interested in running for local office or are interested in being involved in a member driven political action committee please contact Jon. Jon and Kristina are working on potential target city councils, township boards, and school boards where we would like members to run. Every year we lose a ton of work when these local boards vote against us. It's time we put Union Members on these boards instead of consistently being disappointed in those who should be fighting for us leaving us in the cold.

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

IN MEMORIAM. Our deepest sympathies go out to the family and friends our Brothers Robert McMahon who passed away on December 1, 2020.

GOOD/WELFARE. Special thanks to two of our Local 98 Retiree Association Executive Board members Dave Schroeder and Dominick Fanto, as well as Financial Secretary/Treasurer Jon DeRoo, and the MCA for all their hard work putting together our Christmas gifts to our Local 98 widows this year.

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.

(Continued next column)



Local 85 Plumbers & Steam Fitters

Plumbers and Steamfitters 85

SAGINAW – Merry Christmas and Happy New Year! Everyone please continue to stay safe, I am confident over the next couple of months we can return to some normalcy. For now, enjoy the Christmas holiday and cherish every moment with loved ones.

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. The office is closed to in-person business. Please utilize fax, email and phone. If you're are unable to conduct business by fax, phone or email, please call to set up an appointment at (989) 799-5261.

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

The office will be closed December 24-25, 2020 in observation of the Christmas holiday season and closed December 31-January 1 in observation of the New Year Holiday.

ALL NON-CRITICAL INTERACTIONS are 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. 8510.

Local 98, con't

For those who are eligible, please call the Training Center to register and pre-pay by check **only before the deadline March 26, 2021.** The next scheduled re-certification class is **April 27 & 28, 2021.**

If your brazing or welding certs are ready to expire, call to schedule an appointment. The next **WELDING Tests** will be Saturday, January 9 and February 6, 2021. You must call to schedule your welding tests at **least 3 days** prior to the class. The next **BRAZING Cert Sessions** will be Friday, January 8 and February 5, 2021. 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 January 1 - December 31, 2020 to be eligible for the \$80.00 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.

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.

GODBLESSORGANIZED LABOR AND THE LABOR MOVEMENT!

Training: Congratulations to our newest Journeyman: Mike Lyons and Kyle DuRussel!

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 Dick Katz who passed away on December 17, 2020. Remember you all are essential to me.

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

"Many people despise wealth, but few know how to give it away."

—Francois de La Rochefoucauld (1613 - 1680)

"Weaseling out of things is important to learn. It's what separates us from the animals. Except the weasels."

—Homer J. Simpson

"Pleasure in the job puts perfection in the work."

—Aristotle (384 BC - 322 BC)

"This 'telephone' has too many shortcomings to be seriously considered as a means of communication."

—Western Union internal memo, 1876.

"If you can react the same way to winning and losing, that is a big accomplishment. That quality is important because it stays with you the rest of your life."

—Chris Evert (1954 -)

"Call on God, but row away from the rocks."

—Indian Proverb



Local 370 Plumbers & Pipe Fitters

Plumbers & Pipe Fitters Local 370

FLINT – The next Membership Meeting scheduled for Tuesday, January 12 at 7:00pm is cancelled. All members can join our **Local 370 Brothers and Sisters** private Facebook group and view our informational Facebook live meetings.

All in-person Apprentice and journeyman classes are cancelled until further notice.

The hall is open for essential business. If you come to the hall, please follow all CDC Covid-19 guidelines.

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.

I would like to wish all 370 Brothers and Sisters and their families a Merry Christmas and a Happy New Year.

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.

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 MUST BSAFE.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.

(Continued next column)



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.

The next scheduled union meeting will be on **January 28th, 2021** at the Escanaba hall @ 7:30 p.m. EST. Masks will be required so if you plan on attending please wear a mask.

Condolences: To Luke Johnson whose father Steve passed away on December 14, 2020.

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.

Local 370, con't

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 \$10.00 and fleece caps \$5.00. Pocket Tee shirts are available for \$10 dollars each. Hooded sweat shirts and long sleeve pocket tee shirts are available. 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.

"Every difference of opinion is not a difference of principle."

—Thomas Jefferson (1743 - 1826)



Local 190

Plumbers,
Pipe Fitters,
Service Technicians,
Gas Distribution

Plumbers and Pipe Fitters 190
ANN ARBOR – UNION MEETING: DUE TO COVID a video informational meeting will take place on January 11th 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.

ROBO CALLS: We are sending out Robo calls to keep you updated and informed, if you are NOT receiving these messages it means we do not have a current phone number on file for you, please contact the hall to update.

IMPORTANT NOTICE – UNION HALL HOURS: Effective Monday, November 23rd the office will be open on Monday, Wednesday, and Fridays from 7:30 a.m. to 4:30 (the office will be closed for lunch on these days from Noon to 1:00 p.m.) There will be no foot traffic to the back offices. Please feel free to stop by the union hall to see Karen to make your dues payments or if you have something to drop off.

On Tuesdays and Thursdays, the office will be closed to foot traffic. Members can still call the hall anytime.

UNION HALL CLOSED FOR AN UP COMING HOLIDAY: For the Christmas holiday the office will be closed on Thursday, December 24th and Friday, December 25th. Merry Christmas to all of you and your family members.

For the New Year's Eve holiday the office will be closed on Thursday, December 31st and Friday, January 1st. Wishing everyone a Happy New Year!!

GAS DISTRIBUTION APRENTICES DOWN HILL WELDING SCHOOL: Will begin Monday, January 4th and run for 2 months. This class will be held at the training center Monday through Friday from 8:00 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, Jason Bannister 734-646-8838, 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.

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.

U.A. LOCAL 190 WEBSITE: www.ua190.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.

LAI D OFF OR BACK TO WORK – IMPORTANT REMINDER TO ALL MEMBERS: All members who get laid off or report back to work please immediately contact Karen (734) 424-0962 Ext. #210, 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: Effective Wednesday, Nov. 25 due to COVID there will be no representative at the union hall the 2nd, 3rd, and 4th Wednesday of each month until further notice.** You can reach the benefits office Monday through Friday by calling 888-390-7473.

