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SHORT CUTS

AFL-CIO sues OSHA to protect workers

WASHINGTON (PAI) – Fed up with the Trump government's refusal to force firms to protect workers from the coronavirus, the AFL-CIO is suing the Occupational Safety and Health Administration to force it to do so.

The lawsuit, filed in the U.S. Circuit Court of Appeals for D.C., which handles most cases involving federal agencies and their rules, says the rule forcing firms to act is even more-needed now, as states start letting businesses reopen and crowds gather – thus increasing the risk of community spread of the coronavirus.

The virus has already killed thousands of workers and endangered tens of thousands more, especially in plants with no social distancing – such as meatpacking – or occupations whose workers come into constant contact with coronavirus sufferers, such as nursing.

"Thousands of workers have been infected on the job through exposure to infected patients, co-workers and unscrubbed members of the public," the AFL-CIO said as it filed the papers in court on May 18. It wants a hearing within 12 days, including time for an OSHA written reply, and a court order to follow within 30 days after that. "As the economy reopens and people return to work, person-to-person contact will increase and health experts predict the already shocking number of infections and deaths among workers will rise," the federation warns.

"It's truly a sad day in America when working people must sue the organization tasked with protecting our health and safety," said AFL-CIO President Richard Trumka. "It's beyond urgent that action is taken to protect workers who risk our lives daily to respond to this public health emergency. If the Trump administration refuses to act, we must compel them to."

The AFL-CIO sued after Trumka wrote to Labor Secretary Eugene Scalia, whose department includes OSHA, demanding he order the agency to stop its voluntary guidance, which does not have the force of law, and order firms to create and implement plans to protect the workers.

Scalia replied a new standard isn't needed. He added many measures Trumka said should be in a new mandatory standard are already in OSHA's "voluntary" guidance, that workers have filed thousands of complaints about firms falling down on the job, and that OSHA's "general duty" clause will let it pursue the worst violators who don't do anything at all. But "voluntary" doesn't work, the fed said. Its lawsuit specifically says OSHA "shall provide...for an emergency temporary standard to take immediate effect" if OSHA concludes "employees are exposed to grave danger from exposure to substances or agents determined to be toxic or physically harmful or from new hazards," such as the COVID virus. The federation italicized the word "shall."

—Mark Gruenberg, PAI

Trades golf outing now set for Oct. 2

The Michigan Building and Construction Trades Council's annual golf outing has been rescheduled for Friday, Oct. 2. More details will follow. Please mark your calendar.

Quotable

"Be mindful. Be grateful. Be positive. Be true. Be kind."
—Roy T. Bennett



IRON WORKERS Local 25 rodbusters build the base of one of 60 wind turbines that will be erected this year for Consumers Energy's Gratiot Farms Wind Project in mid-Michigan's Gratiot County. They're employed by Barton Malow. Photo credit: Marc Crance

Wind yields windfall of work, revenue, for Gratiot County

By Marty Mulcahy
Editor

Apparently, the winds are favorable in Gratiot County.

Currently home to recently completed DTE Energy's Polaris Wind Park (68 turbines, 168 megawatts) and a portion of DTE's Pine River Wind Park (65 turbines, 161 megawatts) and others, the building trades and Barton Malow are in the process of building the Gratiot

Farms Wind Project for Consumers Energy, which will include 60 wind turbines and 150 megawatts of power.

The \$260 million Gratiot Farms project started in 2019 and is expected to be complete later this year. The project is located in Gratiot County west of U.S. 127 about 10 miles northwest of St. Johns. The project area encompasses approximately 20,000 acres and is expected to involve

around 100 landowners.

"The Gratiot Farms Wind Project," says owner Consumers Energy, the principal subsidiary of CMS Energy, "will create direct and indirect economic benefits to Gratiot County. Those benefits start with jobs: approximately 150 or so construction jobs as the energy park is built, then up to 13 permanent jobs when it begins (Continued on Page 2)



HARDHATS WORK atop a nacelle of one of 68 wind turbines that are part of DTE Energy's Polaris Wind Park in Gratiot County, which started energy production in April. It's the first of four wind parks in Michigan that DTE Energy will commission this year. Photo credit: DTE Energy

Report finds state's bridges among the worst

WASHINGTON – Nearly 231,000 U.S. bridges need major repair work or should be replaced, according to an American Road & Transportation Builders Association (ARTBA) analysis of the just released U.S. Department of Transportation's 2019 National Bridge Inventory (NBI) database.

