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SHORT CUTS

Three trades team up on solar work

Last month, the presidents of the International Brotherhood of Electrical Workers, the Laborers International Union of North America, and the International Union of Operating Engineers signed a national tri-trade solar agreement governing the construction of utility-scale solar projects, making it easier for developers, contractors, and unions to bring critical renewable energy generation online to power America's communities.

"The members of our three unions have been key to the growth of utility-scale solar power for years now, and this agreement solidifies our role as leaders in this industry," said IBEW International President Kenneth W. Cooper. "It will streamline the process of bringing large-scale solar projects onto the grid while ensuring they are done on time and under budget by experienced, skilled trades workers."

The agreement, which will cover all of the U.S. except for California, delineates each union's responsibilities on solar projects, making it easier for organized labor and solar developers to partner in building out this rapidly growing energy sector.

"The Bipartisan Infrastructure Act and the Inflation Reduction Act represent the largest investment in clean-energy infrastructure and technology in our nation's history, and our three unions are committed to building it with skilled, union labor," said Cooper. "This tri-trade solar agreement will help lead us to a cleaner energy future while ensuring that green jobs remain good, family-sustaining jobs for the foreseeable future."

Budget proposal targets child labor

WASHINGTON (PAI) – Buried deep in the fine print of President Joe Biden's supplemental money request to lawmakers is a big jump – \$100 million – in Labor Department money to enforce federal bans on exploitative child labor.

And that cheers the National Consumers League, which has made abolition of such abuses a key cause ever since Florence Kelley founded the organization more than a century ago.

The money would be split half and half between DOL's Wage and Hour Division "to enforce child labor laws and protect migrant children from dangerous and exploitative labor arrangements" and the agency's solicitor – its top lawyer's office – "to prosecute companies that are exploiting child workers," Biden's budget says.

"The \$100 million requested in additional funds in the Biden supplemental for expanded enforcement must be authorized," Reid Maki, director of child labor advocacy for the National Consumers League and the Child Labor Coalition, emailed to Press Associates Union News Service.

"The last two years have featured multiple child labor exposés with young teens working in horrific locations, including meatpacking plants and auto supply factories. It's clear that U.S. DOL must expand its enforcement capacity at this critical moment."

Quotable

"Gratitude is a quality similar to electricity: It must be produced and discharged and used up in order to exist at all."
—William Faulkner (1897-1962)



A NEW CIRCULAR, glass-enclosed "Wawye Oasis," or aquadome, will front the new 15-story Gun Lake Casino hotel that's going up along 129th Avenue in Wayland, between Kalamazoo and Grand Rapids. Clark Construction is managing the project.

Gun Lake Casino adding hotel, and unique glass-walled 'oasis'

By Marty Mulcahy
Editor

WAYLAND – Adding a hotel to their casino property has been in the plans for the Gun Lake Tribe since the group opened the gaming facility in 2011.

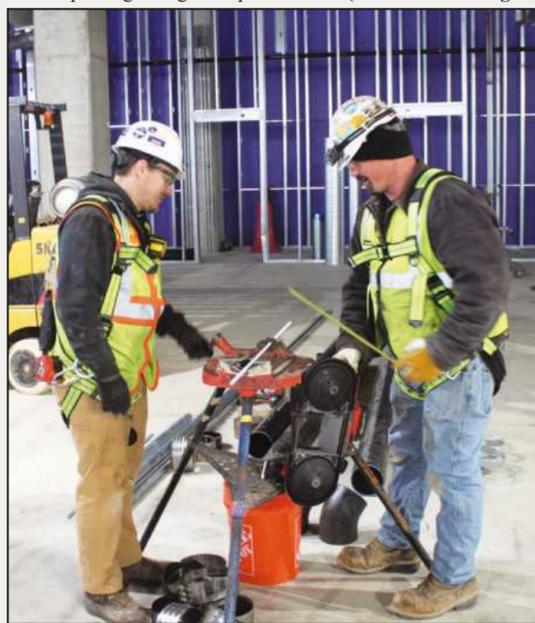
Clark Construction, its subcontractors and building trades union workers are currently working to make that hotel a reality – plus, they're erecting an architecturally unique indoor pool environment that will help the site become more of a place to visit in west Michigan.

"Phase 5 will transform the property into becoming a first-class destination resort. Without question, its design attributes will create a unique entertainment experience," said Gun Lake Casino CEO Sal Semola, when ground was broken on the project last year. "Over the past 11 years, the Gun Lake Tribe and our Gun Lake Casino team members have worked tirelessly to make this all a possibility. This is just the next step toward making our property the premier entertainment destination in the Midwest."

The Gun Lake Casino is located off U.S. 131, between Kalamazoo and Grand Rapids. On former parking and green space

on the west side of the casino, construction began in spring 2022 on the 15-story hotel and

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MEASURING AND CUTTING pipe hangers at the Gun Lake Casino hotel project are Jacob Ducharme Ben Haneckow of Plumbers and Pipe Fitters Local 357. They're employed by Andy J. Egan.



PULLING STRING as a method to measure conduit on the first level of the Gun Lake Casino hotel under construction in Wayland are Dan Damick and Tony Falvo (on the left) of IBEW Local 131. They're employed by Moore Electric.

Photo credits: Marty Mulcahy

NLRB, states, target captive audience meetings

By Marty Mulcahy
Editor

The Taft-Hartley Act was adopted by a Republican Congress in 1946 – with enough votes to overcome a veto by President Truman. And it has been galling the nation's labor unions ever since.

Amending the 1935 Wagner Act, which established the vast majority of the workplace rights

"The use of captive audience meetings caused the average union election win rate to fall from 73 percent to 47 percent." – Economic Policy Institute

enjoyed by unions even today, Taft-Hartley sought to reign in organized labor's influence by making union representation elections more difficult to hold, establishing the ability of workers in a bargaining unit to opt out of paying union dues (which teed

up statewide right-to-work laws), and the prohibition of striking unions to implement secondary boycotts against potentially sympathetic employers, among a number of other employer-friendly features.

One of those "features" was

the allowance of captive-audience meetings, but their existence is being more closely targeted. "U.S. employers have tremendous power over worker conduct under current federal laws," says a report released last month by the

(Continued on Page 4)

DOL's higher prevailing wage standards spawn legal action

By Marty Mulcahy
Editor

Here come the judges. The Biden Administration's attempt to institutionalize a standardized, fairer wage scale in the U.S. construction industry is being challenged by two separate lawsuits filed earlier this month.

Biden's Department of Labor

on Oct. 23 announced the implementation of a final rule governing the federal Davis-Bacon Act of 1931, which assures the payment of local construction worker wages (often union scale) that "prevail" in a given geographic area. The DOL's new rule reverts the way in which local prevailing wages would tend to be set

higher to a more worker-friendly standard that was in place for 50 years, before the Reagan administration changed it in 1983.

The act of enshrining the new standard in the Federal Register last month went over with a thud – and now legal action from the nation's nonunion

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U.P. iron workers top out new training center

HARVEY – The precast walls and structural steel are up – topped out, in fact – on the Iron Workers Local 8 Upper Peninsula Training Center being erected here southeast of Marquette.

The topping out took place on Oct. 27, by iron workers employed by SPE Inc. Steel Constructing Services. The precast walls started going up Oct. 10.

Local 8 is based in Wisconsin, but its jurisdiction includes the Upper Peninsula. The project, managed by Gundlach Champion, will allow worker training to take place for the first time at a Local 8-owned facility in the U.P., and will negate the need for iron workers to train in Wisconsin or in borrowed space elsewhere.

"Logistically, this is going to be huge for us," said Local 8's U.P. Business Rep. Tim Roman. "We will have our own space, and can set our own schedule,

(Continued on Page 13)



IRON WORKERS Local 8's training center is on the rise.

Photo credit: Tim Roman

'Which side are you on?' Re-energizing unions will require social, political realignments

By Harold Meyerson
The American Prospect

The gap between that portion of the American workforce that has a union contract and that portion that doesn't is beginning to widen again, as it largely hasn't in recent decades. The landmark gains that the UAW made in its contracts (yet to be voted on by members) with the Big Three, that the Teamsters secured with their UPS contract, and that health care support staff has made at Kaiser Permanente go far beyond the pay and benefits that workers receive at their nonunion counterparts, including such firms as Tesla, Toyota, and Amazon.

The last three are all companies that the UAW or the Teamsters have effectively pledged to organize, and the contrast between their new pay scales and benefits and those of, say, Amazon and Tesla employees will doubtless be a major part of their sales pitches. Still, given all the loopholes in labor law that have enabled employers to fend off unions even when the vast majority of their workers want to

Viewpoint

join them, those sales pitches will be necessary but not sufficient to enabling such workers to actually go union.

What else is needed? Worker and community mobilization. A supportive government. Low unemployment. A pro-worker, anti-billionaire zeitgeist.

Both the UAW and Teamster victories owe a lot to those unions' mobilization of their own rank and file to shut down plants (the UAW) or to credibly threaten a massive strike (the Teamsters).

It's no accident that both unions had new leadership elected, as they had not been previously, by the rank and file, and that both those new leaderships had won election campaigning against an ancient régime. The actual accident, if we can term it that, was that both unions had experienced such egregious leadership corruption that the federal government, as part of the terms of its settlements with those unions, required them to abandon the practice of

(Continued on Page 3)

NLRB sets rule to widen employer labor law liability

By Mark Gruenberg
PAI Staff Writer

WASHINGTON (PAI) – Attempting to put an end, once and for all, to a controversy that has swirled for more than a decade, the National Labor Relations Board issued what it calls "a common law" – and common sense – rule on when joint employers are jointly responsible for obeying or breaking labor law.

The mandate, to take effect Dec. 26, says that when two employers – think a local McDonald's franchise and McDonald's headquarters in Chicago – control a worker's toil, from wages and hours to duties and work rules to hiring and firing to uniforms and training, then both are responsible for obeying or breaking labor law. And that means it should be easier for workers to organize and bargain without being bounced from pillar to post when it comes to whom to bargain with.

Using that same "basic common sense" explanation, AFL-

"This rule ensures union members can bargain with each company that has the power to make changes in the workplace."

–AFL-CIO President Liz Shuler

CIO President Liz Shuler called the new rule "an important win" for workers.

"The point of the rule is simple – when workers negotiate for fair wages and working conditions, companies shouldn't be able to hide behind a subcontractor or staffing agency to deny us what we've rightfully earned.

"Today, too many employers use intermediaries like staffing firms or temp agencies to evade their responsibilities under the law. This rule ensures union members can bargain with each company that has the power to make changes in the workplace.

"The right to collectively bargain is nonexistent if the company that has the power to change workers' terms and conditions of employment isn't negotiating with workers."

As expected, Republicans and their allies at the anti-union Associated Builders and Contractors screamed the rule "will harm small businesses." Sen. Bill Cassidy (R-La.), the top Republican on the Senate Labor Committee, introducing legislation to overturn it.

"Unfortunately, the Biden NLRB decided to dramatically expand joint-employer liability under the National Labor Relations Act, which will disrupt existing contractor and subcontractor relationships throughout the construction industry," said Ben Brubeck, ABC vice president of

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Viewpoints



Hmm, unified bargaining?

With three historic tentative agreements in hand after six weeks on strike, the United Auto Workers is looking to galvanize the rest of the U.S. labor movement by calling on other unions to align their contract expiration dates with the UAW's – a move that would give workers maximal leverage at the bargaining table and the ability to strike together, if necessary.

If ratified by UAW members, the union's four-and-a-half-year contracts with General Motors, Ford, and Stellantis would expire on April 30, 2028. Should the contracts lapse without an agreement before that deadline, the UAW would be positioned to strike on International Workers' Day, commonly known as May Day.

In a speech on Oct. 29 in Detroit, UAW president Shawn Fain made clear that the April 2028 expiration date was chosen strategically, with an eye toward invigorating a labor movement that has been under coordinated assault by corporations and their political allies for decades.

"May Day was born out of the intense struggle by workers in the United States to win an eight-hour day. That's a struggle that is just as relevant today as it was in 1889," Fain said. "Even though May Day has its roots here in the United States, it is widely celebrated by workers all over the world. It's more than just a day of commemoration, it's a call to action." Aligning contract expiration dates, Fain argued, would allow unions to "begin to flex our collective muscles."

"If we are going to truly take on the billionaire class and rebuild the economy so that it starts to work for the benefit of the many and not the few, then it's important that we not only strike, but that we strike together," said Fain, the first UAW president to be directly elected by rank-and-file members.

After months of contract negotiations and six weeks of picketing, the UAW secured tentative deals with General Motors, Ford, and Stellantis that surpass the gains of any Big Three contract in decades after years of declining real wages and surging corporate profits.

Under the tentative Ford agreement – which is similar to the deals with the other two automakers – the top wage for UAW members would jump by over 30 percent to more than \$40 an hour and the starting wage would rise to roughly \$28 an hour, a 68 percent increase, over the life of the contract. The UAW valued the gains in the deal at more than four times those of the 2019 contract with Ford that recently expired.

The UAW also tentatively won the right to strike over plant closures at Ford and Stellantis and union protections for electric battery plant workers at General Motors.

The victories came at the tail end of a major year for organized labor. Across the U.S., more than 450,000 workers – from nurses to hotel employees to actors – have walked off the job in pursuit of better wages, benefits, and working conditions. Other workers in critical sectors, including airline pilots, appear poised to strike in the near future.

Though 2023 was one of the biggest years for strikes in recent history, it still pales in comparison to the 1970s, when more than a million workers went on strike each year. Today, union membership is at an all-time low of 10.1 percent even as public support for unions sits at its highest point since 1965.

Fain said he hopes the UAW's victories in contract talks with the powerful Big Three will mark "a turning point in the class war that's been raging in this country for the past 40 years," adding that the union is setting its sights on non-organized car companies such as Tesla, Toyota, and Honda.

"One of our biggest goals coming out of this historic contract victory is to organize like we've never organized before," Fain said. "When we return to the bargaining table in 2028, it won't just be with the Big Three. It will be the Big Five or Big Six."

Jake Johnson
Senior Editor, Common Dreams

Gun Lake Casino adding hotel and 'oasis'

(Continued from Page 1) and 32,000-square-foot "Wawye Oasis" (or aquadome). Clark Construction Senior Project Manager Chad Webster said earlier this month that there were about 200 building trades workers on site, and that number will peak at 400-500 in the first quarter of 2024.

"It's been a great job," Webster said. "We've been satisfied with the progress and so far we have been able to find enough manpower, but we're a little concerned about early next year. Since we got rolling on this project we have had great subs out here and the tradespeople have been doing good work."