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

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, OSHA, MIOSHA, MDHHS, and Washtenaw County Health Department guidelines. You must wear a face mask while inside the building. **Check your Certifications to make sure that you are current!**

• **Lead/Asbestos/Bloodborne 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 Brazing 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 (Continued next column)



Local 174 Plumbers, Pipe Fitters & Service Trades

West Michigan Plumbers, Fitters & Service Trades Local 174

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.

Local Union Office: The office will remain open. To reduce foot traffic in the building we're asking members to conduct business by phone are use the website when possible.

UA Convention: The UA Convention will convene on the week of August 23, 2021. The convention will either take place in San Diego CA in person, be entirely virtual, or a hybrid approach with some delegates participating in person and others virtually.

Eligibility: UA Constitution SEC. 17. No member shall be eligible as a delegate or alternate unless he shall have been a good standing member of the Local Union which he is to represent for at least the two (2) continuous years previous to his election and he remains in good standing from the date of his election through the period of the convention.

Nominations: Nominations will open Tuesday, January 5th and close Friday, February 5th. To nominate a person you must send an email to delegate@ua174.org or mail it to the hall to attention: Delegate. **Self nominations are permitted and encouraged.** All nominations will be confirmed and eligibility verified by the election committee or president.

On Tuesday, February 2nd at 7pm a virtual meeting will be held via zoom with the president and election committee to announce current nominations, accept new nominations, announce the date for the close of nominations and answer questions. On Monday February 8th the list of nominees will be published in *The Building Tradesman*, sent out in an email blast, placed on the website and on the members' Facebook group.

Election: The election will take place at the assembly hall on March 2nd from 3pm to 7pm. The election committee will be there to verify eligibility, issue and collect secret ballots. The collection of ballots will be done in accordance with COVID restrictions and may include a "drive through" vote. If COVID restrictions allow, we will have a membership meeting at 7pm and release results once tabulated. Otherwise results will be made known using the same means as nominations.

Our final number of delegates will be determined based off of the March cash sheet which is due to the UA by April 15th. Any ties will be settled will be settled by coinflip to take place on April 16, at 3pm. Any protest

Local 190, con't

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.

• **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.

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 CANCELLED UNTIL FURTHER NOTICE.

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.

should be done in accordance with Section 125 of the UA Constitution.

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.

CARES Act: If you are sent home from work due to a positive COVID test or potential exposure you should be compensated. The CARES Act allows for up to 80 hours of pay for individuals who cannot work and have to quarantine. The employer will be reimbursed through a tax credit.

Election 2020: Thank you to all the 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 2021 your insurance premiums will be reduced by approximately 12.5%. New rates are as follows:
Single Medicare \$262.55
Retiree and Spouse Medicare \$525.09
Retiree and Non-Medicare Spouse \$677.55

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
A e t n a : (8 8 8) 2 9 0 - 7 2 4 1
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: Cancelled 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 Western / 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 message, 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: Due to another COVID-19 outbreak, as well as the number of apprentices currently ill or waiting on test results; the Training Center is closed effective November 17, 2020 and will remain closed until Monday, January 11, 2021. This measure is to help slow the spread of COVID-19 currently spreading like wildfire and based on the restrictions put in place by MDHHS.

(Continued next column)



Sprinkler Fitters Local 704

FARMINGTON – The next regular business meeting will be held Wednesday, January 13th 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 to the meeting.

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

Article IX, Section 4 of Local 704's Constitution, By-Laws and Rules of Order states: 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 information or future classes you would like to see added.

Congratulations to the following retired Brothers of Local 704 for achieving their 50 year status with the United Association: Edward Attard, Richard DeBene, Phil Kellogg, James Fraizer, John Kirkish, Mike Kozlowski, Ron Kriewall, Oscar Sievert and Robert Williams. Thank you for your years of service.

Please keep your information updated with the union hall.

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

Local 174, con't

Please direct all COVID questions or concerns to Training Coordinator, Jeff Rumsey, @ (231)923-8140.

All night classes have been cancelled until January 2021 at which time this situation will be re-evaluated.

If you have a certification that has expired in the last few months and have questions regarding recertification, please contact the Training Office. Many certifications have extended grace periods on expiration dates.

Please contact Jeff or Nicole 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.

"The most happy marriage I can imagine to myself would be the union of a deaf man to a blind woman."

–Samuel Taylor Coleridge (1772-1834)

"Incompetents invariably make trouble for people other than themselves."

–Larry McMurtry (1936 -)

"If Edison had a needle to find in a haystack, he would proceed at once with the diligence of the bee to examine straw after straw until he found the object of his search... I was a sorry witness of such doings, knowing that a little theory and calculation would have saved him ninety per cent of his labor."

–Nikola Tesla (1857 - 1943)

"It is a sadness of growing older that we lose our ardent appreciation of what is new and different and difficult."

–Elizabeth Aston

"An nescis mi fili, quantilla prudentia regitur orbis?"

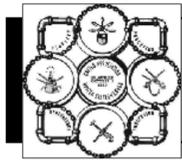
"Dost thou not know, my son, with what little wisdom the world is governed?"

–Count Oxenstierna, letter to his son, 1648

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Local 357 Plumbers, Pipe Fitters & HVAC Service

Plumbers, Pipefitters & HVAC Service Local 357

KALAMAZOO – UNION MEETING: All Union Meetings face-to-face are cancelled until further notice. The Finance Committee and Executive Board will conduct their regularly scheduled monthly meetings in person. We will conduct a **Zoom Meeting** in place of a face-to-face membership meeting starting at 6:30 pm on January 12th, 2021. There will be an email with instructions on how to participate in advance of January'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.

Brothers and Sisters please take a moment to congratulate the 2020 graduating class of apprentices. Craig Beach Jr., Brandon Burke, Zachary Corliss, Michael Cottingham, Kyle Goldberg, Matthew Hagen, Craig Jackson, Cody Lisowski, Ian Livingston, Lance Marklevitz, Ryan McKinley, Donald Meier, Kemps Miller, Johnathan Morris, David Perkins, Frank Pingitore, Tyler Smith, Nathan Wanamaker.

The following members listed below will receive their years of service awards starting with twenty-five years. If you have been left off the list, please let us know so we can correct it with the UA. We will send the years of service pins to the following recipients as soon as we receive them from the UA.