That figure represents 37 percent, or more than a third, of all U.S. bridges.

Michigan, where Gov. Gretchen Whitmer ran for office in 2018 on a "fix the damn roads" platform, is unsurprisingly among

the worst states in the nation for deficient bridges. Our state has the ninth most number of deficient bridges.

The figures come from a report released April 14 by ARBTRA, in an analysis of the newly released U.S. Department of Transportation's 2019 National Bridge Inventory (NBI) database.

"If placed end-to-end," ARTBA said, "the length of these bridges would stretch over 6,300 miles – long enough to make a round trip across the country from New York City to Los Angeles

and back again to Chicago. American drivers cross these bridges 1.5 billion times per day – representing one-third of all daily bridge crossings."

In Michigan, of the 11,244 bridges in the state, 1,217, or 10.8 percent, are classified as structurally deficient, according to the report. This means one of the key elements is in poor or worse condition. That number is actually down from the 1,264 bridges classified as structurally deficient in 2015. The report said Michigan has identified needed repairs on

2,650 bridges at an estimated cost of \$2.5 billion.

Nationwide, 81,000 bridges should be replaced, says ARTBA Chief Economist Dr. Alison Premo Black, who led the team conducting the analysis. One third of interstate highway bridges (18,177 spans) have identified repair needs.

The report comes as Congress and the Trump administration continue working on measures to respond to the impacts of the COVID-19 pandemic.

(Continued on Page 13)

Egan honored, again, as an excellent employer

GRAND RAPIDS – If you have made the elite portion of the list of "Best and Brightest Companies to Work For" for 10 years straight, you must be doing something right.

Andy J. Egan, a mechanical contractor that celebrated its 100th anniversary last year, won the "Best of the Best" Award in the competition for medium-sized companies in West Michigan. Egan employs about 200 workers, including members of Plumbers, Pipe Fitters and Service Trades Local 174. The recently announced award is sponsored by the National Association for Business Resources (NABR).

(Continued on Page 13)

ANDY J. EGAN employee and UA Local 174 member Sean Newman works in Egan's shop grinding a gas meter spool for use at a state university project. Photo: courtesy Egan



SOS to mail absentee ballot applications to all registered Michigan voters

Secretary of State Jocelyn Benson announced May 19 that all registered voters in Michigan will receive an application to vote by mail in the August and November elections.

"By mailing applications, we have ensured that no

Michigan voter has to choose between their health and their right

to vote," said Benson. "Voting by mail is easy, convenient, safe, and secure, and every voter in Michigan has the right to do it."

Of the 7.7 million registered voters in the state, about 1.3 million are on the permanent absent voter list, and their local election clerk mails them applications ahead of every election. Additionally, some jurisdictions are mailing applications to all local registered voters. The Michigan Department of State's Bureau of

Elections has ensured all remaining registered voters receive an application.

"We appreciate that some clerks are proactively protecting public health by mailing applications to all their registered voters, and we are fulfilling our responsibility to provide all voters equal access," said Benson. "We know from the elections that took place this month that during the pandemic Michiganders want to (Continued on Page 3)

Michigan construction gasping behind other states during pandemic

By Marty Mulcahy
Editor

The COVID-19 crisis and subsequent closure of much of Michigan's construction industry for six weeks punched our state harder than any other, new data affirms.

Using employment numbers updated on May 14, Procure (a U.S. construction technology firm) and the Associated General Contractors of America reported that construction hours worked in Michigan between March 1 and May 4 dropped 69 percent, easily the highest rate of any other state except Vermont (-68 percent). Other states with significant drops during that time period were New York (-55 percent), Massachusetts (-48 percent), Pennsylvania (-40 percent), and

West Virginia (-40 percent).

And as we reported in our last issue, technology company OxBlue said earlier in May that Michigan dropped a nation-leading 81 percent in construction activity since the start of the COVID crisis. Construction in Michigan was interrupted by Gov. Gretchen Whitmer's "Stay Home - Stay Safe" policy from March 21 to May 7.

Overall in the U.S. construction declined by 975,000 jobs in April, the Labor Department reported on May 8.