The ground supporting the site was a bit damp, to say the least. Webster said a wick drain system was put in place for three months prior to construction, which successfully dried out the soil. Then, 263 caissons, eight feet in diameter, were drilled up to 180 feet deep to support the new hotel and the Wawye Oasis.

Earlier this month Webster said the subcontractors and building trades workers were busy on a wide variety of tasks at the site: structural steel and concrete, installation of exterior framing and the curtain wall system, and a variety of rough-in electrical, plumbing and HVAC work.

The addition to the property is expected to create 350 jobs. "Job creation is one of the many



GETTING READY TO RAISE a duct at the Gun Lake Casino Hotel project in Wayland is sheet metal worker Dan Hirschenberger (on the left). Working on the duct (l-r) are pre-apprentice William Chadwick II and foreman Jeff Seiser. The Sheet Metal Workers Local 7 members are employed by R.W. LaPine.

things we're excited about with this expansion," Semola said. "We take great pride in providing career opportunities with outstanding benefits for people in our community. These jobs will include guest relations, housekeeping, entertainment, and several other departments."

Gun Lake Casino, owned by the Match-E-Be-Nash-She-Wish Band of Pottawatomi, includes 2,500 slot machines and 47 table games. It also has two restaurants, a sports bar and lounge,

and a buffet.

While the 252-room hotel that's part of the \$300 million expansion will make the site an overnight destination, during waking hours the six-story Wawye Oasis and nearby space will offer all manner of year-round amenities when it opens in 2025. The site will have three pools, as well as all-purpose space that can transform into a banquet center for 300 guests and concert/entertainment venue that can accommodate up to 2,400

people.

Of the Wawye Oasis, Webster said, "I don't think there's anything like it in the state of Michigan. It's not something we do every day, but it's made of standard building materials, and we know we can handle it. It is a very unique structure."

Just joking

Jimmy asks his girlfriend's father permission to propose marriage to his daughter.

The father mulls things over and replies, "I need to ask you two questions."

First, do you love my daughter?"

Jimmy eagerly responds, "Sir, I love her with all my heart!"

"Great! My second question is, do you think you earn enough money to support a family?"

Jimmy immediately answers, "Yes sir, I certainly do, I have a good job!"

The father says, "Now slow down and think carefully Jimmy. There are six of us in this family!"



Supreme, ethical weasels

Wow! A couple of Supreme Court justices say they're now starting to think that maybe the

Court should sorta start thinking about possibly, perhaps, someday adopting some sort of anti-corruption reforms.

This nine-member group of unelected, supremely powerful judges is allowed to make up its own rules of ethical behavior. So – surprise! – they've chosen to have no code of conduct like all other top officials are expected to obey. Unsurprisingly, then, the justices

feel free to accept financial payments (excuse me: "bribes") from moneyed interests seeking favorable legal rulings from the supposedly-impartial Court.

But – oops – the general public has begun to notice the corruption, and public belief in the court's integrity has plummeted. Thus, one of the far-right Supremes, Amy Coney Barrett, is now supporting a vague veil of an ethics code for her colleagues, even as she attests that all "are very committed to the highest standards of ethical conduct."

Seriously? Including the notorious money sleaze, Clarence Thomas?

But wait, even a progressive justice, Elena Kagan, joins in the charade that an ethical code

might produce... well, ethics. Or, at least, political cover for the lack thereof. A code, she surmises, would "go far in persuading other people that we were adhering to the highest standards of conduct."

Hello – would you be persuaded? Yet, these "Supremes" won't even take the minimal step of adopting a simple code to measure basic integrity. "It would be a good idea for us to do it," Barrett meekly says. "It would be a good thing for the court to do that," Kagan echoes.

Stop it! Stop the pitiful posturing. There's only nine of you – you're in charge! Convene a Happy Hour, confront reality, and do the right thing! Just do it – I'll buy the beer.



Jim Hightower

ALL BUILDING TRADESMEN

Notice of Asbestos Health Hazards in Michigan

**BRICKLAYERS BOILERMAKERS ELECTRICIANS INSULATORS PIPE FITTERS
PLUMBERS SHEET METAL WORKERS**

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

As pioneers in asbestos litigation, GPW has filed asbestos lawsuits since 1984, defending the rights of hardworking men and women throughout Michigan, Pennsylvania, Ohio, and West Virginia.

Exposure to asbestos can cause deadly diseases such as MESOTHELIOMA, LUNG CANCER, ABESTOSIS, PULMONARY FIBROSIS, THROAT CANCER, and COLON CANCER.

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

\$1.8 MILLION VERDICT

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

BUILDING MICHIGAN: The railroad roundhouse HISTORY IN THE MAKING

By Marty Mulcahy



THE RAILROAD ROUNDHOUSE is rarely found on the American landscape any more, but we're fortunate in Michigan to have this intact, and restored, structure built in 1884 in Marshall, Mich., for the Detroit, Toledo & Milwaukee Railroad. It's now located at Greenfield Village in Dearborn. "Apart from the ubiquitous small-town depot, there may be no building more symbolic of railroading than the roundhouse," says *The Henry Ford*. "At one time, thousands of these peculiar structures were spread across the country. Inside them, highly-skilled workers used specialized tools, equipment, and techniques to care for the steam locomotives that powered American railroads for more than a century. Today, only a handful of American roundhouses are still in regular use maintaining steam locomotives. Visitors to The Henry Ford have the rare opportunity to see one of these buildings in action. The Detroit, Toledo & Milwaukee Roundhouse is the heart of our Weiser Railroad, the steam-powered excursion line that transports guests around Greenfield Village. Our dedicated railroad operations team maintains our operating locomotives using many of the same methods and tools as their predecessors of earlier generations."

Photo credit: The Henry Ford

The proliferation of the steam locomotive and the iron rails they rode on in the 19th and 20th centuries were indispensable in the development of interstate commerce and in eventually making the United States the world's economic powerhouse.

The first century of train rolling stock was usually pulled by steam engines – powerful, but grimy, smoke-belching and more high maintenance than their diesel-powered replacements, which came into their own in the 1950s.

Major U.S. railroads soon came to understand that the locomotives would require more than just a shed over tracks to allow mechanics to repair the engines. And so was born the railroad roundhouse, some built as early as the late 1830s, usually erected as a uniquely curved, utilitarian shelter that allowed engine mechanics to do their work, while providing locomotive engineers easy in-and-out access.

Michigan isn't much different than states in the rest of the nation when it comes to preserving our railroad roundhouses – it has a fairly dismal record. Our state has a number of well-preserved, historic railroad stations, but only "14 roundhouses that are at least partially intact," and "nine turntables with or without a roundhouse," according to SteamLocomotive.com. Fortunately, Greenfield Village in Dearborn has an in-use roundhouse that's easy to visit – one of only a handful in the nation.

The nation's roundhouse sheds were born after the invention of the railroad turntable, which were originally open-air, well-balanced, in-ground, hand-operated devices that allowed for the easy turnaround of train locomotives.

"In the era of steam locomotives, roundhouses were commonly found in rail yards across the country," says Steam Locomotive.com's *Surviving Roundhouses and Turntables*. "With the exception of (smaller) switching locomotives, steam locomotives were designed to run in one direction – forward. As a result, it was often necessary to turn a steam locomotive to point in the direction its train is to be hauled. This was done by either use of a wye, a balloon loop, or a turntable. The combination of turntable and roundhouse proved very useful to both service and turn locomotives."

"Many roundhouses were built around the turn of the



THIS ROUNDHOUSE IN Flat Rock served Henry Ford's Detroit, Toledo and Ironton Railroad. It is shown in 1924. The DT&I operated a 378-mile mainline between Detroit and Ironton, Ohio. While the structure has been demolished, the turntable that was inside is intact, reports SteamLocomotives.com.

Photo credit: The Henry Ford



A 30-STALL ROUNDHOUSE and 100-foot turntable served the Michigan Central Railroad in Niles in this undated photo. The facility opened in 1919 and was largely abandoned in the 1950s. It is still in place, converted to other uses.

Photo credit: Abandoned Rails of Niles, Michigan

century. Roundhouses were built out of brick, stone, wood, or concrete. They could have only a few stalls or as many as 50. Locomotives would be serviced with the front of the locomotive pointing outward and the tender of the locomotive facing the turntable. Each stall of the roundhouse included a vent that would allow smoke from the steam locomotive to be vented through the roof of the roundhouse. These vents can be clearly seen in most surviving roundhouses."

And there aren't many survivors: of the roughly 3,000 roundhouses that once existed in North America, fewer than 200 roundhouses are still in existence. Michigan only has 14 roundhouses still in place, but only four roundhouse/turntable combinations: there are one each in Niles and Saginaw (both 30 stalls) and a four-stall structure in Gladstone, according to SteamLocomotive.com.

The fourth is one of the few in the nation that are readily accessible to the public, and it's still in use at Greenfield Village in Dearborn. "Steam locomotives required constant maintenance from an army of skilled and unskilled workers, and the roundhouse is where that work took place," says *The Henry Ford*. "This roundhouse was built in 1884 in Marshall, Michigan, for the Detroit, Toledo & Milwaukee Railroad."

Among the state's largest roundhouses was one built in

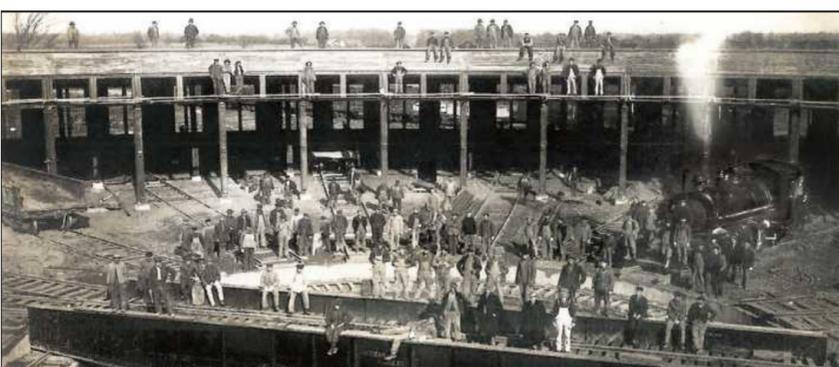
Durand, southwest of Flint. The small town had an outsized role in the state's railroad industry, with about 142 trains passing through daily more than a century ago.

"Grand Trunk built a 42-stall roundhouse at Durand, at the time the state's largest, and one of few completely circular, roundhouses in the nation," said *Michigan's Railroad History*. "The GTW (Grand Trunk Western) had a large roundhouse in Durand to support two main lines and branches to Muskegon (via Ashley) and to Bay City."

The Durand roundhouse (demolished in 1961) had an 85-foot electrically operated turntable, in addition to a roundhouse and a large concrete coaling facility which still stands. The railroad also had a large freight yard here and it was a major interchange yard for their lines in five different directions which centered here."

The roundhouse," wrote Adam Burns in *The Roundhouse for American Rails*, "was mostly rendered obsolete since diesels could operate in multiple directions and also allowed maintenance facilities to be placed much further apart.

"The engine house, as it was also known, continued to remain in use to some extent during the diesel era but by the 1980s most had been abandoned or torn down."



THE DURAND ROUNDHOUSE is shown under construction, which took place between August 1907 and June 1908. A little burg southwest of Flint, geography made Durand a mighty rail crossroads, and home to a colossal brick roundhouse. The 40-stall, 360-degree structure built by Grand Trunk Railway was very rare – locomotives could be swung in any direction to an open roundhouse bay to get serviced. The structure was demolished in 1961.

Photo credit: Hayman Construction

NLRB sets rule to widen employer labor law liability

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regulatory, labor and state affairs. "As a result of the confusion and policy whiplash caused by this overbroad standard, contractors may be vulnerable to increased liability and risk, making them less likely to hire subcontractors, most of which are small businesses. This will ultimately cause needless delays and cost inflation on taxpayer-supported infrastructure projects."

The whole controversy actually did start at McDonald's, when the Restaurant Opportunities Center tried to organize workers at one restaurant – and the owner denied responsibility for obeying labor law, shifting it to Chicago, which then shifted it back.

The NLRB itself has gone back and forth, depending on whether Democrats or Republicans are in the board majority. The Republican Trump regime in 2020 tried to fog the issue, and the responsibility, with a rule saying only the boss with "direct and immediate control" had to obey labor law, but federal courts bounced that, opening the way for this rule, published in the Federal Register.

"The board believes this rule will more explicitly ground the joint-employer standard in established common-law agency principles and provide guidance to" workers and businesses "regarding their rights and responsibilities when more than one statutory employer possesses the authority to control or exercises the power to control particular employees' essential terms and conditions of employment," the NLRB said. It voted on party lines for the final rule.

"Under the final rule, an entity may be considered a joint employer of another employer's employees if the two share or co-determine employees' essential terms and conditions of employment."

The agency explained common law, which it's grounding its rule on, says that when one or more employers control a worker's wages, benefits, working conditions, hiring, firing, safety and health, promotions and other indications of control, both are responsible for obeying labor law when they do so—and the worker(s) can organize as a result.

"The common law... permits consideration of those forms of indirect control that play a relevant part in determining the essential terms and conditions

of employment," the board said in the court case, involving Browning-Ferris Industries, that overturned the Trump regime's try at making the rule vague and thus tougher for workers.

National Employment Law Project General Counsel Cathy Ruckelshaus said the "NLRB's new proposed joint-employer rule will make it easier for employees who work for a

contractor, staffing or temp agency, or franchise, to drag the big companies higher up the employment chain into labor disputes."

In plain terms, McDonald's headquarters would be responsible for obeying or breaking labor law if workers at a local franchise tried to organize and bargain – and so would the local boss.

Re-energizing unions will require social, political realignments

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electing their leaders at delegated conventions (an almost universal practice throughout the union movement), and to switch to a vote of the general membership.

While a number (not a huge number) of unions today have dedicated and savvy convention-elected leaders, there's now no gain-saying that enlisting the rank and file in leader selection can (can, not will) yield candidates more in touch with members' frustrations and grievances, as well as a large cadre of members willing to walk the walk on picket lines to push for greater workplace gains. In the aftermath of their victories, both UAW President Shawn Fain and Teamster President Sean O'Brien can count on their respective unions' cadres to join union staffers in organizing efforts at the big nonunion companies.

That's the first condition for rolling the union on. The second is a high level of community support. In many struggles for unionization, unions customarily enlist local clergy, elected officials, and such to join in the efforts. That's a strategy to which unions need to devote even more resources than they currently do, particularly inasmuch as the level of popular support for unions is at a 50-year high.