25 years of service. Anthony J. Bowen, Thomas O. Church, Vern W. Coombs Jr., Ronald Elder, Terry J. Gackowski, Elbert M. Glass, John C. Gonser, Robert V. Gulbranson Jr., Scott M. Johnson, Andrew D. Lyle, Kent C. Matthews, Clint W. Ramsdell, Jon L. Stermer, Jay R. Winne, Jeffrey D. Wolfe

30 years of service. Russell A. Audette, Keith R. Bohnett, William R. Clearwaters, Steven W. Cobb, Jeff Duffield, James A. Engler, Danny S. Harding, Douglas J. Hilton, James A. Kelly, Lonnie D. Long, Jeffery K. Massey, Matthew A. Miller, Terry Norris, Norman W. Omeara III, James A. Post, Joseph T. Sherhart, Richard C. Sparks, Garret Timmermans

35 years of service. Phillip J. Barrett, Michael Corliss, Joseph Meier, David P. Vanzoeren

40 years of service. Douglas J. Addington, Brett A. Bailey, Randall E. Cade, John M. Godush, Eric K. Koon, Charles W. Lewis, Kevin J. Maher, Kevin S. Parker, Rick P. Potter, Eugene R. Reyes, Herbert L. Winnel

45 years of service. Bruce A. Goplen, Edmund S. Kuczynski, Dennis M. Maher, David R. Rayman, Lynn W. Roemer, Mark A. Stowers, James A. Veltman

50 years of service. James T. Coffman

55 years of service. Gale Bergeson, Bennie E. Bowden, Robert A. Dalton, Richard L. Lenardson, Jay F. Smith, Neil B. Vanbruggen

60 years of service. James A. Conway, L.R. Huelsberg

70 years of service. Pat J. Fitzpatrick

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 Corporation 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 you have a change of status for example: married, divorced, re-married, 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!

MISCELLANEOUS: Congratulations to Thomas Imus on being elected to the Paw Paw School Board.

CONDOLENCES:

Condolences to the family of James Kelly on the recent passing of his mother.

Condolences to the family of retired brother, Wayne Johnson, on his recent passing.

Condolences to the family of James Willson on the recent passing of his wife.

Condolences to the families of David & Scott Adler on the recent passing of their father.



Plumbers & Pipe Fitters

Plumbers and Pipe Fitters 333

LANSING – NOTICE: LOCAL 333 WILL BE HOLDING VIRTUAL NOMINATIONS FOR THE 2021 UANATIONAL CONVENTION ON JANUARY 13, 2020 AT 7PM. EACH MEMBER WILL SOON BE RECEIVING A FORMAL WRITTEN NOTICE IN THE MAIL THAT WILL INCLUDE DETAILS FOR LOGGING INTO THE MEETING AND THE ELIGIBILITY REQUIREMENTS PER THE UA CONSTITUTION. CALL BUSINESS MANAGER, PRICE DOBERNICK IF YOU HAVE ANY QUESTIONS.

Weld Classes will start up in January 2021. (Dates are TBD). If you're interested in taking the weld class call Trent or Diana at 517-323-0333. There is a \$25.00 fee and must be paid before class starts, please call your respective hall to pay for the class.

Lansing's weld class: Tuesdays & Thursdays Lansing Training Center, 16180 National Parkway, Lansing, MI. 48906.

Jackson's weld class: Tuesdays & Thursdays, 3101 Industrial Allied Dr. Jackson, MI. 49201.

Battle Creek's weld class: Mondays & Thursdays (KCC) RMT, 405 Hill Brady Rd. Battle Creek, MI. 49037.

Weld Tests are the second Tuesday of each month beginning Jan. 12, 2021 (TBD) 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's 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 Lansing Training Center.

Please make sure you contact your respective hall with address changes, births, deaths, or if you need to change your beneficiaries

Our thoughts and prayers to Gary Towne, Local 333 retiree on the loss of his wife Janet Towne, who passed away December 6, 2020.

With 2020 almost behind us; this will be our last article for the year. Local 333 would like to acknowledge the achievements of our members and also reflect on the members we have lost.

Local 333 would like to reflect on our members who have passed away this year:

Bruce Ballard, David Benedict, Dieter Born, James Bronkhorst, Edward Brooks, Robert Buzzo, James Cody, Justin Couter, Michael Couzzins, Richard Cummings, Benjamin Enbody, Donald Freeman, Richard Gunn, Robert Ingersoll, Jack Jackard, Richard C. Johnson, James Lemons, Steve Lipko, Louis Malito, Max Roggow, Gary Scroggie,

Congratulations to the following members that turned out this year from the JATC Apprenticeship Program: Travis Wedley, Mitchell Holder, Michael Patrick, Brice Terry, Ian Behringer, John Bash, Brandon Bongard, Isaac Brugger, Sean Castillo, Ashton Christopherson, Alex Davison, Brady Hoffman, Troy Johnson, Justin Pardee, Dustin Schafer, Matthew Schurr, Justin Snider, Luke Davis, Donovan Bates, Jordan Grove, Jenna McFarland, Ryan Sage.

We would like to thank the following members that became Life Members in 2020. Thank you for your commitment to Plumbers & Pipefitters, Local 333. Kenneth Behl, Thomas Eifert, Delbert Sanborn, William Walker, Ronald Gonerka.

Plumbers & Pipefitters, Local 333, Officers and Staff would like to wish all of our members and their families a very Merry Christmas and a Happy, Healthy, and Prosperous New Year!!! God bless you and yours in 2021.



Local 671

Plumbers and Pipe Fitters 671

MONROE – The next Regular Union meeting scheduled for January 7th, 2021 will be a "Virtual Meeting." We will get more details for this meeting to the Membership via our App (UA Local 671).

At this time the Union Hall is still closed to all foot traffic and all staff will be working remotely. There will be someone at the hall during business hours if a Member needs to sign the out of work list or any other problem that can only be handled in person. All payments for dues or insurance will be conducted over the phone and no credit card fees will be charged at this time.

Health and Welfare: If you have any insurance problems or questions you can contact Carly using the health line on the back of your insurance card. **734-241-6180.** Any MRA or Dental/Vision receipts can be mailed, emailed or faxed to the benefit office. Contact information is at bottom of article.

Active Members can expect some informational packets coming in the mail explaining some of our upcoming insurance changes that were presented at the last Union Meeting. Please DO NOT dismiss this important information.

In addition, 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.

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.