"Today's jobs report, our new survey results and Procure's data make it clear that the construction industry is not immune to the economic damage being inflicted on our country by the (Continued on Page 3)

Building trades propose national standards for COVID-19 protections

WASHINGTON (PAI) – The nation's building trades unions and their allied construction research and training center proposed detailed national standards for contractors to follow to protect workers from "community spread" of the coronavirus as construction restarts after the almost-complete shutdown of business since the virus hit.

"The new national framework outlines planning and implementation elements with strong minimum standards, screening policies and the requirement of a comprehensive employer exposure control plan comprised of control measures, symptom checking, social distancing, training, hygiene and decontamination procedures," North America's Building Trades Unions said in a covering statement.

Building Trades President Sean McGarvey said the coronavirus pandemic "under-

scores the need for and value of a strong, adaptable and multi-purpose exposure control standard to prevent the spread of infectious diseases on U.S. construction sites." Michigan's unions and their contractors already have numerous safety protocols in place, go to www.michiganbuildingtrades.org for more information.

McGarvey said the GOP Trump administration is dragging its feet on protecting workers from the coronavirus, which had (Continued on Page 2)

'Dropped like a rock'

U.S. economy, workers are taking a beating

The Economic Policy Institute, a labor-backed research center, has been a loud, helpful voice for American workers since it was established in 1986. They regularly look at government economic numbers and offer broader analysis and perspective on how workers are affected.

They're had quite a bit to chew on in the past few weeks with the full, horrible impact of the COVID-19 crisis becoming more clear. Following is some of what the researchers at the EPI have found:

• "After a sharp fall in March, payroll employment dropped like a rock in April. I struggle to even put into words how large this drop is," wrote EPI economist Elise Gould on May 8. "It's as if all the gains in employment since 2000 were wiped out. It's as if all the jobs in all of the states beginning with the letter 'M' simply disappeared in the last month. That's all the jobs in Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, and Montana combined."

• In the last eight weeks leading up to May 14, more than 33 million people – more than one in five workers – have applied for unemployment insurance (UI) through regular state UI programs. That is more than five times the worst eight-week stretch of the Great Recession a decade ago.

• On May 8, the monthly employment situation report showed that the U.S. labor market saw a net decline of 20.5 million jobs between mid-March and mid-April. (Note, that number is not just layoffs where people filed for Unemployment Insurance – it also accounts for a drop in hires, job losses where people didn't file for UI, quits, and worker deaths.)

Today's (May 15) weekly UI claims numbers show that things have further deteriorated – drastically – since mid-April. (Continued on Page 3)

U.S. construction industry sees more workforce shrinkage, job cancellations

Construction employment declined in every state except South Dakota in April, an analysis released May 22 by the Associated General Contractors of America of new government data shows. At the same time, the association released a new survey that finds that rising project cancellations are forcing many firms to furlough or terminate employees even as federal relief measures help avoid further job losses.

AGC officials urged Washington officials to act quickly on measures like new infrastructure funding, liability protections for employers and extending the Paycheck Protection Program.

"Today's state employment report shows how widespread – and deep – the job losses have been among construction workers, despite a smattering of new or accelerated projects," said Ken Simonson, the association's chief economist. "Meanwhile, our latest survey indicates that the paycheck loan program has enabled some companies to retain or add workers for now, but that relief will expire soon if not extended."

The economist said the loss of 975,000 construction jobs, or 13 percent, nationwide from March to April pushed down industry employment to multi-year lows in many states. New York

experienced the largest construction job loss over the month (-166,200 jobs or -40.8 percent). Vermont had the largest percentage decline (-46.3 percent, -6,800 construction jobs). Michigan experienced the second-worst percentage decline, (-44.0 percent, 78,500 jobs).

South Dakota was the only state to add construction jobs over the month (+500 jobs, 2.0 percent).

Simonson noted that the association's latest contractor survey found that more than two-thirds (69 percent) of the 742 respondents report having a project canceled or delayed since the start of the outbreak in early March. An increasing share of respondents reported that projects they expected to start in June or later had been canceled: 24 percent in the May 18-21 survey, compared to 20 percent in the association's May 4-7 survey and 16 percent in the April 20-23 survey.

He noted that project cancellations have forced 30 percent of U.S. firms to furlough or terminate employees. But an equal share has added workers, including some firms that laid off employees earlier, according to the survey.