Beyond that, they need the state to weigh in heavily on their side. That means not just having the president on a picket line, groundbreaking though that was, but also having the rules, under the National Labor Relations Act, devised to enable workers to collectively bargain strengthened – so that, for the first time in half a century, they actually do that. That's exactly what President Biden's NLRB is now doing, with rulings that make it considerably harder for employers to thwart unionization when a majority of employees favor it.

They also need a government that understands how important a low rate of unemployment is to low-wage and working-class Americans, and how it also empowers unions. The Biden administration's American Rescue Plan Act of 2021, by providing an economic stimulus that boosted purchasing power to the point that it squelched the expected recession, did just that.

While Democratic control of the White House and both houses of Congress following the 2024 election is not a sufficient condition for rolling the union on, it most surely is a necessary one. In hailing the UAW's victory, Biden said, "Worker power – worker power – is critical to building an economy from the middle out and the bottom up." Even as American progressives are currently focused on the Israel-Palestine conflict, they can't lose sight of the class war in America, and still have to pose the "which side are you on" in that war question going into next year's elections.

"Faith is taking the first step, even when you don't see the whole staircase."

–Martin Luther King Jr. (1929 - 1968)

"Always seek out the seed of triumph in every adversity."

–Og Mandino (1923 - 1996)

"Nothing is more conducive to peace of mind than not having any opinions at all."

–Georg Christoph Lichtenberg (1742 - 1799)

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Bricklayers and Allied Craftworkers Local 2 members:

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

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

Our Members who refer these new members will get the same bonus as well!

Journeymen Bricklayers in the Metro Detroit Area get \$35.54 an hour, plus fully paid Health Insurance, and 2 Pensions. Our Contractors have immediate opening for Skilled Bricklayers, and Masonry Restoration Workers.

For more information go to: bricklayers.org

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Secretary-Treasurer

Steve Claywell
President

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Bricklayers and Allied Craftworkers

BAC Local 2
WARREN/LANSING –
NOVEMBER 2023 CHAPTER
MEETINGS:

MARQUETTE CHAPTER: Monday, Nov. 20, 2023 is CANCELLED.

SAGINAW CHAPTER: Tuesday, Nov. 28, 2023 at 7 PM, 1300 W. Thomas Street, Bay City, MI 48706

DECEMBER 2023 CHAPTER MEETINGS: METRO DE-

DOL's higher prevailing wage standards spawn legal action

(Continued from Page 1)

contracting community, which has many firms whose business models are based on winning federal contracts by paying their workers lower wages. The Associated General Contractors (comprised of both union and nonunion contractors) and the Associated Builders and Contractors (entirely nonunion) both filed lawsuits on Nov. 7 to block the new prevailing wage rules.

“Far from ‘updating’ the DOL’s enforcement of the Davis-Bacon Act, the final rule returns to failed policies of the 1970s and unlawfully expands coverage of prevailing wage requirements onto new projects and industries and increases its regulatory burden on small construction contractors working on federally funded contracts,” said Ben Brubeck, ABC’s vice president of regulatory, labor and state affairs. “The DOL’s final rule forces ABC to take legal action to address its numerous illegal provisions and protect its members, the free market and taxpayers from the devastating impacts of this regulation.”

“Instead of instituting commonsense reforms to Davis-Bacon regulations to ensure accurate prevailing wage determinations while providing much-needed clarity to the regulated community, the rule makes it much more likely that the DOL will adopt union wage scales as the prevailing wage at a greater frequency than in current practice.”

The ABC filed its case in the U.S. District Court for the Eastern District of Texas, one of the go-to courts for conservatives seeking friendly jurists. Similarly, the AGC also went “court shopping,” and filed their case nearby in the U.S. District Court for the Northern District of Texas, whose judges also have a record of making business-friendly decisions.

“As an industry that largely pays above existing Davis-Bacon rates, our concerns are with the administration’s unconstitutional exercise of legislative power and not with the wage rate themselves,” said Stephen E. Sandherr, the chief executive officer of the Associated General Contractors of America. “But we are challenging the fact president’s unlawful efforts to expand a construction wage law to cover a wide range of manufacturing and shipping operations.”

In its legal filing, the AGC noted that while the Davis-Bacon Act is specifically limited only to “mechanics and laborers employed directly upon the site of the work,” the Biden Administration widened the prevailing wage rules to apply to material suppliers hired by contractors and subcontractors, as well as delivery truck drivers.

While these dual federal court cases are unique, one of the main arguments by prevailing wage advocates is that the higher wage standard that Biden’s DOL is reintroducing has a precedent: it was in place from 1931-1982.

“Modernizing the Davis-Bacon and Related Acts is key to making sure that the jobs being created under the Biden-Harris administration’s Investing in America agenda are good jobs and that workers get the fair wages and benefits they deserve on federally funded construction projects across the nation,” said Acting Secretary of Labor Julie Su.

TROIT CHAPTER: Tuesday, Dec. 05, 2023 at 7 PM, 21031 Ryan Road, Warren, MI 48091

ANN ARBOR CHAPTER: Tuesday, Dec. 05, 2023 at 6 PM, 8225 Dexter-Chelsea Road, Dexter, MI 48130

FLINT CHAPTER: Wednesday, Dec. 06, 2023 at 7:30 PM, 1701 W. Genesee Street, Lapeer, MI 48446

HOUGHTON CHAPTER: Thursday, Dec. 21, 2023 at 7:00 PM, 37737 Highway 26, Toivola, MI 49965

KALAMAZOO CHAPTER: Thursday, Dec. 14, 2023 at 6:00 PM, 11847 Shaver Road, Schoolcraft, MI 49087

LANSING CHAPTER: Monday, Dec. 11, 2023 at 6:00 PM, 3321 Remy Drive, Lansing, MI 48906

MARQUETTE CHAPTER: Monday, Dec. 18, 2023 at 7:00 PM, 119 S. Front Street, Marquette, MI 49855

SAGINAW CHAPTER: Tuesday, Dec. 26, 2023 is CANCELLED.

TRAVERSE CITY CHAPTER: Thursday, Dec. 14, 2023 at 6:30 PM, 3912 Blair Town Hall Rd., West, Traverse City, MI 49685

MARK YOUR CALENDAR. The Local 2 Christmas Party (GOOD STANDING MEMBERS ONLY) will be held on **SATURDAY, Dec. 2, 2023** at Burton Manor, 27777 Schoolcraft in Livonia 48105 (on the south side of the I-96 service drive between Middlebelt and Inkster Rds.). The doors for this event will open at 5 pm. We look forward to seeing you on Dec. 2!

UNION DUES UPDATE Effective **Jan. 01, 2024**, dues discount will be changing. It will now be pay 9 months, get 3 free.

DEATHS REPORTED: Our sincere condolences go to the family and friends of **Brother David Fraim** (Bricklayer, Cement and Stone Mason) who passed away on Oct. 08, 2023. Brother Fraim had been a member for 57 years.

Our sincere condolences go to the family and friends of **Brother Leroy Sinda** (Bricklayer) who passed away on Sept. 30, 2023. Brother Sinda had been a member for 69 years.

Our sincere condolences go to the family and friends of **Brother Robert ‘Joseph’ Smith** (Bricklayer & Stone Mason) who passed away on Sept. 14, 2023. Brother Smith had been a member for 59 years.

IMPORTANT NOTICE** Future union information and negotiation surveys will now be sent via text message. You must be signed up to receive these messages. You can sign up via the following: Text **2MI to 50607** You’ll receive a confirmation text asking for your member number (IU#)

Respond with your six-digit IU number and you will receive Local 2 Text Messages going forward!

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

CRAFTWORKERS NEEDED: We need Skilled Bricklayers, Restoration workers and Caulkers in Metro Detroit. If you are available for work, or know anyone who is skilled in our crafts, contact your Field Representative on their cell phone. You can also have those who are interested call either the Warren office (586) 754-0888 or the Lansing office (517) 886-9781.

VOLUNTEERS NEEDED: Looking for volunteers for a mission trip to help build a home in Mexico with Jason Akins, January 11 – 15, 2024. Please contact the Warren office if interested.

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

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

BAC LOCAL 2’S TRAINING CENTERS: Both Local 2 Training Centers are open to our members. To make your appointment for your annual RESPIRATOR FIT TEST or for other scheduled appointments at the Warren or Lansing Training Center, please contact Howard Hipes directly at (517) 749-1102. Go to <https://www.michiganbricklayers.org> to view the Apprenticeship and Training website and register for future 2023 online training classes.

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

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

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

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

PENSION AND HEALTH INSURANCE INFORMATION. BAC of Michigan Health & Welfare Fund – (248) 828-6000

Michigan BAC Pension Fund (Outstate) – (800) 531-2244
Metro Detroit Bricklayers Pension & Vacation Fund – (248) 813-9800

Cement Pension & Holiday Funds – (248) 645-6550

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



Local 169 Boilermakers

Boilermakers 169

ALLEN PARK – Our next membership meeting will take place on **Dec. 8, 2023**, at 8PM at the Boilermakers Local 169 Union Hall, 1755 Fairlane Drive, Allen Park, MI. 48101
Current Union dues for 2023 are \$55.85 in accordance with the International Brotherhood of Boilermakers Constitution. The Union Hall accepts Visa, Mastercard, and Discover. Payments can be made both at the Union Hall and over the phone.

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

Your local needs volunteers for an informational line in areas 1 & 2. All members including retirees are encouraged to participate. Please contact the union hall for details. You will be informed of the times and locations once details are finalized. Stand up for your work! Stand up for your local!

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

Congratulations to Dylan Wunder, son of Doug Wunder. Dylan was the first-place winner in the Boilermakers Local 169 Scholarship Essay Contest. Dylan will receive a check for \$3,000.00 to help him in his educational endeavors. Way to go Dylan! I encourage all eligible members to take advantage of this benefit provided from the proceeds of our annual Scholarship Golf Outing. No second or third place winners were awarded due to lack of entries.

Please make every effort to attend the December “Christmas” Union Meeting. Immediately following the meeting refreshments and dinner will be provided. Please take advantage of this opportunity to share some fellowship with your union brothers and sisters during the holiday season.

Save the date! Our annual Dinner Dance is scheduled for Feb. 10, 2024. Details will be forthcoming.

Apprentices: The Training Center will be closed beginning Nov. 14 and will reopen Nov. 27.

Retirees: luncheons.

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

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

Area 3 Retirees luncheon is the 3rd Wednesday of the month. The next lunch will be Nov.15 at 11AM at Green Spot Pub. It’s located at 808 N. Mission St., Mount Pleasant, MI. 48858. All area boilermakers and retirees are welcome to attend.

Area 4 Retirees’ lunches are on the first Tuesday of the month at 11am in Rapid River at Jacks Restaurant 7898 S. Main Street, Rapid River, MI. Area 4 retirees also meet in Marquette on the second Tuesday of the month at 11am at Crossroads Bar on the

(Continued next column)



Local 514 Cement Masons & Plasterers

Local 514

DETROIT – The next membership meeting is **Tuesday, Nov. 21, at 7 pm. There will also, be an executive board meeting the same day at 5:30 pm. Please make every effort to come fellowship with your brothers and sisters.**

“We must find the time to stop and thank the people who make a difference in our lives.”

-John F. Kennedy

We are currently accepting resumes for the position of Apprenticeship Coordinator. All applicants must be a journeyman in good standing and have a valid driver’s license. Please send your resume to the union hall at 1154 E. Lincoln Ave., Madison Heights, MI 48071 by Dec. 22. The interviews will be conducted by Zoom. If you have any questions, please contact the union hall.

HAVE A WONDERFUL AND SAFE THANKSGIVING!

Christmas party will be at Burton Manor in Livonia on Dec. 16. Must be in good standing to attend. You will receive the \$100 deposit back upon arrival. Be on the lookout for the RSVP form. Please send RSVP form to the Local by Dec. 1.

Membership gold cards- Congratulations!
November 2023: Lorenzo M. Valadez-Jimenez-25 Years

MUST Safety Awareness Training: Please check the MUST website at www.Mustsafe.com to see how many modules you have. Your username is your full social security number and your password is the first four of your social security number.

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

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

It is important for all mem-

Local 169, con’t

corner of County Rd 553 and County Road 480.

Hoodies have arrived and are for sale at the hall. We now have ALL sizes, medium through XXXL. The cost is \$40. Payments can be made with cash, check, or credit. If you live outside of the area and would like to order one, please call the hall. Additional shipping charges will be added. Baseball caps are also available. Varsity jackets are available by special order. Please contact the Union Hall for details.

The upcoming MSHA training schedule is available at www.boilermakerslocal169.com or on our Facebook page.

The cost of your T.W.I.C. card is reimbursable from the M.O.R.E. Fund. Contact the Union Hall for reimbursement.

Any member needing the services of a Notary Public can do so at no charge at the Boilermakers Local 169 Union Hall. Please call ahead to ensure availability.

Any current apprentice that is eligible to utilize their G.I. Bill should contact their branch of service regarding this benefit. Your apprenticeship training qualifies for reimbursement under the terms of the G.I. Bill. I advise all apprentices who qualify to take advantage of this well-deserved benefit.

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

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

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.micementplastertraining.com to enter your work hours. When you get to the website click the link “About” and then click on “Apprentice monthly work form instructions”. You will be able to put in your hours so Larry can keep track for your raises. Any questions please feel free to contact Larry with any questions you might have.

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

The Local’s website is: www.opcmiami.org.

Please refer to website for updated information.

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

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

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

Access and make changes to your account two easy ways:

Go online: Principal.com
Feel free to call Principal at 1-800-547-7754 and speak with someone between 7 a.m. and 9 p.m. CT Monday-Friday with any questions regarding online access.

As always, if you have any questions or need help on any matter relating to the Fund, you can contact the Fund Office for assistance at (248) 645-6550 or 30700 Telegraph Rd., Ste 2400 Bingham Farms, MI 48025-4524

The Fund Office’s business hours are 8:15 a.m. to 4:30 p.m., Monday through Friday.

NLRB, and states, target captive audience meetings

(Continued from Page 1)

labor-backed Economic Policy Institute. “For example, employers can require workers to attend ‘captive-audience’ meetings—and force employees to listen to political, religious, or anti-union employer views – on work time.”

There may be some relief coming against captive-audience sessions, either on state levels or before the arbiter of the nation’s labor laws, the National Labor Relations Board. The (current) union-friendly majority on the NLRB seems keen to rule on a test case currently on their docket that would outlaw captive-audience meetings nationally. And now a number of states, including Michigan, have legislation in the hopper to do the same thing.

Labor unions have long railed against employers’ ability

to hold captive-audience meetings, especially during union representation drives. There have been virtually no limits on the ability of employers to threaten job, pay or hour reductions on employees during unionization drives – and in many cases, they hire professional union busters to make the case for them during those sessions.