Congratulations: We would like to congratulate Brother Dustin Morrison "D-Mo" on recently attaining Journeyman status.

Condolences: We would like to send condolences to the Bondy family. Eric "Rick" Bondy passed away on Dec. 4th. Rick was a member of Local 636 and was the Son of Local 671 member Beb. Our thoughts go out to the family during this difficult time.

Mobile App: Our Mobile App titled "UA Local 671" is available in the App Store for iPhone 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 with important Covid-19 updates, volunteering opportunities, and also which candidates Local 671 has endorsed in our recent 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: Words simply cannot express what a unique, challenging year this has been for our Local 671 Family and the entire country. We have been unable to enjoy simple activities we may have previously taken for granted, and this can prove to be quite difficult mentally. This includes our Apprentices who have had their training turned upside down and are still working hard to get through the school year.

If you, or anyone you know is need of anything please do not hesitate to reach out to the Hall and we will help wherever we can. Please continue to remain vigilant this Holiday Season and safely enjoy what matters most. Let us all look forward to a new start in 2021; re-energized by the hope of a better year.

Merry Christmas, Happy New Year and May God Bless Local 671!

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

Carly Neely: Insurance Line (734) 241-6180 carly@ualocal671.com
Local 671 Fax: (734) 242-4692



Local 636

Pipe Fitters,
Steam Fitters,
Refrigeration &
Air Conditioning
Service

Please see our members' "Years of Service Ad" on Page 14 of this edition.

Pipe Fitters 636

DETROIT – The December Union Meeting will be held on January 19th and will be a VIRTUAL MEETING. It will start at 7pm. Information to join the meeting can be found on the Pipefitters 636 website under the MEMBERS tab.

The Union Hall will be closing at 12 (noon) on December 24, 2020 and will be closed on December 25, 2020. Also closing at 12 (noon) on December 31, 2020 and closed on January 1, 2021.

The Pipefitters would like to extend our deepest condolences to Retiree Brother James Covyeau on the passing of his wife Ruth Covyeau, Ruth passed away on November 25, 2020. Also to the family of Retiree Brother John McEwan who passed away on November 18, 2020.

Nominations for Delegate to the 2021 UA Convention to be held on August 23, 2021 will be conducted at the January 19, 2021 Union Meeting. You can submit a Nomination by mail to the Union Hall ATTN: Terry Gilligan or Steve Spurlock before the deadline of the January 19, 2021 Meeting.

Per the United Association Constitution Section 122 (A), A Nominating Member may only nominate one (1) candidate for each Office up for Election. A Member is allowed to nominate himself or herself. Once all of the Delegates are nominated there will be a mail ballot sent out to all members eligible to vote. All ballots must be returned no later than March 8, 2021. It is every member's responsibility to see that we have a current mailing address on file at the Union Hall.

By Law change was proposed to Article III which reads: No Foreman who has five (5) or more Journeyman under his supervision, shall work with tools. **The proposed change to:** No Foreman who has five (5) or more Journeyman under his supervision, or on a job with more than one (1) Foreman, shall work with tools. **The 3rd and final reading and the vote will be held at the next meeting that we resume face to face meetings.**

ATTENTION RETIREES AND WIDOWS: This year's Retiree and Widow Fund check will be mailed on December 11, 2020. Retirees will receive \$1400 and Widows will receive \$700.

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

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 mustbsafe.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 PAYMENT'S.**

Recovery Support Group: Pipe Dreamers, a Peer Support Recovery group for ongoing recovery from substance abuse and 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.

Training Center News. Call Kim at the training center for first aid online class.

Please send all emails and weld continuities to info@pipefitters636tc.org

WELDING - 4pm to 8pm. Regular night welding from 4 pm to 8 pm on Mondays, and Thursdays. Cost is \$50 for 40 hours. Downhill Welding- 6 Saturdays, call Kurt to sign up, cost \$75

GMAW Welding- 4 Saturdays, Call Mike to sign up, cost \$50 Starting the week of Jan. 11th Call Kim to sign up, all classes cost \$50:

Certified Rigging/Signal person- Monday and Thursday Nights from 4 to 8

CSD 1- Monday night from 5 to 8

REVIT 2 Thursday night from 4 to 8.

DDC 3 and ADV. Chiller class Wed. nights 5-8

HDPE class Jan. 16th

Orbital class Jan.16th

Basic HVAC: call Jason at the training center to sign up. Monday and Thursday nights

Basic Steam class: Monday and Thursday Nights, starts Jan. 11th

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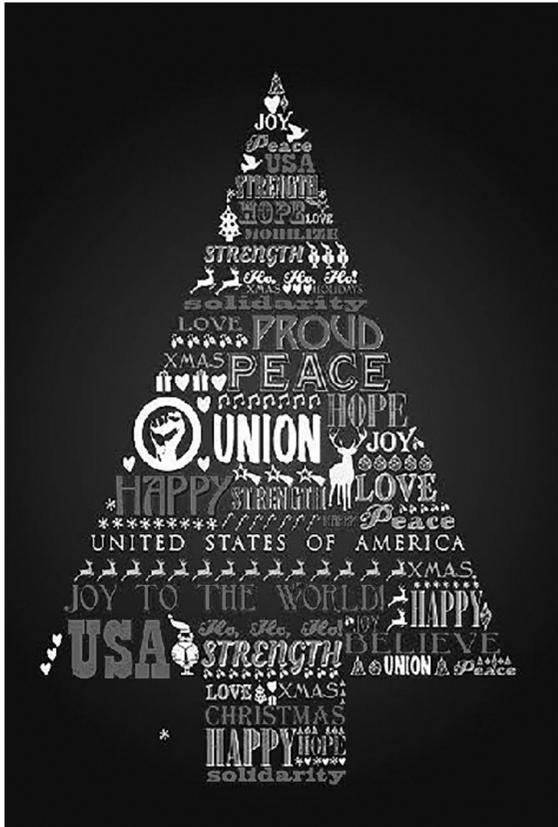
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BRICKLAYERS AND ALLIED
Craftworkers Local 2 masons employed by Boom Stone Co. on Nov. 30 set a 4,000-lb granite base in front of the St. Clair Shores Police Department that will support the bronze likeness of Axe, a K-9 killed in the line of duty.