"The Paycheck Protection Program, which provides no-cost loans for firms to cover payroll

expenses for a short time, appears to have achieved the goal of helping contractors retain or add workers for now," he added.

AGC officials warned that the Paycheck Protection Program benefits will end soon unless Congress acts to extend it. They also called on Congress to pass funding for highways and other infrastructure and to provide liability protections for employers following safety guidelines from coronavirus lawsuits.

And they cautioned against extending unemployment supplements, noting that 43 percent of firms that recalled furloughed staff said some workers declined to report because of the supplemental unemployment benefits.

Organized labor has completely different takes on opening COVID-19-related lawsuits and supplemental jobless benefits, supporting both.

"Washington's temporary relief measures appear to have helped the construction industry avoid even more layoffs," said Stephen E. Sandherr, the association's chief executive officer. "Now Congress and the administration need to focus on measures that will revive the economy, rebuild demand for construction and restore American jobs."



OPERATING THE FabPro system at the Andy J. Egan shop is Alex Christopher, a member of West Michigan Plumbers, Fitters and Service Trades Local 174. Photo: courtesy Egan

Egan honored as an excellent employer

(Continued from Page 1)

The NABR said the competition "identifies and honors companies that deliver exceptional human resource practices and an impressive commitment to their employees. Organizations are assessed based on categories such as communication, work-life balance, employee education, diversity, recognition, retention and more. Participating companies have the opportunity to benchmark results with other cities..."

Egan executives credit the company's longevity with the same culture that has earned the firm's reputation as an outstanding place to work. "Our team is what sets Egan apart," says Amy Jones, Egan's vice president and head of human resources. "We strive to recognize the incredible talents and contributions of our employees. Receiving this award is a tribute to the strength of our team, and we're so honored to have made this list for a decade."

Egan has earned a spot on the list for 14 years and has re-

ceived 10 elite awards. It is a fourth-generation, family-owned business. The company employs in-house engineers, BIM specialists, a fleet of maintenance technicians, and other professionals that make Egan a reliable, full-service contractor.

"Andy Egan is our largest employer, and one thing I know about them is that they do appreciate and value their workforce, and they understand and appreciate their partnership with Local 174," said Plumbers, Pipe Fitters and Service Trades Local 174 Business Manager Ryan Bennett.

"One great thing that we appreciate about Andy Egan is that they're not afraid to grow, they see opportunities for new work and they're not afraid to go after it. They get bigger and we try to help them succeed by training our workforce for whatever they need."

"Assumptions are the termites of relationships."
-Henry Winkler (1945 -)

"I don't know what your destiny will be, but one thing I know: the only ones among you who will be really happy are those who have sought and found how to serve."
-Albert Schweitzer (1875 - 1965)

"To be without some of the things you want is an indispensable part of happiness."
-Bertrand Russell (1872 - 1970)

"Better be wise by the misfortunes of others than by your own."
-Aesop (620 BC - 560 BC)

"Waste not fresh tears over old griefs."
-Euripides (484 BC - 406 BC)

Report finds Michigan's bridges among the worst

(Continued from Page 1)

ARTBA says once policy makers shift from a rescue focus to economic recovery, robust transportation infrastructure investments have comprehensive benefits.

"Economic recovery from coronavirus begins with strategic road and bridge improvements," said ARTBA President Dave Bauer. "Increased transportation investments support direct job creation and retention, while putting in place capital assets that will enhance U.S. productivity for decades to come."

Bauer notes the transportation construction industry is not seeking federal assistance, "but it should be part of the solution." He says the Senate Environment & Public Works Committee's July 2019 unanimously approved five-year highway reauthorization bill should be the starting point for discussions.

"The sooner we invest in robust new transportation improvements the sooner the American people will experience the economic benefits," Bauer says.

ARTBA estimates the cost to make the identified repairs for all

THE CONDITION of Michigan's bridges is among the worst in the nation, surprising no one who has a driver's license.

File photo, credit Jim LeMay/MDOT

231,000 bridges in the U.S. at nearly \$164 billion, based on average cost data published by the Federal Highway Administration.