“Most workers (in the absence of a collective bargaining agreement) are considered ‘at-will’ employees who can be terminated at any time, employers often try to exercise vast authority over employees’ lives, including their political activities or freedom of association,” the EPI report said.

The EPI report by researchers Daniel Perez and Jennifer Sherer added: “In the face of

this growing threat, legislators in 18 states have advanced bills to protect workers from offensive or unwanted political and religious speech unrelated to job tasks or performance. These bills are designed to prohibit employers from threatening, disciplining, firing, or retaliating against workers who refuse to attend mandatory workplace meetings focused on communicating opinions on political or religious matters.”

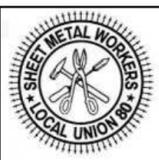
Michigan’s most recent relevant legislation, House Bill 5826, the “Worker Freedom Act,” was introduced early last year but has languished in committee. It is “a bill to establish the right of an employee to pursue employment free from religious and political indoctrination; to limit employer action based on attendance

at, or receptivity to, employer-selected religious or political programs or communications; to prohibit retaliation for reporting or pursuing a remedy for a suspected violation of this act; and to provide remedies.”

Relying on an act of Congress to outlaw captive-audience meetings in the current Capitol environment is a fool’s errand – but the next best thing is for the NLRB to rule on a related case to set workplace policy. Such a ruling appears likely, and imminent. But NLRB policy in recent years is only as permanent as the presidential administration appointing the majority of the board. In other words, a Republican presidential successor would likely put in place NLRB board members who would reinstate captive audience provisions.

“Management-side attorneys,” says *Bloomberg Law*, “say captive audience meetings are a critical tool for companies to voice their views about unions to their workforce during paid time.”

But critics in organized labor and academia say captive audience meetings are mainly opportunities for employers to bully workers and remind them who’s in charge. “Of course employers like captive audience meetings because it’s a very effective psychological weapon,” said Matthew Finkin, a law professor at the University of Illinois, told the Society for Human Resource Management. “The coercive pressure they apply on workers, especially if no questions are allowed, manifests employer power.”



Local 80 Sheet Metal Workers

Sheet Metal Workers Local 80

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

MEMBERSHIP MEETING: The next general membership meeting is scheduled for November 28, 2023 at 5:30 pm. Meetings are held at the union hall, 17100 W. 12 Mile Rd. Southfield, 48076.

MEETING DATE CHANGES December's meeting has been changed to Dec. 19, 2023 & February's meeting has been changed to Feb. 20, 2024.



**TIM
MULLIGAN**

EXECUTIVE BOARD MEETING: The next executive board meeting is scheduled for Nov. 21, 2023 at 5 pm. Executive Board meetings are held at the Local 80 Hall, 17100 W. 12 Mile, 2nd Floor, Southfield, MI. ***MEETING DATE CHANGES*** December's meeting has been changed to Dec. 18, 2023 & February's meeting has been changed to Feb. 13, 2024.

TRUSTEE NOMINATIONS: OFFICIAL NOTICE: At the December 2023 meeting, nominations will be taken for the position of Fund Trustees. Elections will be held in January of 2024. You will vote on 4 positions: Health and Welfare, Pension and Annuity, Sub Fund and JATC. Trustees will serve a 3-year term from January 2024 through January 2027. Your dues must be current if you would like to be nominated.

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

RETIREE MEETING SCHEDULE: The 2023 schedule is as follows: December 18, 2023. All membership meetings will be held at the Local 80 hall. Please enter the hall through the ramp entrance. All meetings will start at 12:30 pm. Any questions regarding joining the Retirees Association please contact Steve Murzen at 248-652-0593.

RETIREE NEWS: Retiree lapel pins with the SMWIA logo are available to all members of the local 80 retirees' association. They will be available to all retiree association members at our general membership meetings. Please see the general membership meeting schedule above.

Effective immediately you will need to start sending your unemployment proof to 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.

BENESYS AT THE UNION HALL: There will now be a representative from Benesys at the union hall to help our members with anything related to benefits or funds. She will be available all day on Tuesdays & Thursdays from 9-4pm. If you are interested in setting up an appointment, please contact Lashone at 248-813-9800 ext. 3250.

CONDOLENCES: We are deeply saddened by the passing of member Chad Holsing. Chad passed away on November 7, 2023 at the age of 39. Our condolences go out to Chad's family.

Our condolences also go out to the family of Michael G. Robins. Michael was a 51-year member and passed away on Oct. 25, 2023 at the age of 74. Michael was preceded in death by his father Harry Robins & father-in-law Leonard Kujawski-Cass who were both in Local 80. He was the father to Connie Johnson, Tim Robins & Jessica Zarna and grandfather to Nathan Bourcier, Jonathan Bourcier & Brendan Fecteau, who are all current members of Local 80. He will be greatly missed.

THANK YOU TO MEMBERS WHO HAVE PAID THEIR DUES A YEAR IN ADVANCE: Wesley Hartsuck, Steven Mathys, Dennis Jacopec, Timothy Dilla, Harold Hamilton, Joe Czarnecki, Gary Kushniruk, Steven Grunenwald, Sean Clancy, John Mastalinski, Thomas Barrett & Greg Bourdon.

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.

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.

ADDRESS CHANGES: If you have a new address please make sure to let the hall know. We will take care of your account with the union hall which includes the Tradesman paper. You will need to call Benesys at 800-400-7710 and update your address with them as well. That is not done through the hall.

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

WEEKEND WORK ASSIGNMENTS: Saturday and Sunday work assignments. Please remember that when performing work on a Saturday or Sunday the steward must report it to the hall, give each members name and obtain a form for signatures. Each member must sign the form along with the number of hours they worked. The completed form must be sent back to by hall by the end of the day on the following Monday. Weekend work assignments must be called or emailed into the hall **prior to 3:00 pm on Friday.**

LAY-OFFS: All members must report to the Union Hall immediately upon lay-off, even if you only work one day. These are the By-Law rules for the Out-of-Work List. Your name will be removed from the list fourteen (14) days after receiving an assignment. It is very important to report to the union hall immediately after your layoff. Members get confused because the S.U.B. Fund allows you a period of up to seven (7) days to apply for S.U.B. benefits after lay-off.

LAY-OFF SLIPS/TERMINATION NOTICES: Lay off slips must accompany all applications for sub pay. Without lay off slips you cannot collect sub pay. It is the member's responsibility to make sure they get one from the contractor when laid off. Your application cannot be submitted without one. It is the contractor's responsibility to issue one in accordance with our contract.

S.U.B. BENEFITS: Report to the hall promptly upon layoff. You must complete a S.U.B. Application within seven (7) days from your layoff date or you will forfeit S.U.B. benefits. Lay-off slips must accompany the application to be eligible. Proof of UIA benefit payments must be submitted within 21 days of when you were paid in order to receive SUB benefits. Do not submit your sub applications directly to the fund office. Your application must be signed by the hall or you will not collect benefits.

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

(Continued next column)



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, Dec. 14, 2023, at 6 p.m.

*Zone 1 Dec. 13 at 6:00 p.m.

*Zone 2 Dec. 12 at 6:00 p.m.

*Zone 3 Dec. 6 at 6:00 p.m. (Saginaw)

*Zone 3 Dec. 7 at 6:00 p.m. (Traverse City)

*Zone 4 Dec. 5 at 6:00 p.m.

*Zone 5 Dec. 8 at 6:00 p.m.



**SAM
FULLER**

Please register on our website at www.sheetmetal7.org for the most up to date information on meeting schedules for 2023. 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.

Service Pins will be distributed at zone Christmas parties or mailed to members. Watch for letter in the mail if you are eligible this year.

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

SMART Members Assistance Program provides counselors to speak with members experiencing crisis. Call (877) 884-6227 for 24/7 assistance with Suicide Prevention and Drug and Alcohol Abuse.

ZONE 1 Info. Zone 1 area continues to remain busy and looks to stay this way into the New Year. If you become unemployed, please update your status with Eric or Vance (Apprentices please notify Ryan as well). If you are experiencing any difficulties with unemployment or insurance, please contact Eric or Vance for any additional assistance. Any Journeypersons interested in upgrade classes, please contact Ryan at the Training Center for additional information (269) 781-7183 (class availability depends on the number of individuals interested).

ZONE 1 Monthly Retiree Meetings:

1st Wednesday of each month @ 8 am located at Bob Evans 1725 N W Ave, Jackson, MI 49202

2nd Tuesday of each month @ 1 pm located at Rocky Top 1900 Lansing Ave, Jackson, MI 49202

2nd Wednesday of each month @ 12 noon located at The Beamery 879 E Michigan Ave, Battle Creek, MI 49014

(Retirees, please notify Vance or Eric of any changes or additions you would like)

In Solidarity, Eric Farrington and Vance Saunders

ZONE 2 Info: Work in Zone 2 remains steady and looks good thru the rest of the year. If your employment status changes please contact me as well as your address and phone number changes. Dues are always due prior to the first of every month. Our next scheduled zone 2 meeting is December 12th, this will be our annual Christmas Party. I hope to see you there. **In Solidarity, Mike Adams**

ZONE 3 Info: (Saginaw) -- Work remains busy in all of Local 7. Just a reminder to make sure you schedule your physical. If you move or change your phone number please make sure you contact the Lansing office to let them know of the change. Please make sure you are paying your union dues on time. Don't forget our zone 3 Christmas meeting will be at the Freeland hall on December 6th hope to see everyone there. Retiree meeting is December 12th at the Ponderosa on Wilder Rd in Bay City at 12:00. Good luck to all the hunter this fall and be safe. **Thank you, Joe Dotson**

ZONE 3 Info: (Traverse City). Our Christmas party/meeting will be December 7 at 6pm at the Mill Pond Event Center. Work is holding steady in our area, call me if you get laid off as there is plenty of work in other zones. Please check your dues and make sure they are paid up to date along with any address changes. If there is anyone needing any assistance on H & W with the physical requirement which is due by Dec. 15, contact Benesys or me. Have a safe and happy holiday season. **In Solidarity, John Amalfitano**

ZONE 4 Info: Local 7 Sheet Metal remains at the forefront of providing stable employment opportunities to its members in Flint Michigan. With full employment and a steadfast commitment to excellence, the union continues to thrive in the face of economic challenges.

We extend our warmest wishes for a successful deer hunting season and invite all members join us in celebrating the upcoming Christmas party 12-05-23. Don't forget to make the most of the upgrade classes at the training center to further enhance your skills. Together, we can continue to build a prosperous future for Local 7 sheet metal and all its members. **Shoot straight and tight lines Scott Brotherton**

ZONE 5 Info: Work in the U.P. is still busy and looks to stay that way going into winter. There are many big projects planned for next year too, so if you don't have Mine Safety and want to get signed up for the next class let me know. The Zone 5 Christmas Party will be Friday Dec. 8th at 6 pm at the hall in Gwinn. Hope to see everyone there! **In Solidarity, Brandon Langenfeld**

Dues Department: *Online dues payment is now available* Dues of all members of local unions shall be paid monthly or quarterly, but always in advance. To better serve our membership, we accept Credit Card Payments in lieu of your monthly dues. If you would like to take advantage of the Credit Card Service, a finance charge will be applied – Please call the Lansing office during regular business hours at 517-882-4064 to make your payment.

Address/Telephone Changes: Article 8, Section 1 of Local 7 Work Rules: Address Changes: All members are required to keep the Financial Secretary informed of their correct address. A notice mailed to the last address shall be sufficient and legal. If you have moved or changed your telephone number, please contact the union hall to update your records.

BENEFITS: For Benefit questions please contact the area office. Zone 1 – BeneSys 866-822-7037, Zone 2 – TIC 866-887-4338, Zone 3 – BeneSys 800-451-5733, Zone 4 – BeneSys 800-842-2690 and Zone 5 – Wisconsin H & B Fund 800-654-2329.

DEATH CERTIFICATES: Please submit to the Union Hall a copy of a Death Certificate for deceased members. Additional benefits from the International may be available.

CONTACT US: 4931 Contec Drive, Lansing, MI 48910 – 517-882-4064

Local 7 Officers:
Samual Fuller (Business Manager/Financial Secretary-Treasurer) 517-882-4064

Eric Farrington (Agent-Lansing/Jackson) 517-242-3223

Vance Saunders (Agent-Battle Creek/Kalamazoo) 269-569-9200

Mike Adams (Agent-Grand Rapids/Muskegon) 616-299-3752

Joe Dotson (Saginaw) 989-225-0095

John Amalfitano (Traverse City) 231-590-1112

Scott Brotherton (Agent-Flint) 810-836-3552

Brandon Langenfeld (Upper Peninsula) 906-372-9288

Local 80 cont'd

MEMBERS ASSISTANCE PROGRAM: If you are experiencing problems in your family, marriage or relationships, stress or emotional difficulties, grief or loss issues or problems with alcohol and drug use please contact our assistance program. **Ulliance** is there to help you with your needs. They can also help you with legal issues, financial concerns, elder care referrals and child care resources. Contact them at 1-800-448-8326 or www.LifeAdvisorEAP.com.

Make sure you mention Sheet Metal Workers Local 80 when calling and not the contractor you are working for.



Local 292 Sheet Metal Workers

Sheet Metal Local 292

TROY – MEETING NOTICE: The next general membership meeting will be held on Wednesday, Dec. 13, 2023, at 6 pm

Member meetings are held every 2nd Wednesday of the month at The Knights of Columbus in Clawson. Check out the calendar tab at www.sheetmetal292.com for the location and date.

The E-Board/Stewards meeting will be held on Nov. 28, 2023, at 6 p.m. at the Union Hall.

CHILDREN'S CHRISTMAS PARTY: Plans are underway for the 2023 Children's Christmas party. The party will be held on Saturday, Dec. 2 from 11 am – 4 pm (Dinner being served from 12 (noon) – 2 pm). Again, we will be raffling off a \$600 Gift Card to Bavarian Inn Lodge and Waterpark. Tickets are available from your steward and the union hall! The festivities will be held at the Knights of Columbus, 870 Main St. in Clawson. The cutoff date for reservations for you and your family is **NO LATER THAN NOV. 17. NO EXCEPTIONS FOR ANY MEMBERS WHO CANNOT CALL IN BY THE REQUIRED DATE.** Please contact the Union Hall at (248) 589-2502 and let us know if you and your child/children plan to attend the Christmas Party. All children ages 15 and under, whose parent or guardian is a member of Local 292 are invited.

Please contact the hall as soon as possible to ensure that this event is a great time for all who attend!!!