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. The health and well-being of our members and their families and continuity of service to our members is our highest priority. If you have any questions or concerns, please contact either the Warren office at (586) 754-0888 or the Lansing office at (517) 886-9781.



CHUCK KUKAWKA

We wish our members and their families a Wonderful Holiday Season. We look forward to a safe and prosperous New Year!

JANUARY 2021 CHAPTER MEETINGS.

Due to the spike in COVID-19 cases throughout the state, all Chapter meetings for January, 2021 have been cancelled. Congratulations to Brother Tony Zito on the birth of his first child! Emma Jo Zito was born on December 08, 2020 weighing 6 pounds 13 ounces.

DEATHS REPORTED:

Our sincere condolences to the family and friends of **Brother Harold J Hines** (Bricklayer) who passed away on Dec. 19, 2020. Brother Hines had been a member for over 30 years. Harold was proud that his Great Grandson, Nick Hines and his Great Nephew, Ken Burnett both attended pre-job training and started work as Apprentices this fall.

Our sincere condolences to the family and friends of **Brother Thomas Maruszewski** (Tile Layer) who passed away on December 08, 2020. Brother Maruszewski had been a member for 42 years.

Our sincere condolences to the family and friends of **Brother Daniel Schaffer** (Bricklayer) who passed away on December 07, 2020. Brother Schaffer had been a member for 55 years.

Our sincere condolences to the family and friends of **Brother Lester E Ness Jr** (Bricklayer, CM and Plasterer) who passed away on October 27, 2020. Brother Ness had been a member for 71 years.

CRAFTWORKERS NEEDED: If you are available for work, it is important to contact your Field Representative on their cell phone. We are currently looking for experienced Bricklayers and Tile Setters. Those who are interested should contact either the Warren office (586) 754-0888 or the Lansing office (517) 886-9781.

SIGNING BONUS FOR SKILLED CRAFTWORKERS: Local 2 will pay up to \$2,000 as a **Signing Bonus** for skilled craftworkers who come to work for one of our Union Contractors for 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 are open 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 detroitroweltrades.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: Jan: 9th & 23rd • Feb: 6th & 20th • Mar: 6th & 20th • Apr: 10th & 24th • May: 1st, 15th & 22nd • Jun: 5th & 12th

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: detroitroweltrades.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.”

(Continued next column)



Local 514 Cement Masons & Plasterers

Operative Plasterers' and Cement Masons' Local 514

DETROIT – The next membership meeting is scheduled for January 19, 2020 at 7:00 p.m. for a Telephonic meeting. Please feel free to call the Business manager or any agent with questions on how to sign up.

Have a Merry Christmas and a Wonderful New Year!! Unfortunately, this year the annual Local 514 Christmas party has been cancelled due to Covid.

Rodney Floyd a longtime member of 514 passed away on December 14, 2020. Our sincere condolences go out to all of his family.

Lance Ryan is now 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 the 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. Please feel free to contact Larry with any questions you might have.

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.

BAC Local 2, continued

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 (dvtt.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 (dvtt.org)



Michigan Painters District Council

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

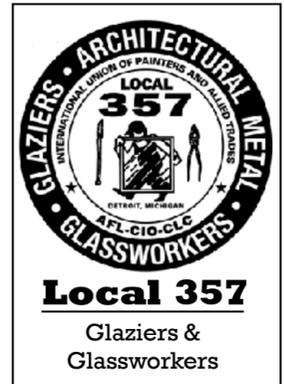
Business Rep: Josh Ovale
Meeting date: 4th Tuesday of every month at 5:30 p.m.
Place: 7677 Midland Road, Freeland, MI 48623.

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.



Local 357 Glaziers & Glassworkers

Glaziers & Glassworkers 357
WARREN – Our next regular scheduled union meeting will be determined on the Governor's orders.

We hope that we can resume meetings for the January 2021 meeting. Notifications will be coming for the January meeting soon.

Happy Holidays to all of our brothers and sisters of Glaziers Local #357. May you and your families have a safe, and enjoyable holiday season.

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

Apprenticeship school has returned to online training. All classroom training has been shut-down due to the Governor's order. Please contact Jeff Flynn, or Rich Oakey if you have questions on the schedule, make up classes, raise letters, or anything else related to School.

We have had several members contract Covid as of today. Fortunately all are doing well, and many have fully recovered and returned to work. Mask up, socially distance and continue working safely.

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 (Continued next column)

Painters District Council 1M
WARREN – Dear Members, **MERRY CHRISTMAS AND HAPPY NEW YEAR TO ALL DC 1M MEMBERS and YOUR FAMILIES!**
DC 1M WEBSITE: www.iupatdc1michigan.org
DC 1M FACEBOOK: www.facebook.com/iupat1m
DC 1M UNION CARDS*



ROBERT GONZALEZ

Any questions regarding a lost, damaged Union cards, or if you have dues inquiries or have not received a card please contact the DC 1M offices at:
Warren Office: (586) 552-4474 extension 100
Freeland Office: (989) 695-6888

PAINTERS DISTRICT COUNCIL 1M CHRISTMAS PARTY CANCELLATION Due to the restrictions from Covid-19, the DC 1M Christmas Party and Casino will not take place.

The District Council has secured an alternative date to have the party. The alternative date for the Party will be March 20, 2021 at Motor City Hotel and Casino. Please save the date.

PAINTERS DISTRICT COUNCIL 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.



Sign Pictorial & Display 591
WARREN – The next General Membership Meeting will be held on Jan. 5, 2021 at 6:30p.m. Trustees and union stewards meet at 6:20 p.m.

The Meeting may be postponed due to Covid. Will notify you of any changes a.s.a.p.

Anyone possessing a union membership and who 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.

Local 357, con't

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 48098-0666; phone number: 248-641-4957; fax 248-813-9898.

If you are in need of safety modules, please contact your employer if you are employed or the union office @ 586-552-4478, if you're not. Any questions call the hall or call the Council @ 586-552-4474.

-Business Rep - Don Stepp



Local 169 Boilermakers

Boilermakers Local 169 ALLEN PARK – I would like to wish all members a Merry Christmas & a Happy New Year! In addition, I would like to thank each of you for your valiant efforts during this challenging year. This year brought many obstacles and difficulties with it.

BOB HUTSELL

The pandemic has made it harder for all of us to perform the necessary tasks of life. It has made your jobs much harder as well. The jobs you perform ensure that the vital infrastructure of society continues uninterrupted. You should all be proud of your efforts in protecting our work, our Brotherhood, and our union way of life.