According to ARTBA, states with the most structurally deficient bridges as a percent of their total bridge inventory, are: Rhode Island (22.3 percent); West Virginia (21 percent); Iowa (19 percent); South Dakota (17 percent); Pennsylvania (15.3 percent); Louisiana (13.2 percent); Maine (12.8 percent); Puerto Rico (12.3 percent); Michigan (10.8

percent); and North Dakota (10.7 percent).

States with the largest actual number of structurally deficient bridges are: Iowa (4,575 bridges); Pennsylvania (3,501); Illinois (2,407); Oklahoma (2,352); Missouri (2,147); California (1,797); New York (1,745); North Carolina (1,714); Louisiana (1,701); and West Virginia (1,531). Michigan (1,217), was ranked No. 15.

Nevada, Texas and Arizona (all under 2 percent) had the lowest percentage of deficient bridges.



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Outdoors

Fly fishing with the Yellow Drake



By Ryan Soulard
Michigan Department of
Natural Resources

It was a rainy, cool, spring day a few years ago, when my wife and I hit the water with fishing guide Ed McCoy on the Manistee River.

Still in my infancy stage of learning which bugs hatch when, and what flies to match them with, I was eager to soak up everything I could. My wife, the trooper she always is, had a smile on her face despite the dreary weather. As the old saying goes, "A bad day of fishing, beats a good day at work." So off we went.

Soon into the float, it became very apparent that fly fishing in the rain wasn't a bad thing after all. It seemed like wherever we placed our fly, with the careful guidance of Ed's rowing skills, brook trout and brown trout were crushing our flies with reckless abandon. "What fly is this?" I asked Ed.

"Roberts' Yellow Drake."

It soon became clear to me that this fly was something I needed to have in my arsenal when I am hitting the waters of northern Michigan. It also occurred to me that these tiny yellow bugs must taste like the finest meal you've ever had to a fish, just judging by the constant attention these daytime trout were giving them. As the days passed following that trip, my mind wandered back to just how great it was.

We don't own a drift boat, so it was nice to experience the river with a first-class guide leading the way, sharing all his knowledge with us – from insects to casting. As we stopped for lunch that day and the rain really picked up, I remember holding a small container of pasta salad Ed brought and watching it fill with water as I held it.

I still can taste that little tub of pasta salad and how delicious it was, watered down, probably having some residue off the cedar tree we were parked under, and who knows, maybe even a mayfly or two.

It doesn't matter what you eat while out fishing, it just tastes



A BROOK TROUT is shown with a Yellow Drake fly in its mouth.

MDNR photo

20 times better. Look it up, it's got to be a rule somewhere.

On that fishing excursion, we had prolific insect hatches of *Ephemera*, or "sulfurs" as they most commonly are known.

One mystery still evaded me as I looked back on this great trip: "Who was Roberts and why does his sulfur imitation work so wonderfully?"

After some internet sleuthing, I was delighted to find a couple of great articles written about Clarence Roberts and his Yellow Drake. What made it even more special to me was finding out that he and I were kindred souls in our career paths.

Roberts had been a game warden (before they were called conservation officers) for the Michigan Department of Conservation (the precursor to the Michigan Department of Natural Resources) and he was obviously a fishing fanatic. As a wildlife biologist for the Michigan DNR, it absolutely made my day to read this.

He was born in 1916 in the little town of Onaway in the northern Lower Peninsula. As the lore surrounding Clarence goes, his "trout madness" all started when his brother Cliff purchased several items from the Herter's catalog in the 30s and began tying

flies.

When Cliff joined the U.S. Army Air Corps in 1942, he needed someone to pass his materials along to, and his brother Clarence was the perfect candidate, living in a hallowed trout fishing area around Grayling and working in the outdoors.

You could say that Clarence dove in head over heels because by 1949, he was commercially tying flies and selling to bait shops, gas stations, hardware stores and canoe liveries.

At the height of his enterprise, Clarence was commercially tying more than 5,000 flies a year. He raised his own roosters to use their hackles for fly tying, and he scavenged a road-killed animal or two in his game warden duties for fur to tie with.

Roberts made a big impact regionally and around the Au Sable River, both as a game warden and for his innovations in fly tying.

He is credited as one of the first people to ever tie flies with deer hair parallel to the hook to add buoyancy and help the fly ride better in the water, which is a tenet of fly tying born in Michigan that has since spread globally.

To think that on the backside of World War II, there were people tying flies and making more

money than their work salaries!