SHEET METAL SCHOLARSHIP PROGRAM. Applications are being accepted for the Sheet Metal Scholarship program. Eligibility requires that an applicant be an active member, a covered employee, or a dependent spouse or child under the age of 25 of a member or covered employee. The applicant must also be a full-time student or be accepted to be a full-time student at an accredited college or university. Obtain an "Application Request Form" by visiting <https://smart-union.org/why-join-smart/scholarships/sheet-metal-scholarship-programs/> click on the "Sheet Metal Scholarships" tab to download the form or call 202-662-0858 to request the application form by mail.

RETURN TO WORK BY NORMAL OR EARLY RETIREES: Consistent with the actions of the Sheet Metal Workers' National Pension Fund, the Trustees of the Sheet Metal Workers' Local No. 292 Pension Fund ("Fund") have decided to provide a limited waiver of the Fund's suspension of benefit rule from **March 22, 2023 through Dec. 31, 2024** only, without limitation and without incurring a suspension of benefits then in pay status. This means that, during this period, if you are working as a sheet metal worker for an Employer that contributes to the Fund, you will receive your monthly pension benefits from the Fund no matter how many hours you work in any one month. **This waiver is based on the current demand for sheet metal workers and is not anticipated to be continued indefinitely.** Call Paul for more information or if interested.

OUT OF WORK: If you become laid off, you **Must** complete an Out of Work List Registration /SUB form. SUB forms are available at the Union Hall and also through all shop stewards. This is the only way your name will be added to the Out of Work List.

TRUHEARING: On behalf of Sheet Metal Workers Local 292, we would like to introduce TruHearing, the NEW exclusive provider of premium hearing aid benefits. This benefit is available to active eligible participants, dependents, and Pre-Medicare retirees. To get started, contact TruHearing at 1-833-898-1255 for an appointment.

SAFETY MODS AND DRUG TESTS: To access your MUST account, please go to www.mustonline.org or access it through the "links" tab at www.sheetmetal292.com. Remember that your **Username** is your full S.S. number and your **Password** is the first four numbers of your S.S. number. Members, please note that if you cannot access the MUST site to complete your safety mods you need to contact the Union Hall.

DUES: Membership dues are required to be paid in advance of the month for which they are due. The union hall is not open on Saturday or Sunday, therefore, if you pay dues on either of those days, it will not be processed until Monday. If you are on suspension warning, your dues are **60 days late.** To avoid suspension, dues must be paid online or at the union hall by **4 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).**

LOCAL 292 ONLINE STORE: Check out the online store to purchase Local 292 shirts and jackets. Purchased items will be shipped directly to you. Access through Sheetmetal292.com at the online store tab or <https://sheetmetalworkers292.itemorder.com/sale>. Contact Paul or Tony if you have any suggestions for new items or artwork changes.

ADDRESS UPDATES: If you move, please contact the union hall to update your address.

RETIRES NOTICE: MARK YOUR CALENDARS: The 2023 schedule for the Local 292 Retiree luncheon are as follows: **December 7 (last meeting for 2023)** The retirees' luncheon will be held at: Tavern on the Main @ 12:30 p.m. 235 S Main, Clawson MI 48017. (248) 588-1696. It is located 3 blocks south of 14 Mile on the east side of the street. Please contact the union hall via our website www.sheetmetal292.com, click on the "Contact Us" page if you would like to be added to the retiree email list.

Please join us for lunch, great conversations and storytelling. Looking forward to seeing all retirees, new and old!

Please contact the union hall via our website www.sheetmetal292.com, click on the "Contact Us" page if you would like to be added to the retiree email list.

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 has hard copies for members who want one.

MEMBER ASSISTANCE: Please remember, Local 292 partners with Ulliance, an Employee Assistance Program designed to assist members and their eligible family members who may be struggling with emotional, domestic or substance abuse issues, as well as legal and financial referrals. If you and/or a family member feel this may benefit you, contact Ulliance at 1-800-448-8326 or www.LifeAdvisorEAP.com for completely confidential assistance. Ulliance is available 24 hours a day, 365 days a year. Services are of no cost to members and their dependents.

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.



North Point Mortgage Advisors

Nicole Jenner
Loan Officer
NMLS# 2236230
Licensed in Michigan
(586) 362-4689



Proud Sheet Metal Workers
Local 80 family member



UA Local 85
SAGINAW – The next Union Meeting will be on **Wednesday, Dec. 20, 2023**, at the Union Hall at 3535 Bay Rd. starting at 7:00 p.m. It will serve as our Christmas Party.

Local Union Election: All ballots have been mailed and must be received no later than Friday, Dec. 15, 2023, to the Post Office Box. No hand-delivered ballots will be accepted. The ballots will be counted on Monday, Dec. 18, 2023 at 5:00 PM.

The next **Zone 2 Union Meeting** will be held on **Wednesday, Dec. 6, 2023**. The meeting will be held at Spike's Restaurant, 301 N. James Street, Grayling, MI 49738, and will serve as Zone 2 Christmas Party.

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

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

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

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

Clint Steele, Business Agent (231) 499-7330
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

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

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

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

JATC News: Congratulations to our newest Journeyman, Mark Norman!

GOD BLESS ORGANIZED LABOR AND THE LABOR MOVEMENT!

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

Where to submit documents: Address: UA Local Union 85 SUB, 3535 Bay Rd., 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 no. changes at (989) 799-5261.

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

Website Address: Please visit www.ualocal85.org.

Insurance: When you are working out of another Local's jurisdiction it may take up to 90 days for your Insurance and Pension to be reciprocated back (Continued next column)



Plumbers & Pipe Fitters

UA Local 333
LANSING – Happy Thanksgiving to Local 333 members, their families and friends!

The meeting for December will be Dec. 20, 2023 at the Lansing Hall, 5405 S. Martin L King Jr. Blvd., Lansing MI. It will start at 6:30 pm with a Holiday dinner for members followed by a short meeting.

Attention: Per Section 130 of the UA Constitution, monthly dues will go from \$28.00 per month to \$31.00 per month effective Jan. 1, 2024 for journeymen with no change for retirees.

There will be a Retiree Breakfast Dec. 15 at 9:00 am at the Lansing Hall. All retirees from every region are welcome. Please RSVP to Debra at 517-393-5480.

Heartfelt condolences to the family and friends of Scott Steele, Plumbers & Pipefitters Local 333 member who passed away October 24, 2023. Our thoughts and prayers are with his wife Kerry, his children and his many friends during this time of sorrow.

Brenda Brassington, wife of Plumbers & Pipefitters Local 333 member, Roland Brassington, passed away October 27, 2023. Brenda was a lovely lady with a heart of gold and her love for her husband, children, and friends was only surpassed by her love for her grandchildren. Our thoughts and prayers are with Roland and the family during this time of sadness and sorrow.

WELD CLASS – The fall schedule has ended. The winter class session will start in January and the schedule and sign up notice will be available soon.

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

Battle Creek Retirees' Breakfasts are held the fourth Thursday of every month at Lux Café, 2587 Capital Avenue, Battle Creek MI at 9:00 am. Please spread the word.

Retirees' Breakfast in Jackson: Retirees will meet the third Tuesday of every month at 10:00 am at the Alpha Coney Island at 1188 Jackson Crossing, Jackson MI. PLEASE NOTE: The restaurant is located at the west end of the Jackson Crossing Shopping Center.



Local 85, con't

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: The next retirees' luncheon will be held on **Tuesday, Nov. 28, 2023**, at 12 Noon at UA Local 85 Administration Office, 3535 Bay Rd., Saginaw, MI 48603. This luncheon will serve as our Christmas party. RSVP will be required. Please call the office at (989) 799-5261 ext. 8510 to reserve your spot no later than Nov. 17, 2023.

Condolences: Our thoughts and prayers go out to the family of Jerry Sargent who passed away on Oct. 31, 2023.

I wish everyone a safe and successful deer season!
Fraternally,
Justin M. Pomerville
Business Manager/Financial Secretary, Local Union 85



UA Local 636
DETROIT – The next Union Meeting will be a **Special-Called Meeting** for the reading of the Annual Financial Report. It will take place on Nov. 21, 2023 at 7pm at **St. George Romanian Cultural Center, 18405 W. Nine Mile Rd., Southfield MI 48075**.

Representatives from Ulliance Life Advisor will hold an informational discussion on our new assistance program prior to the meeting on Nov. 21, 2023, at 6:15pm. Ulliance will have confidential no cost assistance for you & immediate family members concerning personal challenges including: Family, marital, alcohol, drugs, emotional, legal, financial, elder/child care etc. with crisis intervention 24/7. You may connect with a Life Advisor by phone 800-448-8326 or LifeAdvisor.com.

Special Nominations Meeting for the offices of Business Manager, Financial Secretary-Treasurer Assistant Business Manager, two (2) Business Agents, one (1) Executive Board Member, one (1) Financial Trustee, one (1) Examining Board Member, and two (2) Michigan Pipe Trades Delegates, will be held on **Tuesday, Dec. 5, 2023 at 7 pm** at St. George Romanian Cultural Center (See address above).

Nominations may be made in person at the Nominations Meeting including self-nominations or in writing. Written nominations should include the address, phone number and UA Card number of the nominee and must specify the office for which the nomination is made and should be signed by the nominee. Written Nominations must be received by President Bill Helwig by email – bhelwig@pipefitters636.org and please cc Kim Kavanaugh email – kkaavanaugh@pipefitters636.org at Local 636 no later than 4:30pm Dec. 1, 2023.

A **Candidates Meeting** will be held following the nominations meeting. It is very important that candidates make every effort to attend this meeting. The rules for candidates running for election will be discussed.

The **Special Election** will be held **Monday, Jan. 8, 2024** at St. George Cultural Center (See address above). Polls will open at 11am and close at 7pm with a meeting immediately after for the reading of the results. All members must be in good standing for 1 year to vote and 2 years to run for any open position. Members should be prepared to present a membership card; driver's license or other form of identification at the polls.

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

Office Hours have changed back to 8:30 am – 4:30 pm Monday – Friday. The Office will be closed Thursday, Nov. 23 & Friday, Nov. 24 in observance of Thanksgiving, Monday, Dec. 25 for Christmas and Monday Jan. 1, 2024 for the New Year.

Changes in Office Personnel at Local 636 – WELCOME Stephanie McDaniel our new Bookkeeper. Kim Kavanaugh will be doing SUBPAY processing, continue to send all SUBPAY requests to subpay@pipefitters636.org

CALLING ALL RETIREES! The Retiree Association is looking to recruit more retirees to their meetings. The meetings are a great place to catch up, find out helpful information and enjoy very informative guest speakers. The Retirees will be meeting the 3rd Thursday of every month at 11am at Local 636 Union Hall. **The next meeting will be held Nov. 16, 2023.**

Dec. 19, 2023 Awards Banquet celebrating the years of service of our members will be at **Burton Manor Banquet & Event Center** 27777 Schoolcraft, Livonia, MI 48150 at 7pm. Please join us to celebrate your Brothers/Sisters of Local 636.

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

and connect them to resources.

Our deepest condolences go out to the members, families and friends of the following, who have passed from our ranks: Retired Lifetime Member Robert Turner on Nov. 9, 2023. Donald Wassick 31-year member passed Oct. 31, 2023, Retired Lifetime Member Thomas Osebold passed on Oct. 11, 2023 and Retired Lifetime Member Donald Komraus passed Oct. 22, 2023. Also, condolences to Anthony Venable on the loss of his fiancé Tara McVicker Oct. 24, 2023, May they Rest in Peace.

Get Well Wishes to Sam Volpe, Bradley Auten, Charles Baker, Daryl Burke, Adam Cloutier, Dominic Deluca, Doug Detomaso, Michael Ferrante II, David Fox, David Hochstein, Jamie Klimowicz, Andrew Sarniak, Brian Village, Jeffrey Yepko, and Rob Stevelinck.

Congratulations to Paul Sholly and his wife Jenna on the Birth of their son Noah, and Jack & Alyssa Muirhead on the birth of their daughter Emma, and Molly & Jacob Brown on the birth of their daughter Josie.

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

February 2023 – Alexander Hall

May 2023 – Daniel Steenbergh; Phillip Turkiela

August 2023 – Michael Dykes; Grady Corder; Kevin McAndrew; Jerome Welsing

September 2023 – William Baldrige

October 2023 – Michael Kress
Dues – NEW; We are now able to email your dues payment receipts. This will help us save on the cost of mailing receipts. Please call the local to update your email and phone numbers. Local 636 has set up an auto-pay system for your dues so you will never miss a payment. Please contact Kim Kavanaugh at the union hall, she will be more than happy to help you with payment made by credit or debit card.

S.U.B. -NEW- SUB checks for Local 636 will be printed and mailed from BeneSys.

Participants should continue to send all applications and weekly proof to the SUB Fund office for review and processing by emailing subpay@pipefitters636.org.

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

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

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

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

Direct-Deposit Authorization Agreements are being mailed out and will be available to download from our website. Return the completed Direct Deposit forms by faxing to (248) 556-2596 or email; STDisability@benesys.com. **We will notify you when Direct Deposit will begin.**

BeneSys has set up a dedicated phone line for Pipefitters 636 needs and questions, when calling BeneSys, please call **248-641-4936** or **888-646-8920**.

Financial Advisor Jason May with Merrill Lynch Wealth Management has a **new contact number 248-540-2091** or email him at jason.may@ml.com

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.

Considering Retirement? Any member may meet at the office during business hours with (Continued next column)



UA Local 370
FLINT – The next Membership Meeting is scheduled for **Tuesday, Dec. 12, 2023, at 7:00.**

Saturday, Dec. 9, Local 370 will host our annual Service Award banquet and Holiday celebration. Location will be at our Hall and Training Center at 2151 W. Thompson Rd. Fenton MI. Cocktail hour will begin at 5:00pm. The service award ceremony will begin at 6:00pm with dinner following. Please call Karla at the Hall to reserve your seat for a night of dinner, dancing and celebrating members years of service and the Christmas Holiday.

Upcoming Night Class Schedule:
Weld Test Saturday, November 18th at 7:00am
First Aid & CPR March 6th @ 430pm, September 18th @ 430

All classes and test days can be signed up with Kaytlin at 810-720-5243 ext 15.
Per our **By-Laws Article XV**, The Building Tradesman is hereby adopted and subscribed to as our Labor paper for all members of Local 370. Said paper to be used for all official notification of membership.