As the year comes to a close, I am encouraged by the recent vaccine approvals, and look forward to the time when this pandemic is behind us. Eventually things will return to normal, and when they do, I

look forward to gathering together for some brotherhood and celebration, until then, please continue to work safe and follow all the recommendations of the CDC.

In closing, I would like to thank all of your Business Agents, Officers, Trainers, and Office Staff, for their continued efforts in making our local the best it can be. Most of all, I want to thank all retirees, active members, and apprentices who have performed and continue to perform the difficult work that makes our local one of the best around. I am very proud to represent you all and look forward to our continued success.

**Bob Hutsell, Business Manager
Boilermakers Local 169
Detroit, Michigan**

The union meeting is tentatively scheduled for January 8, 2021 at the union hall. Please check the website and Facebook page for further information.

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 currently closed. Please check the Facebook page and website for further information.

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.

Merry Christmas and Happy New Year from the E-Board members, agents, and office staff of Local 169!

"Christmas is not a time nor a season, but a state of mind. To cherish peace and goodwill, to be plenteous in mercy, is to have the real spirit of Christmas."

– Calvin Coolidge

"I don't think Christmas is necessarily about things. It's about being good to one another."

– Carrie Fisher

BEST WISHES FOR THE HOLIDAYS



From Officers, Members & Staff of
Plumbers & Pipe Fitters Local 370, Flint, Michigan

Celebrating Years of Union Service

Congratulations to Pipefitters, Steamfitters, Refrigeration, and
Air Conditioning Service Local 636 members
for Reaching Milestones of Dedicated Service to Your Local Union

We appreciate you!

70 Year Members:

William Palmer

65 Year Members:

Ernest Carlson
Richard Carr
Melvin Fulcher
Robert Kerr
Frank Kurylo
George Nickonovich
Robert Wilson

60 Year Members:

Anthony Kovach
Daniel McDonald
Morris Parr
Ralph Roberts
Henry Schuff
Eugene Sullivan

55 Year Members:

Kenneth Banchoff
Kenneth Brackenbury
John Buchanan
David Doyle
Dennis Ford
Frank Grammatico
Larry Isaacs
Jerry Kuderik
Thomas Lapham
Herbert Loy
Philip Moran
Craig Oliver
Eugene Orlowski
Charles Roelens
Joseph Stefani
Robert Stuckey
James Sylvester
Bill Towel
Lewis Walls
Erwin Williams
Charles Wolin

50 Year Members:

Gary Allen
Roy Amsbury
Fred Berg
Lawrence Bronikowski
Timothy Brousseau
Michael Brown
Robert Broyles
Timothy Bryant
Kenneth Cabanaw
Harold Calhoun
Randal Dennis

Michael Dery
Gerald Downer
Michael Farabaugh
Patrick Francis
Robert Hadley
Leroy Henley
Robert Hohn
Gary Horning
Matthew Hunt
Charles Inman
George Jarzab
Eugene Jemison
Raymond Johnsick
Fredrick Jones
Stephen Kalt
Edward Kaszubski
Michael Mackay
George Mathews
James Mazzacco
Carl McKissack
Charles Mowat
John Murray
Edward Nester
Richard Noetzel
Michael O'Brien
Lawrence Olszewski
David Parrish
Robert Pasternak
Don Piet
Paul Rarick
Gordon Rasch

Bruce Raymond
Charles Rich Jr.
Frederick Ritz
Robert Rogers
Donald Samborski
Robert Scruggs
David Smearman
Ronald Smith
Gary Stancell
Dale Stol
Raymond Styrna
Ira Swinney
Glenn Taylor
Geary Tudball
Robert Turner
Lawrence Ulfing
Steve Wallace
Richard Williams
Francis Wurth
Richard Zimmerman

45 Year Members:

Thomas Carter
James Davis
Leo F. Davis Sr.
Robert Heath
Jacques Merkau
Bernard Schafer
Calip Williams Jr.
John Wolff

40 Years Members:

Michael Black
Cosimo Bongiorno
Scott Caldwell
Kevin Carden
Raymond Colpaert
Barry Cook
Lawrence Coon
James Debbs
Carol Einkorn
Martin Elwart
Richard Fast
Dale Fortier
Lawrence Giroux
Gary Granger
Wayne Granger
Ronald Hella
Eva Herberholz
Brandt Howard
Raymond Huddas
Thomas Jarvie
Robert Jones Jr.
Duane Klein
Henry Kogut
Ricky Lazar
Donald Ledford
Caryn Lemak
Lynn Lewis
John Morrison
Robert Morrison

Aaron Munoz
Dennis Pawlowski
Edwin Peters
Chester Pietron Jr.
Ronald Prush
William Rouseau
Matthew Rybinski
James Scally
Phillip Scott
Michael Scriver
David Selph
Diane Sheldon
Gayle Spinazze
Kenneth Sustic
John Thielk
Brian Volante
Michael Walker
Joseph Watson
Gerald Westrick
Michael Wilson
James Wright

35 Year Members:

Roy Bray
Peter Cropper
Donald Diegel
Eugene Drysdale
Vicky Durrenberg
Michael Garcia
Douglas Halterman
Patrick Henley
Edward Henry
Mitchell Hermanns
Michael Johnson
Michael Kupraszewicz
John McCorry
Daniel McDonald
Michael Myers
Charles O'Connor
Sam Parise
Joseph Petrocella
Fredrick Shafl
Brain Sosnowski
Loruc Young

30 Year Members:

Charles Beaudry
Dean Beiring
Roland Bessette
Wayne Biddleman
Edward Bolin
Robert Britton
Robert Budgell
John Cherwak Jr.
Steve Cooper
Richard Crabtree

David Davenport
Roderick Dunbar
Dennis Ellison
Gregory Fraley
Dennis Frantzen
Terry Gilligan
Robert Glassgow
Irving Grigg Jr.
Owen Henley
Donald Hicks
Michael Kelly
Thomas Komarowski
Patricia Krol
Mark Krolkowski
Charles Lennox
Timothy Mason
Michael Monfette
Paul Munson
Howard Oliver
Gregory Parker
Scott Regits
Earl Shields Jr.
Carlton Stewart
Richard Stipanovich
John Towle
Weslee Winn
Daniel Woods
Kenneth Zimmerman

25 Year Members:

Theodore Atkins
Robert Bailey
Dennis Dickerson
Max Dolehanty Jr.
Michael Dykes
Tony Fiona
Chris Hurst
David Jarzab
Robert Kasem
Steven McKenna
Lawrence Methot
Oscar Munoz
John Partridge
Steven Siver
Kevin Town





Tracking Osprey in Michigan



By Julie Oakes
Wildlife Biologist
Michigan DNR

Ospreys are magnificent fish-hunting birds with striking brown and white plumage. They are among the group of birds of prey called “raptors,” which includes hawks, owls, falcons and eagles.