Enter George Mason and George Griffith. According to the book "America's 100 Best Trout Streams" by John Ross, "The idea for Trout Unlimited was hatched at a chance meeting in 1950 of George Griffith, a hosiery salesman, and George Mason, president of American Motors, as both men were waiting to launch their Au Sable riverboats at Burton's Landing."

Mason was a Ducks Unlimited member who suggested a similar organization for trout be started.

After Mason died in 1954, Griffith – a member of the Michigan Conservation Commission – and others picked up the flyrod and kept moving the idea forward.

Griffith went on to hold a landmark meeting on the banks of the Au Sable with the likes of Fred Bear, Mort Neff, Al Neuman and several others that led to the creation of Trout Unlimited in 1959, which grew into the international organization we know today.

It is said that somewhere between 1957 and 1959, Clarence Roberts and George Griffith were fishing together when Griffith hooked a log with a streamer fly pattern, tugging it, causing it to rocket loose, injuring his eye and leading to subsequent vision is-

sues.

After that, Roberts began tying the Roberts Yellow Drake with the large white parachute post so that Griffith could more easily see the fly on the water.

I would have loved to be a fly on the water back in the 40s and 50s and listen to the conversations among anglers and what they were brainstorming. Here they were coming out of some of the darkest moments in history, the Great Depression of the 1930s, then World War II in the 40s and the Cold War of the 1950s.

Yet somehow, these great giants of conservation were able not only to keep a level head but to devise plans on how to save and enhance cold-water fisheries in northern Michigan.

Those foundations have spread globally and have made lasting positive impacts. I guess I should not be surprised by the resiliency of someone from the Greatest Generation who also served Michigan as a game warden.

One of my greatest joys at work is that as a wildlife biologist I regularly have interactions with conservation officers from across the state.

Some people may see a conservation officer with their badge and gun and assume "they are just an officer," but I can tell you from experience it goes far beyond that. Michigan conservation officers' more than 130-year history is one of outstanding service to the state's people and natural resources.

They act as the first line of defense in many emergency situations, are involved in their communities and exemplify what it means to be a law enforcement officer. Outside of their work, I can't begin to tell you the number of unique personalities I have met from the ranks of conservation officers: artists, musicians, trappers, hunters, anglers, foster parents, mentors and so many other examples.

Looking at the great men and women who wear the conservation officer badge each day in this state, I guess it should be no surprise to me that, way back when, Clarence Roberts designed a fly that is still in rotation today.

His Yellow Drake is one of the "must have" patterns for spring and summer trout fishing in Michigan, let alone other places around the globe – tied in various other ways based on re-

gion. You can tie it from a small, size-16 sulfur, all the way up to the biggest *hexagenia* pattern. It is really a "do-all" pattern, that has stood the test of time.

I'd bet Roberts would find it incredible to know that his fly has been in tens of thousands of fly boxes – resulting in some of the finest brook and brown trout catches, creating countless memories for first-timers to seasoned anglers.

I'm sure, like many of the other Michigan conservation officers I have had the good fortune of meeting across the state, he would be the last person to pat himself on the back and instead probably would give credit to those around him.

A health condition forced Roberts to retire from the DNR in 1971, after just under 30 years of service as a game warden. He later moved to Florida, where he fished and tied flies for enjoyment.

He returned to Michigan a decade or so later. He died in 1984 at age 68. He is buried in Grayling in Crawford County.

Thinking about Roberts and his Yellow Drake, while stocking my fly boxes for the upcoming fly angler's magical time of year, really got me thinking about this current COVID-19 situation that we find ourselves in and how much of an anxious and uncertain time it has been and will continue to be for a while.

I think of all the conservationists back in the 1930s, 40s and 50s and the many milestones they reached in the face of adversity and uncertain times.

How will I go forward in what my generation may consider our darkest hour and ensure natural resources are being taken care of? How will I keep my mind right? One day at a time and this too shall pass.

Find a river, take a few yellow bugs and think about what you can do to make sure clean, cold water and good habitat are there for generations to come. What part might you have in this?

Sit on a riverbank, read a book, slide into the water and cast a fly, get lost on a two-track road for a few hours this summer. Cross that songbird off your birdwatching life list, go after that fish you've been wanting to catch, reset those gears and look toward the future of good days to come.

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