Committee and Board meetings are as follows:
Examining Board – Tuesday, December 12, 2023, at 4:00pm
FMR Committee – Tuesday, December 12, 2023, at 4:00pm
PAC committee – Tuesday, December 12, 2023, at 5:00pm
Executive Board – Tuesday, December 12, 2023, at 5:00pm

Local 636, con't
Jake Regits, Financial Secretary-Treasurer, to begin the process. Jake can be reached at ext. 5, to schedule an appointment so that he can get all of your paperwork in order, or if you prefer, contact our Members Phone Line 248-641-4936 at BeneSys for your retirement paperwork.

Please allow a 60-90-day notice that is necessary to adequately process the requests for paperwork, getting the forms sent to the participant, the member completing it and returning it to the Fund Office for final processing.

Are you "Work Ready"? Have any of your safety modules expired? Is your Drug Test current? Check your report card at mustsafe.org and if it is time for renewal call the Training Center 248-585-0636 and they will register you. Be "ready" when the calls come in. Safety modules and drug tests are paid for by the Contractors Association. **WHEN YOU STAY CURRENT WITH YOUR SAFETY MODULES, DRUG TEST AND FIRST AID, YOU WILL QUALIFY FOR FUTURE CERTIFICATION PAYMENTS.**

Training Center News. The JATC for the Pipefitting Industry and Pipefitters, Steamfitters, Refrigeration and Air Conditioning Service Local Union 636 of the United Association will be accepting applications for our Construction Apprenticeship beginning Monday, Nov. 20, through Dec. 20, 2023. Then again starting Tuesday, Jan. 2 through Jan. 25, 2024. Application days and times will be as follows: Monday, Tuesdays & Thursdays from 7:00 a.m. – 3:00 p.m., with Wednesday from 9:00 a.m. – 6:00 p.m. Saturdays: Dec. 9 & 16, also January 6, 2024, from 9:00 a.m. – 11:00 a.m.

Qualifications necessary for an applicant to be considered are: 1. Must be 18 years of age or older. 2. Complete the application and return to the Pipefitting Industry Training Center with: a. A valid driver's license. b. High School diploma or high school equivalency (GED) certificate. c. There is a \$45.00 testing fee that will be collected when turning in application. This is a drug free Program. An individual tentatively selected for entrance into the Program after testing and interview will be required to submit to a drug test, which will include testing for marijuana.

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

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

"Arguments are to be avoided; they are always vulgar and often convincing."
–Oscar Wilde (1854 - 1900)

CASH FOR \$CRAP METAL

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

<p>McNichols Scrap Iron & Metal Co. 6500 E. McNichols (near Mt. Elliott) mcnicholsscrap.com (313) 365-6100</p>	<p>Detroit Iron & Metal Co. 8300 Dix (corner Lonyo) detroitironandmetal.com (313) 841-5100</p>
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UA Local 671
MONROE – After a vote at the November meeting, the December **Union Meeting is now scheduled for December 21, 2023.** There will also be an Executive Board meeting at 5pm on December 21, 2023. If any member would like to attend the Executive Board Meeting, please contact the Union Hall prior to the meeting.

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

Announcement: Please join me in welcoming our new Local 671 administrative assistant, Andrea Teague is now working in the office helping Justin and the JATC. She will also be tasked with helping us in the office answering phones. If you happen to be in the office or she answers the phone please make her feel welcome. We are excited to have her as part of our staff and Local 671 family.

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

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

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

Save the Date (Kid's Christmas Party): The Kid's Christmas Party will be held on December 16, 2023. All Members will receive a letter in the mail, and we look forward to seeing you there!

Open Weld Shop Nights: The open weld shop nights are now **Wednesday and Thursday nights** from 6pm-10pm now that school is back in session.

There will be no open welding on Union Meeting or UA weld test nights. A booth will need to be reserved by noon on the Monday prior to the practice night. If we have (3) or more signed up, we will hold the practice night. Booths will be first come, first served with whoever is practicing for a UA test getting priority.

Per the UA Weld Quality System Manual, any member who does not currently hold a UA Welding certification must prove that they are ready to take a UA weld test prior to the UA Weld test date.

Contact Justin if you want to sign up for the next UA Weld Test which will be held on **11/30/2023 at 5 p.m.**

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

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

UA Scholarship Fund: We are proud to announce that Claire Molnar, Jenna Ruettinger, and Jillian Molnar were all awarded UA Academic Scholarships. Congratulations on this awesome achievement!

In Closing: I would like to wish all Members a blessed and happy Thanksgiving. It is my favorite Holiday because I always get to spend it with my family. I hope you all get to do the same. May your holiday season be happy and healthy.

God Bless Local 671 and organized labor!

Mike Jewell: email: mike@ualocal671.com

Vinnie Fenech: email: vinnie@ualocal671.com

Carly Neely: Insurance Line (734) 241-6180 email: carly@ualocal671.com

Local 671 Fax: (734) 242-4692

"The unspoken word never does harm."

-Kossuth (1802-1894)



Local 357 Plumbers, Pipe Fitters & HVAC Service

UA Local 357
KALAMAZOO – UNION MEETING: The next regular Union Meeting will be on **Tuesday, Dec. 12** at 6:30 pm. Other meetings that day will be the Finance Committee at 4:30 and the Executive Board at 5:30.

PARTY INFORMATION: There will be a Christmas Party at the Hall on **Saturday Dec. 9.** Drinks and hor d'oeuvres start at 5:30 pm with dinner at 6:00. You **MUST RSVP** no later than **Dec. 1**, by calling or emailing Lori at (269) 679-3708 / lhatfield@ualocal357.com. You can also go online to Eventbrite.com and search for Local 357. Note: There is a limit on the number of attendees allowed so please RSVP early.

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

RETIREE MEETINGS: Retiree lunch meetings will now be **BREAKFAST** on the 1st Monday of every month. Breakfast will commence at 9 am at Long Island Cafe, 5222 Portage Rd, Portage, MI. The phone no. for the location is (269) 218-0003.

MEDICAL CLAIMS ISSUES: As a member, TIC International and Labor First provide a dedicated team of member advocates to assist with the resolution of any and all medical claims issues. If at any time you experience an issue with your claims being processed and paid correctly, please contact TIC international at (888) 281-3461. For Medicare Retirees – Contact Labor First at (269) 218-3533 or (833) 933-0036.

WEBSITE INFORMATION – FRINGES – TIC: Check out the website at www.ualocal357.com and the **FACEBOOK** Page @ www.facebook.com/UALocal357/. You should sign up for access to your fringe reporting done by TIC via the Union website. To gain access, click on the Member Resources, then click on MRA / TIC Intl Information and then Register. This is where you will type in your Name, Email Address, UA Card # and create your own password. Once you have completed all the information – click on the **LARGE REGISTER** button that is surrounded by a Blue Box. Your User Access will be granted the next business day.

To access your account, once it is set up, all you need to do is access the Membership Button again – type in your email address and password – and all your information will be presented. As a member via the website, you will be able to keep track of all your hours and receive an e-mail when the hours are posted to your account. **This is very important as it is up to you to keep up to date on the hours being paid on your behalf by ANY CONTRACTORS.**

CHANGE OF STATUS: If you have a change of status for example: married, divorced, re-married, birth, death, workers comp, address change, etc., please call Lori at the Union Hall. It is very important that we keep all our records up to date.

There seems to be a continuing problem regarding notification of divorces. 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).

CONGRATULATIONS: Congratulations to Luke Matthews on his recent marriage to Michelle.

"Keeping your clothes well pressed will keep you from looking hard pressed."

-Coleman Cox

"In the end, everything is a gag."

-Charlie Chaplin (1889-1977)



Plumbers Local 98

Plumbers 98
DETROIT – Membership of Plumbers Local 98
 Announcements, informa-



Plumbers, Pipe Fitters & HVAC Service Local 111

UA Local 111
UPPER PENINSULA – MARQUETTE: The next Union Meeting will be in **Escanaba Dec. 14, 2023 @ 7:30 p.m.**

Please welcome Rose Rank to the Marquette office staff. She will be taking Ann's place as she transitions to retirement. Welcome Rose!

Condolences: To the family and friends of life member William "Bill" Stodola who passed away on 11/8/2023. Condolences may be expressed online at www.ernashfuneralhomes.com

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

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

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

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

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

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

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

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

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

Safety Training on Local 111 Web Site: When taking the on-line safety training, go to our web site ual111.com and click on Safety Links. Members must take these safety trainings for each site to work at each mill. Please take note they are valid for 1 year.

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

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

It's an Honor; One of our own, Jessie Cowell, had stepped up and ran for Mayor of Flat Rock. Jessie ran against an incumbent and was only 45 votes shy of winning. We are proud of you Jesse!

UAW Strike and now Casino workers' picket. Things are changing every day as the strike wears on, please contact your area Business Agent with any questions that may arise.

Meetings & Union Hall. The Union Meeting will be held on Thursday, Dec. 14 at 7:00pm at the Union Hall.

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

Retiree Meetings. The next Retiree Meeting is Wednesday, Dec. 13 from 12-2pm at Local 98!

Christmas Wrapping Party for 98 members, children and families is Monday, Dec. the 4th at 5pm.

The Kids Christmas Party is Tuesday, Dec. 5 from 5pm to 8pm. All events are at our Union Hall.

Turkey Night is Dec. 14 at 7pm. Also, we will be swearing in a new class of apprentices. Come and enjoy the Holidays with your brothers and Sisters.

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

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

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

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

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

Please select option #4 for Financial Secretary Jon DeRoo if you are looking to retire. Please set a meeting up with him. We recommend doing this at least 6 months before retirement.

In Memoriam: Our deepest condolences go out to the family and friends of the Brothers we have recently lost.

Dale Clixby passed away on Nov. 8, 2023 and Samuel Peters passed on Nov. 10, 2023.

We are currently looking for Industrial, Residential and Service Plumbers. This is a great opportunity to expand and grow, as many members are looking to retire. If you know anyone working nonunion or is a past member

that may be interested, have them call Organizer Rob Moses, 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 currently open. The application deadline for the next class is Friday, Dec. 29, 2023. Applications are submitted online. Go to our website and read all requirements for the application process.

The Training Center is open for normal business 7 a.m. to 3 p.m. Please call Ryan Lyle, 248-585-1435 ext. 122 if you have any questions.

CALL THE TRAINING CENTER TO REGISTER FOR ANY OF THE FOLLOWING CLASSES OFFERED IN 2023.

All classes are register and prepay by credit card, check or money order only. Deadlines for registration and prices are listed with each class. The 2024 class list will be out in the next Building Tradesman, please keep an eye out for the class you need or you find interesting!

Monthly Code Class – Next class is PENDING at 4:30 pm. This is not a code update class. Open to any member looking to have discussions about the interpretation of the Michigan Plumbing Code. Great refresher for anyone wanting to take a state plumbing exam. **Please call Paul at the Training Center at 248-585-1435 ext. 123 to register.**

EPRI RIGGING CERT Dec. 12-13. Please call the Training Center by Nov. 24 to verify your spot!**

ASSE Backflow Tester Re-

SETTING SANITARY PIPE at the Gun Lake Casino Hotel project in Wayland are Elliot Wilcox and Gaspar Reyes, both Plumbers and Pipe Fitters Local 357 members. They're employed by R.W. LaPine.

Certification: Please be sure to check your expiration date, it is now required that you complete your update class prior to your expiration. This class is offered quarterly. \$100 **4 hour recert class** Jan. 23-24. Deadline is Dec. 29.

OPEN WELDING – This is a great time to get into a booth and get some welding in! Please call Chris Opalka 248-585-1435 ext.146 for any welding related inquiries and to check on booth availability. For those that can't find time to get in during the weekdays, open welding will be available on the first Saturday of the month, call to get a booth.

2023 brazing and welding sessions will be scheduled on the 1st Saturday of the month. If your brazing or welding certs are ready to expire, call to schedule an appointment. The next **Welding and Brazing sessions** will be Dec. 2. You must call to schedule your brazing OR welding tests at least 3 days prior to the test. Please note: All members must be dressed appropriately to be in the shop area.

2023 Course Hour reimbursement forms are available at the Training Center. You must have 8 hours (approved hours credited may vary from actual hours attended) of verifiable approved classes/training from Jan. 1 - Dec. 31 to be eligible for the \$100 reimbursement.

OSHA Training - OSHA 10, available as an online class for \$59 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.

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



Local 190

**Plumbers,
Pipe Fitters,
Service Technicians,
Gas Distribution**

UA Local 190
ANN ARBOR – UNION MEETING: will be held on Monday, Dec. 11 at 6:00 p.m. at 7920 Jackson Rd., Ann Arbor, MI. Members are urged to attend and take an active part in the proceedings.

UNION HALL CLOSED FOR AN UP COMING HOLIDAY: For the Thanksgiving holiday the office will be closed on Thursday, Nov. 23, and Friday, Nov. 24. Wishing you and your family a happy and safe holiday.

For the Christmas holiday the office will be closing at Noon on Friday, Dec. 22 and will be closed all day, Monday, Dec. 25. Merry Christmas to all of you and your family members.

For the News Year's Eve holiday, the office will be closing at Noon on Friday, Dec. 29 and will be closed all day, Monday, Jan. 1. Wishing everyone a Happy New Year.

CHILDREN'S ANNUAL CHRISTMAS PARTY: This wonderful event will take place on Saturday, Dec. 2. The party will be held at the Washtenaw Community College (Morris J. Lawrence Building) from 1-5 p.m. All RSVP's should be mailed to the Local 190, 7920 Jackson Road, Ann Arbor, MI 48103. The committee must receive your notification if you are planning on attending, no later than Nov. 24. We are in need of volunteers, please contact Melissa Wood at (734) 424-0962 Ext. 200. Your help is truly appreciated.

ATTENTION GAS DISTRIBUTION APPRENTICES: Apprentices who are planning on taking the journeyman upgrade test need to get their Letter of Intent sent to Roy Musgrove, Pat Duffy or the Gas Distribution Examining Board members which are Arnie Krause, Dennis Zielinski or Kevin Duffy. The letters to be received no later than Dec. 8. Please mail to Local 190, 7920 Jackson Rd. Ann Arbor, MI 48106 Attn: Pat Duffy.

REQUALIFICATION WELDING TEST FOR CONSUMERS ENERGY AND SEMCO ENGERY: The following dates at Local 190's Training Center, 8040 Jackson Rd., Ann Arbor MI.

Monday, Dec. 4 through Friday, Dec. 8

Monday, Dec. 11 through Friday, Dec. 15

Monday, Dec. 18 through Friday, Dec. 22

This will be limited to six welders per day.

Also please be aware there is a policy change with Consumers Energy and Semco. Welders must not exceed two calendar years between performing initial qualification requirements for all qualifications held.

Please contact Ralph Booth at (734) 369-1432 to schedule your test date, first come first serve!