These large birds – which possess widely spread wingtip feathers in flight and a distinguishing brown stripe leading from the back of their yellow eyes to the nape – are often seen along shallow fish-filled waters of Michigan, including rivers, lakes, reservoirs and marshes.

But that wasn't always the case.

Once commonplace in the Great Lakes region, osprey populations were suppressed in the post-World War II years as the use of DDT and other pesticides caused thinning of the birds' eggshells.

Only 51 osprey nests were recorded in Michigan in 1965. After a 1972 ban on the use of DDT, osprey numbers began to rebound in northern Michigan. By 1975, 81 nests were identified, and by 1988, there were 166 nests. However, in southern Michigan, osprey numbers remained low.

From 1998 to 2007 a multi-partner team worked cooperatively to bring ospreys back to southern Michigan. The team consisted of the Michigan Department of Natural Resources, the Detroit Zoological Society, Audubon Great Lakes, MI Birds, Huron Clinton Metropark Authority, U.S. Department of Agriculture's Animal and Plant Health Inspection Service, Michigan Osprey volunteer group, various Audubon chapters and a magnitude of volunteers.

This program to rear and release ospreys was a huge success.

Today, these “fish hawks” have returned throughout the Lower Peninsula and can be seen diving for fish even in unexpected areas. There are more than 200 osprey nests across the state, including about 125 in the northern parts of the state and 65 in the southern Lower Peninsula.

The first wild chick was hatched in 2002 at Kensington Metropark in Oakland County.

The osprey that fathered the chick, named “C09” for his bird band number, had been reared and released at Kensington in 1999. That bird is still alive and well and living in Brighton in Livingston County. He is now 21 years old, which is on the higher end of wild osprey life expectancy.

Once the birds were well established, the program monitored their migration routes by fitting osprey with backpack telemetry units, funded by corporate sponsors and volunteers.

This phase of the program was spearheaded by Michigan Osprey, whose volunteers tracked the location of the birds on their website from 2013 to 2017. The GPS tracking devices provided information on the location of the birds as they migrated to and from Central and South America.

The ospreys made such a comeback that the DNR needed help and turned to the public to help track the birds' reproduction and success.

The Adopt-A-Nest Osprey Monitoring Program created a request for citizen scientist volunteers to monitor osprey nests in their area. This marked the third phase of the osprey reintroduction program in Michigan.

MI Birds – an outreach and engagement program created by Audubon Great Lakes and the DNR to increase awareness of Michigan birds and the places they rely on – made a public call for volunteers.

The call was shared through the program's network of followers on social media and through a widely shared blog post.

“The response from the MI Birds community was amazing,” said Tom Schneider of the Detroit Zoological Society.

During the summer of 2019, 318 people participated in the “Adopt-A-Nest” program and submitted a total of 834 individual osprey observations. Volunteers submitted reports from 35 counties and reported on 143 active nests throughout Michigan.

Participation in this program requires little effort: All ages and experience levels are welcome. A minimum commitment of three 30-minute nest visits between the



AN ADULT OSPREY returns to its nest of juvenile offspring with a meal of panfish in July 2020 in southern Michigan. Photo credit: Mike Grosso

end of March and early July is all it takes to determine if there is a nesting attempt, if birds are actively nesting and if there are any chicks in the nest.

“You can visit your nest more often if you'd like,” according to the MI Birds website. “Binoculars are adequate for most observations, but a spotting scope is useful to determine the number

of chicks. Most nests are located on cellphone towers and are easily viewable from public roads.”

This year, despite a late start to the program due to coronavirus stay-at-home orders, 68 dedicated volunteers submitted 679 reports. Volunteers submitted reports from 39 counties and reported on 114 active nests. Volunteers even identified 23 new

osprey nests the DNR had not previously been aware of.

“Without the help of our citizen scientists, we would not have this valuable information,” said Erin Rowan, MI Birds program associate with Audubon Great Lakes and the DNR. “We look forward to working with volunteers again during the 2021 osprey nesting season.”



AN ADULT OSPREY, left, and a young bird are pictured at a nest at Kensington Metropark in Livingston County. Photo credit: MDNR

Michigan mass timber gets a boost

A new technology of building large structures with engineered wood – known as mass timber – is moving ahead in Michigan with support from the Department of Natural Resources. In recent weeks:

• More than 200 people attended a virtual summit co-sponsored by the DNR and the Michigan Forest Biomaterials Institute. The three-part summit was created to replace a live event canceled by COVID-19.

Additional information sessions are planned for 2021. First up: A session from noon to 1 p.m. Tuesday, Jan. 12, focusing on what can be built with mass timber in Michigan within existing building codes with more info at MIFBI.org/Events/.

The DNR is moving forward with the design stages of its \$5 million mass timber building in Newberry in the eastern Upper Peninsula to replace its current field office and customer service center. The building, currently in its design phase, will include 10,000 feet of office space, 16,500 feet of garage space and a com-

munity room for public use.

“What we learned from the summit is that there is a lot of interest in the possibilities of mass timber construction,” said Shannon Lott, DNR deputy director. “We will continue to provide information and encouragement going forward.”

Mass timber presents opportunities for aesthetics and cost savings as well as reducing greenhouse gas emissions and storing carbon. But adopting a new building method also presents challenges, from meeting local codes to familiarizing builders who are used to concrete and steel in the technique.

The majority of those attending the Michigan Mass Timber Summit live in Michigan, although 12 states were represented among the 207 registrants. Moving online did increase the summit's attendance capacity, which originally was capped at 100 people.