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

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

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

MICHIGAN GAS DISTRIBUTION - E-Mail address: Please contact the union hall 734-424-0962 or Pat Duffy 734-368-4423 to make sure we have a current e-mail address.

MICHIGAN LICENSE RENEWAL: Plumbing license renewals are done online ONLY! For detailed instructions and requirements, please visit: www.michigan.gov/bcc. Feel free to

stop into the Union Hall and pick up a copy of the instructions. The link is now on the website in the "Members Only" section under "Helpful Member Forms"

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

LAI D OFF OR BACK TO WORK – All members who get laid off or report back to work please immediately contact Karen (734) 424-0962 Ext. #210. Please report the last day in which you worked. When calling to report back to work please let Karen know the contractor and the date you reported back to work. PLEASE NOTE: All Members can now go to the website under "members only" and fill out a "back to work" form or "laid off" form.

INFORMATION - FRINGE BENEFIT OFFICE: You can download the free Blue Cross Blue Shield APP on your smart device. This will allow you to see a copy of your BCBS card, review your claims, explanation benefits and much more. Download: BCBSM

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

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

The Training Center is open to members wishing to update any certifications, licenses, or qualifications. Office hours of operation are Monday through Thursday 8am. to 5:00pm. Friday 8am. to 3:30pm. We will be closed for lunch from noon to 1pm. Please give Kristyn a call with any questions regarding certifications and training schedules or visit us on UA190.org members only section under training to register for classes online. The Training Center will no longer accept cash payments, we will accept checks or credit card payments only.

We are following CDC, OSHA, MiOSHA, MDHHS, and Washtenaw County Health Department guidelines. Check your Certifications to make sure that you are current!

Please submit all certifications and licenses to the Training Center, so we can keep your profiles up to date.

2024 Schedule - Mondays - April 1, July 15, and Sept. 30. Each class will start at 5 pm.

2024 Schedule - Mondays - April 15, July 22, and Oct 7. Each class will start at 5:00 pm.

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

ASSE Backflow Certification (40hrs): This is a class, to become an ASSE Certified Backflow Tester (5110). 2024 Schedule: First course starts on Jan 9. The second course starts Sept 10. Courses run on Tue and Wed for 5 weeks and are limited to 8 participants. Call the Training Center to secure your spot or register through the website: ua190.org

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

Med Gas Installer and Brazer Certification (40hrs): This is a 40-hour class to be Med Gas certified. Must have a minimum of 4 years, documented (Continued next column)



Sprinkler Fitters Local 704

DETROIT – The next regular business meeting will be held Wednesday, Dec. 6, at 5:30 P.M. at the Union Hall. The Executive Board will meet the same evening at 4:30 P.M.

Please note the monthly meeting will be held a week earlier.

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

Reminder: Article V, Section 13 of Local 704's Constitution, By-Laws, and Rules of Order. Any project that falls into the jurisdiction of Local 704 shall be manned by not less than two 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 their local union office.

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

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

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

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

The Local 704 children's Christmas Party is scheduled for Saturday, Dec. 16 from 10 A.M. until 1:00 P.M. The party is open for all 704 members with children or grandchildren. Please R.S.V.P. by Wednesday, December 13 so Santa knows who is coming.

As we enter the holiday season, please keep Brother Luis Flores and Brother Andrew Boggs in your thoughts as they have both been battling severe illness.

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

Local 190, con't

experience in the plumbing and/or piping industry. 2024 Schedule: First course starts March 12. The second course starts Aug 20. Courses will run for 5 weeks, Tue and Thur. These courses are limited to 16 participants. Call the Training Center to sign up for one of these courses or register through the website: ua190.org

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

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

EPRI Rigging and Signal Person Re-certification (8hrs): This rigging re-certification will now include the EPRI Signal person certification. Classes are scheduled for the following dates: Monday, March 18, 2024, refresher starts at 5 p.m. and then on Monday, March 25, test starts at 5 p.m. Please register through the website: ua190.org

RETIREMENT GRATIFICATIONS: Congratulations to the following members. Ken Hopkins, Initiation Date 1/31/1995, retired 10/1/2023

Todd Jennings, Initiation Date 8/17/2009, retired 10/1/2023

Norman Este, Initiation Date 2/20/1997, retired 11/1/2023

Tim Moseley, Initiation Date 3/3/2004, retired 11/1/2023

May you all enjoy as much relaxation as you did hard work throughout your career. Wishing you all the very best.

RETIREE MEETINGS – PLEASE JOIN US: Our next Spades meeting will start at 9 a.m. and be held on Thursday, Dec. 7, at the Union Hall. Come and join us for card games, pastries, and a warm cup of coffee.



WE ASKED THIS GROUP of pipe trades workers at the Gun Lake Casino Hotel project in Wayland to pause their work for a group photo. They include (l-r) Owen Pull (UA Local 174), Ron Morsaw (UA Local 174) Ron Frederick (UA Local 357), Dallas Walters (UA Local 357) and Foreman Paul Edington (UA Local 174). They're employed by Andy J. Egan.



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

UA Local 174

COOPERSVILLE - MEMBERSHIP MEETING & CHRISTMAS PARTY: The monthly membership meeting and annual Christmas party will be held on Tuesday, December 5, 2023 at 7:00pm in our Assembly Hall at 1008 O'Malley Dr in Coopersville. The front office will remain open until 6:55pm.

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

Retiree Breakfast: The retiree breakfast will be held on Thursday, December 7, 2023, at 9am at New Beginnings Restaurant in Coopersville.

Office Closed: The office will be closed Nov. 23 & 24, 2023 for the Thanksgiving holiday.

Toys for Tots: The 2023 Toys for Tots drive has begun. Please drop off any new and unwrapped toys for donation at the front office by December 5, 2023. Your gift will be greatly appreciated!

Volunteer Opportunity: Brothers and sisters, it is that time once again for Labor Rings the Bell. We will be stationed in front of Hobby Lobby by the Lakes Mall on Saturday, November 25th. There are two time slots open, and each time slot will consist of two volunteers. The times still available are from 2pm-4pm for 2 people and 4pm-6pm for 2 people. The sign-up sheet is located at the Hall, or you can call the front office to sign up. This is a great chance to volunteer!

Annual Retiree Bonus: The checks for the annual retiree bonus will be going out soon. A letter will be mailed with the check explaining the fund and providing contact information for questions.

Organizing Update: As I included in my organizer report at the last meeting, I have been working at the Holland LG battery plant for the last 2 months. I was able to get quite a bit of information that we didn't have before. I sent worker information to their respective home locals where they reside, and we have made some of these workers members of our local. We were also able to get one of the workers a job with a union contractor in Texas, who then pulled 35 workers off the Holland job where they were working for a big non-union contractor. They then became union members back in Texas! This was not only a great learning experience, but it turned out to be very successful! A little small talk with the non-union worker could change their life for the better!

"We're all doing the same work but we're NOT all getting the same wages and benefits." We all know non-union workers; they deserve more! Give them my number and let's get them on the right track!!!! The message is clear, you deserve better wages, benefits and representation which is why you need a UNION!

Work safe, Johnny Ortiz (616) 307-8551

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

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

Wage Allocation: The 2023 wage allocation was voted on at the June 6, 2023 membership meeting. Results were \$0.10 to the retiree bonus program and \$2.13 on the check.

Contract Ratification: At the special called meeting in July 2022 the members voted to accept the bargaining committee's recommendation and ratify the three-year collective bargaining agreement.

The agreement is as follows: 1st year \$2.75/ 2nd year \$2.23 /3rd year \$2.22 and \$7.20 over 3 years. The only language change is adding essential workers to the 10% hazard pay language. Thank you to the bargaining committee for their work on negotiations and to the members of Local #174 for continuing to prove their value day in and day out.

New Aetna Cards: Soon Aetna will be issuing new I.D. cards to all members who are enrolled in active member coverage (not Medicare retirees). The only difference between the old card and the new card is the 800 number on the card. All other information will be the same.

FRINGE PLAN THIRD PARTY ADMINISTRATOR: (SOLXSYS). West Michigan Plumbers, Fitters and Service Trades Local No.174 Fringe Benefit Funds, 5600 New King St, Suite 330, Troy, MI 48098 (855) 407-5862 Toll Free

Health Insurance Contact Info: Active and NON-Medicare Retirees
Aetna: (888) 290-7241
EAP:(888) 238-6232
Save-Rx: (800) 228-3108

Medicare Retirees
Labor First: (616) 345 0788
Solxsys, Aetna, Labor First: If you have issues with any of our fund service providers, contact Ryan Bennett at rbennett@ua174.org. Please try to remember who you spoke with; this will help the company fix the problem.

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

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

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

Metal Trades, Helpers, and Trainees: Please remember that if you are working as a Metal Trades, Helper, or Trainee your raises are based on the day you

were first dispatched to work at that classification. If you are not sure of your dispatch date, please contact the Union office. It is up to you to let the Union office know that you are due for a raise.

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

Lakeshore - 3rd Thursday of the month / CIO Hall 490 Western / 6pm

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

Training News: FIRST AID: First Aid/CPR/BBP class will be the second Thursday of the month, from 5:00p-9:00p. The next class will be held Thursday, December 14, 2023.

MED GAS INSTALLER: Class is scheduled to begin on Monday, November 13, 2023 @ 5p - 9p. The class dates are as follows: Nov 13, 15, 20, 27, 29, Dec 4, 6, 7, 11, 13 and 14 (Exam).

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

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

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 Rumsey or Nicole Schumaker 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.

Union Hall Extension Numbers: Ryan Bennett, Business Manager ext:12, Nathan Phillips, Assistant Business Manager ext. 13, Jason Finch, Business Agent ext.14, Johnny Ortiz, Organizer ext.15, Lisa Johnson, Office Manager ext.11, Therese Simmons ext. 10, Training Dept: Jeff Rumsey ext. 16, Nicole Schumaker ext. 30.

"There's only one corner of the universe you can be certain of improving, and that's your own self."

-Aldous Huxley (1894 - 1963)

"Rest satisfied with doing well, and leave others to talk of you as they please."

-Pythagoras (582 BC - 507 BC)

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Local 149
Roofers &
Waterproofers

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

Happy Thanksgiving. Thank You for your solidarity and continued commitment to make our Union Strong, Productive, and Safe!

General Membership Meeting. The general membership meeting is scheduled for Tues., Dec. 5, 2023 at 7:00 p.m.

Executive Board Meeting. The next meeting is scheduled for Tues., Dec. 5, 2023 at 6:00 p.m.

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

Monthly Dues Increase. Jan. 1, 2024 your monthly dues will be increased by \$1.75 per month, totaling \$27.00 per month (was \$25.25); totaling \$324.00 per year (was \$303.00). This increase will be for our members who pay superannuated dues, totaling \$12.75 per month (was \$11.00); totaling \$177.00 per year (was \$132.00).

An invitation has been sent to the Brothers with years of service anniversaries regarding the 2023 Commencement Ceremony luncheon. The annual Commencement Ceremony luncheon will be held at the IBEW Local No. 58 Union Hall on Sunday, Dec. 10, 2023, from 10 am through 3:30 pm. Please, RSVP for the event. IBEW Local No. 58 is located at 1366 Porter St., Detroit, MI 48226. One block east of our Union Hall.

This is to remind you that you have come a long way and your contributions have continued to inspire our Local. We wish you a very Happy Work Anniversary!

Retiree's Association. Mark your calendar, the annual Retiree's Christmas and Holiday luncheon is scheduled for Sunday, Dec. 10, 2023. The luncheon will be held at the IBEW Local No. 58 Union Hall from 10 am through 3:30 pm.

IBEW Local 58 is located at 1366 Porter St., Detroit, MI 48226. One block east of our Union Hall. Will you be joining us? Calling us will give our Hall a count of the food we will need for the catered lunch. Additionally, please let us know if your spouse or a date will be joining us.

If you are a retired 149 member and you would like to receive any additional information about the Association or would like to join, please contact the Union Hall at 313.961.6093 ext. 0.

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

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

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

If you are interested in any of these classes, contact the Training Center, 248-543-3847.

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

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

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

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

The publication above is as 11/13/2023, 2:00p.m.

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



THE EXTERIOR GLASS arrived at the Gun Lake Casino Hotel project in Wayland this month, and this group of Glaziers and Glassworkers Local 357 members stand ready to install it. On the third floor from (l-r) are Shontonio Crump, Derek Dickson, Chris Adams, Andy Graham, John Branham, and Michael Hunt. They're employed by Universal Glass.



District Council 1M
Painters DC 1M
WARREN - Dear Members,
DC1M WEBSITE: www.iupatdc1michigan.org

DC 1M UNION CARDS*
Any questions regarding a lost, damaged Union cards, or have dues inquiries or have not received a card please contact the DC1M offices at: Warren Office: (586)552-4474 extension 100

Freeland Office: (989) 695-6888
PAINTERS DISTRICT COUNCIL 1M SMART PHONE APP
Painters District Council 1M is pleased to announce its' all new APP.

For IPHONE go to IOS store, For ANDROID got to Google Playstore Search for "Painters and Allied Trades" download APP
Username: your member id#
Password: painters

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

FTI of the Great Lakes Upgrade Classes (First Aid/CPR/AED certification). FTI of the Great Lakes will be offering First Aid/CPR/AED Class on Saturday Nov. 11 at our Lansing Training Center and Saturday, Dec. 2 at our Warren Training Center. The start time for both classes will 9am for both locations. Members must contact Shawn O'Neill to register for the class by Nov. 9 for the Lansing class, and Nov. 30 for the Warren class.

Please contact Shawn O'Neill for additional information 586-552-4481 or email at dot@iupatdc1m.org.

FTI of the Great Lakes CAS, C3 and C5 classes. FTI will be holding CAS, C3 and C5 classes in January 2024. The deadline to submit for CAS exams is Nov. 17, 2023.

The deadline to register for C3 and C5 class is Nov. 24, 2023.

CAS applications are available for download on the DC1M website under Members link, then Resource links.

FTI of the Great Lakes Upgrade Class(Scaffold Awareness) FTI of the Great Lakes will be offering Scaffold Awareness Class on Saturday Dec. 9 at our Lansing Training Center.

Members must contact Shawn O'Neill to register for the class. Class starts at 9am. Please contact Shawn O'Neill for additional information 586-552-4481 or email at dot@iupatdc1m.org.

FTI of the Great Lakes is accepting applications for a part time Glazing Instructor for the Lansing FTI Apprenticeship school. Please send your applications to FTI Director Shawn Oneill at dot@iupatdc1m.org

GET INVOLVED AND PARTICIPATE IN YOUR UNION!
OUT OF WORK/ BACK TO WORK: To keep work placement efficient, please notify the office when you are laid off or going back to work.