The event included a video tour of Michigan State University's \$100 million, 117,000-square-foot STEM Teaching and

Learning Facility, as well as sessions on design opportunities, cost-benefit analysis, building codes, design, construction, logistics and more. A summary report of the Michigan Mass Timber Summit was prepared to document opportunities for the future. Michigan's growing forest products sector generates \$20 billion annually and includes lumber, wood products such as plywood and particle board, pulp and paper products. The DNR is certified by two independent organizations regarding sustainable forestry practices in nearly 4 million acres of state forest. It also encourages sustainable forestry among other owners.

Michigan has 20 million acres of forested land. (From the Michigan DNR)

“I no longer prepare food or drink with more than one ingredient.”
– Cyra McFadden

“An optimist stays up to see the New Year in. A pessimist waits to make sure the old one leaves.”
– Bill Vaughan

“Stress is an ignorant state. It believes that everything is an emergency. Nothing is that important.”
– Natalie Goldberg



MASS TIMBER framing has advantages with in aesthetics and cost savings, but a lack of familiarity among building designers could slow its spread. Photo credit: Michigan.gov

Laborers' International Union of North America

LIUNA! LOCAL 1191

Feel the Power

Laborers 1191

DETROIT – UNION HALL OPERATIONS- Laborers' Local 1191 has remained open during the COVID-19 pandemic. However, 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. Thanking you in advance and please follow the COVID-19 recommendations to stay safe and healthy.

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. Union meetings are held on the first Friday of every month at 7:00 pm at the Union hall (except for holidays), next membership meeting will on the 8th of January, 2021.

Reminder: Be sure to keep the Local Union updated with any changes to your phone number, address, and/or email.

Union Dues For 2021: Effective Jan. 1, 2021 regular monthly dues are \$35 for active members. Retiree monthly dues will remain the same \$8.

Members can now Pay Dues online 24/7 on our website at www.laborerslocal1191.org! Upper right-hand corner Pay Dues tab, and follow the instructions... Please also check out our website and “Laborers' Local 1191” Facebook page for important information about your Local Union.

Save Time & Money: We urge members to make their payments timely to avoid additional costs! Monthly dues can be deducted from your vacation check and sent directly to the Local Union. Please stop by the Local Union office to get one of the “Vacation Monthly Dues Deduction” forms or you may call the Local Union office at (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!!! To better serve our membership, we are accepting Credit & Debit payments.

MUST Safety Awareness Training: Please check the MUST website at www.mustsafe.com to see how many modules you have.

Drug Test Renewal: Members are reminded to keep your Yearly Drug Test current and also your 18 safety modules. You can schedule an appointment to take your modules at our training schools located in Perry, Wayne, St. Joseph, or Iron Mountain by calling (517) 625-4919 or visit the training school website www.mltai.org to schedule appointments for modules. You can also contact the Local Union office at (313) 894-2241 to use a Local Union computer to complete required modules.

Training: Check out the training classes available to you at no cost. Journeymen and apprentices may still obtain training through MLTAI's online training at <https://lms.mltai.org>. Types of training you can take include: Asbestos Awareness-Silica Awareness-Infectious Disease Awareness-Respirator Awareness-Hazard Communication-Blood borne Pathogens Awareness-Covid-19 Awareness-Lead Awareness.

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. The above training and certifications are all available at the training center. It could mean the difference of being sent to work or not!

Retirees: Retiree Council's meetings are the last Friday of the month. The meetings are held 11:00 a.m. at the Local Union Hall, located at 2161 West Grand Boulevard in Detroit. However, the Retiree Council's monthly meetings have been cancelled until further notice due to COVID-19.

CONTACT NUMBERS

Michigan Laborers' Fringe Benefits Funds (Annuity, Insurance, Pension & Vacation) * Telephone: (877) 645-2267 * Fax: (517) 321-7508 * Website: www.michiganlaborers.org

*Delta Dental: (800) 524-0149
Metropolitan Detroit Laborers' (Pension) (248) 641-4942 * Fax: (248) 813-9898

Metropolitan Detroit Laborers' (Healthcare) (800) 228 0048
Metropolitan Detroit Laborers' (Vacation) *Phone: (877) 645-2267 *Web Site: www.metrodetroitlaborers.org

BENEFICIARY REMINDER: Please remember to designate or update your beneficiary choice especially after a divorce on all of your LIUNA Local 1191, American Income Life Accidental Benefit, Pension and Healthcare funds.

Death Certificates: Please always submit to the Union Hall a copy of a Death Certificate for deceased active or retired member.

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2021 LOGBOOK AVAILABLE

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Aiello Law Group, f/k/a Esper Aiello Law Group has released our 2021 Construction Worker's Daily Logbook in both print and digital versions! We have provided logbooks to Michigan's building trades for 32 years!

The traditional paper version can be picked up in our law office, your union hall, the Building Trades office at 1640 Porter in Detroit, or can be mailed directly to you by calling (313) 964-4900. The digital version can be found on the App Store by Apple or on Google Play for Android. Simply search “Aiello Digital Daily Logbook.”

Available on the App Store

GET IT ON Google Play

\$1.8 Million Goldberg, Persky and White Verdict Considered **Largest** in History of **Michigan** Asbestos Litigation.

ASBESTOS

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ATTORNEYS AT LAW
SAGINAW SOUTHFIELD

ASBESTOS CLAIMS
Evaluation Request Form

Name: _____

Address: _____

Phone No. _____

Date of Birth: _____

Union : _____ Local No: _____

Dates of Employment: _____ thru _____

Have you been exposed to asbestos?

Yes No

Have you been diagnosed with:

Mesothelioma Asbestosis
 Lung Cancer Colon Cancer

Do you have shortness of breath?

Yes No

Return this form to:

Goldberg, Persky & White, PC
P.O.Box 5769, Saginaw, Michigan 48603 or

Call 800-799-2234



ALL BUILDING TRADESMEN

Notice of Asbestos Health Hazards in Michigan

Exposure to asbestos can cause deadly diseases such as **mesothelioma**, **lung cancer**, and **asbestosis**.

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For more than 30 years, GPW has represented thousands of Michigan union workers in lawsuits against the asbestos industry. We can arrange a **free chest x-ray** review by a NIOSH Certified B-Reader to all qualified building tradesmen with start dates prior to 1980.

Please don't delay, protect yourself and your family before it's too late. No recovery-no fee

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