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

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

Get involved. Work smart. Work safe.



Local 357
Glaziers & Glassworkers
Glaziers & Glassworkers 357
WARREN – Our next regular scheduled union meeting will be held on Monday, Dec. 4, 2023 at 6pm. Please make every effort to attend. We will have food, and drinks available after the meeting.

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

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

Keep your working status current; this helps protect your benefits. If you have a mailing address and/or telephone number change, please notify the Union and Fund Offices of the changes.

Dues payments may be mailed to the Union Office at 14587 Barber Avenue, Warren, MI 48088. Make checks payable to: **DISTRICT COUNCIL 1M** in care of Glassworkers #357.

When traveling to work out of town, all members are reminded that they must check in with the local that you are working in as per the International Constitution and our local C.B.A.

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

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

Business Rep- Don Stepp



Sign, Pictorial & Display Local 591

WARREN –The next General Membership Meeting will be held on Tuesday, Dec. 5, at 6:30p.m. Trustees and union stewards meet at 6:20 p.m.

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

Anyone possessing a union membership and who willingly works at a nonunion shop doing union work can have charges preferred against them under **(Continued next column)**

District Council 1M

Business Manager: Robert Gonzalez

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

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

Local Union 312

Business Rep: Tim Schwerin

Meeting date: 2nd Wednesday of every month at 6:30 p.m.

Place: 1473 N. 30th St., Galesburg, MI 49053

Local Union 514

Business Rep: Scott Mikulen

Meeting dates: 1st Wednesday of every month at 7:30 p.m.

Place: 7920 Jackson Road, Ann Arbor, MI.

Web site: www.iupat-local514.org.

Local Union 826

Business Rep: Rocky Ackerman

Meeting date: 2nd Thursday of every month at 5:30 p.m.

Place: 3115 Joyce St. Burton, MI 48529

Local Union 845

Business Rep – Fred Frederickson

Meeting date: 1st Thursday of every month at 7 p.m.

Place: 419 S. Washington Avenue, Lansing, MI 48933

Local Union 1052

Business Rep – Jake Fluty

Meeting date: The Fourth Wednesday of every month at 6:30 p.m

Place: 3115 Joyce St., Burton MI 48529

Local Union 1803

Business Rep: Josh Ovalle

Meeting date: 4th Tuesday of every month at 5:30 p.m.

Place: 7677 Midland Road, Freeland, MI 48623.

Local Union 2352

Business Rep: Jeremy Haviland

Meeting Date: 3rd Tuesday of every month at 6:30 p.m.

Place: District Council 1M, 14587 Barber Ave., Warren, MI.

Local Union 2353

Business Rep: Tony Parker

Meeting date: 3rd Thursday of every month at 6:30 p.m.

Place: District Council 1M, 14587 Barber Ave, Warren, MI.

Sec. 16.4, and 19.8 of the District Council By-laws

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

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

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



Local 36
Elevator
Constructors

Elevator Constructors Local 36
DETROIT – ALL MEMBERS ARE INFORMED, our next regular MEMBERSHIP MEETING IS ON MONDAY November 27, 2023, AT 5:30pm at 1640 Porter St. Detroit, MI.

Our next Executive Board meeting will be held on the same night as the membership meeting. Any changes to this schedule or venue will be in the Building Trades Article or sent via email.

Attention All Members, this paper is to serve as official notice to the membership. This is how we get information out to all our members, as repetitive as it might be there is new information in each article, please read it carefully and call the hall or attend a union meeting if you have any questions.

If you move or your address changes, call the hall and make sure you fill out the right forms on the NEIBP website.

Just a reminder to all members that the Local Constitution and Bylaws have been updated to reflect the new late fees for delinquent dues. The insert with the changes are at the Hall along with new hardhat stickers.

If you are a Mechanic or Temporary Mechanic and doing testing in the state or city, document ALL work done in the log-books, fill out tags and affix them properly, fill out the state or city forms and leave a copy onsite. If the equipment doesn't pass a portion of the test, try to correct it, or document it and inform your company. If it is a major safety issue, lock it and tag it out of service. You are the license holder, and the responsibility falls on you.

If you would like to sign up for Safety alerts, text (855) 957-1801 and sign up to receive Safety alerts via text and email.

The IUEC is aware that our signatory employers are becoming subject to a variety of state laws mandating that some percentage of fleet vehicles must be electric-only vehicles. Additionally, we are aware as well that certain customers are mandating the use of electrical vehicles on their properties.

We want to be clear that to the extent that compliance with such policies requires the cooperation of our membership in terms of allowing for the installation of charging facilities at their homes or incurring bills for additional electricity use, that these matters require bargaining with the IUEC and not direct dealing by companies with their employees. The IUEC is available to bargain over such items at your convenience and intends to do so in a reasonable fashion designed to both facilitate compliance with these mandates while also assuring that any policies adopted are in the best interests of our membership. The IUEC signed an MOA with Schindler. I sent it in an email to the membership.

The picnic assessment will be \$53.00 per member and will be assessed with fourth quarter dues.

All active members shall be assessed \$25.00 on December 1, 2023. This funding will allow the fund to increase the IUEC Death Benefit amount, continue to invest in a responsible manner and allow for timely payment to beneficiaries. Local Unions shall be responsible for collecting the IUEC Death Benefit assessment and transmitting it to the IUEC on or before January 15, 2024. This will be assessed

with fourth quarter dues.
Make sure you check your paystub weekly to ensure you are getting paid properly and getting everything that is written in the contract.

As you are aware, individuals with a Mechanic Exam Pass Date on or after Jul 9, 2022, must take a Mechanic Required (MR) Continuing Education course in 2023 to receive their scheduled pay raises January 1, 2024. **I highly recommend if you fall in this category and haven't done so, take the course and keep up on it.** We have grandfathered mechanics that have completed this course more so than mechanics that are required to complete this course. **You have 3 months to complete this course, or you will not receive your pay raise on January 1, 2024, and you will not get back pay if you complete this after January 1, 2024.**

If you are going to be off with an injury (work related or non-work related), surgery or illness for a prolonged length of time, call the fund office and inform the hall. The same when you go back to work, call the fund office, and let them know you are back to work, and inform Ken or me.

If you start a new job in MOD/construction, you **MUST** call those jobs into the hall!! If you are going to be working a 4/10 job in construction or MOD, it **MUST** be submitted in writing to the Local Business Representative per Article VII Par. 2A. and Article VIII(A) Par. 2A.

We would like to congratulate all the members that have recently passed their Mechanic's exam!

Attention All Apprentices, Kenny and I would like to thank all of you for keeping up on your OJTs, schooling, and commitment to your future. You should have received your pay raise as of the pay period following September 1, 2023. If you didn't receive your raise, please contact the hall. Check your NEIEP emails frequently. OJT forms need to be filled out COMPLETELY by the 9th day of the following month. **There is NO excuse for these to be late!!!**

Attention All Temporary Mechanics, your Temporary Mechanic's Agreement **MUST** be signed by the end of each month at the Union meeting. If you can't make the Union meeting (for good reasons) to sign your agreement, then come down to the hall the **NEXT MORNING.** If you continue to have problems getting these signed, you will be called down in front of the Executive Board. If you are put back to Apprentice status, your personal tools **MUST** be taken off the job and notify the hall.

Attention All Retirees, if you requested an Honorary Card and have not received it, please contact the Hall.

If you are NOT receiving my emails, contact the Hall so I can get you on the email list.

We would like to wish everyone a safe and Happy Thanksgiving and extend get well wishes to all Brothers and Sisters on our sick list.

Be safe and stay healthy!

"It is said that power corrupts, but actually it's more true that power attracts the corruptible. The sane are usually attracted by other things than power."

–David Brin (1950 -)

"All my possessions for a moment of time."

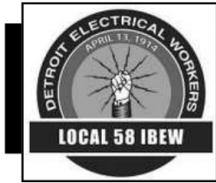
–Elizabeth I (1533 - 1603)

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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%; font-size: small;"> <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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Louisville, KY	Salt Lake City, UT																								

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IBEW LOCAL 58

IBEW 58
DETROIT – he next General Membership Meeting will be held on Tuesday, Nov. 21, 2023. Dinner begins at 5:30 and the meeting will start at 6:30.

Electrical Industry Training Center is offering Continuing Education classes. Please check them out at <http://www.detroit-etc.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.

ATTN: ELECTRICAL WORKERS' INSURANCE FUND PARTICIPANTS: As a reminder, to take advantage of the Annual Opt-Out window of the Plan for Jan. 1, 2024, the Benefit Office must receive the form no later than Nov. 25. The Form can be found at www.cwibjbt.org/Documents/Health_Care_Documents. Please feel free to contact the Benefit Office at (586) 575-9200 with any questions.

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

IBEW Local 58 Brick Pavers are available for purchase, if you would like to purchase a brick, please contact the Union Hall for an Order Form. 7x9 brick pavers can have up to 6 lines of lettering and 17 spaces per line. 9x9 brick pavers can have up to 7 lines of lettering and 17 spaces per line (letter height .75"). \$100.00 Donation per Brick.

NOTE: No symbols or clipart can be added to brick pavers. To purchase or for questions please contact Stacy at the Union Hall 313-963-2130, ext. 3015.

Local 58 Dues Department - DUES OFFICE CLOSED - NOV. 23-24.

You can pay your dues for 2024. Dues increase in July. Please call the dues department to pay for the year. We are working on the APP/Website to be able to pay for the year.

When you are putting your information on the APP/Website - please use your dues receipt for your name and card no. Put in your information as it appears on your dues receipt so that your information matches - i.e., jr, sr, etc. Please this is important. It is YOUR responsibility to pay your dues on time - this could affect your retirement and/or death benefit. We ask that you keep the Local up to date with your address, email, and phone number. Thank you!

Local No. 58 Benevolent Fund: The next meeting will be Dec. 5, 2023 at 5:30pm. Our next event will be the Ken Fitzhenry Super Bowl event, Sunday, Feb 11. Super Bowl raffle tickets coming soon! All prizes from the Super Bowl event are provided by ABC Warehouse in Canton. For a discounted price call Ryan Heinrich, (734) 981-7780. All tradesmen and families are welcome to receive this Building Trade discount.

Members of the Community Service Committee: The next meeting will be Tuesday, Nov. 14 at 5:30p.m. The Wobbly Kitchen (Sundays in the Park) will be the 2nd and 4th Sundays of each month, starting at the union hall and then traveling to Cass Park. We are asking volunteers to show up at the hall at 8 a.m. to help with food prep, organization, and loading. Questions can be directed to Ray Kujawski at (248) 496-1916 (call, text, leave a voicemail). Local 58 is very active with community service in the Metro Detroit area and has a variety of upcoming projects that require the help of volunteers and helping hands. Contact the Union Hall (313) 963-2130 or Ray Kujawski (number above) for further information to volunteer or participate.

Members of the Entertainment Committee: The next meeting will be Tuesday, Nov. 14 following the Community Service Committee meeting that starts at 5:30 p.m. The Local 58 Annual Childrens Christmas Holiday

Party is on Dec. 3 at 11 am. **EWMC of Southeastern MI** - The next chapter meeting is scheduled for Monday, Nov. 20 at 6pm. This will be an in-person meeting with a ZOOM option. 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 bring any suggestions that you have for EWMC involvement and engagement. We will be discussing our upcoming preparations for the Annual EWMC Education Conference in Atlanta this January, our Annual Coat Drive, and our donations to the Adopt-A-Child Christmas Program. Stay tuned for more volunteer opportunities in the near future. Volunteers will be needed as we continue with our efforts.

The RENEW Committee meeting will be on Tuesday, Nov. 28 at 5 PM.

The Safety Committee meeting will be on Monday, Dec. 11 at 5:30 PM.

The Veterans Committee - will now be meeting on the 3rd Wednesday of each month. The next meeting will be Wednesday, Dec. 20, 2023 starting at 5:30 pm.

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

Local 58's Women's Committee - is participating in Period Drive again this year. Old Soul Vintage is hosting the event at The Loving Touch in Ferndale on Nov. 25. We are asking for a donation of feminine hygiene products. Please bring products that you are donating to our next women's committee meeting, the donations will go to the event from there. The collections from the drive will be distributed to local charities, including a donation to Wobbly Kitchen on behalf of our committee. If you would like to attend the event, there will be more information coming soon. Congratulations to Cauldron of Cheer winner Liz Gorski!

Thank you everyone for your purchase of raffle tickets, all proceeds go towards the ARC Scholarship. Our Sister Exchange Closet is also looking for donations! If you have any new or gently used work clothing, cold weather gear, boots, coats, or even tools, etc... please consider making a contribution. We do have some items available, if you or a sister you know is in need, please reach out. Our next meeting will take place on Nov. 16 at 5:30pm at the Hall and also on Zoom. If you have questions, please contact Committee Chair Angela Panicucci (586-291-8014) or Co-chair Liz Gorski (586-921-3087), Email at 58womenscommittee@ibewlocal58.org

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

IBEW LOCAL 58 Retirees Association: The next Board meeting is Wednesday, Jan. 10, at 10 a.m. in the Bill Rushford Room in the lower level of the union hall. There will be no luncheon in November due to the holiday. Planning is underway for our Annual Christmas Party, which is Wednesday, Dec. 6 at the local union hall. Once again, we will have our five donation baskets that support charities whose focus is on children and their families. Rumor has it, that Santa will be stopping by again this year. Please mark your calendar now, and plan to join us for a wonderful catered meal and reminiscing with old and new friends. This party is a great way to kick off the holiday season. Doors open at 11 and lunch is served at 12:30. The cost is \$20 per person. For reservations, send your checks (payable to the Renal) **(Continued next column)**



INSTALLING UNDERGROUND CONDUIT at the Gun Lake Casino Hotel project in Wayland are a group of IBEW Local 131 electricians. They include (l-r) Tyler Hall, Terry Toutant, Billy Moon and Adam Bujala. The group, employed by Moore Electric at the project in Wayland, paused what they were doing to take the photo.



IBEW Local 131

Serving Southwest Michigan Since 1916

BEW Local 131
KALAMAZOO - The next **General Membership Meeting** will be held on December 4, at 6 p.m.

The next **Renew meeting** will be held on December 4, at 5 p.m.

The next **Executive Board meeting** will be held on November 20, at 5 p.m.

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

The Work Outlook continues to be steady. We have open calls. Hi-Tech, Moore all have crews working on the Pfizer site. Work at Zoetis has slowed down. Flemington Instrumentation and Gurtz are still working on the MAPS Project and plan to be there until December. Gun Lake Casino Hotel and Water Dome look like a winter project, the steel is starting to go up. No windows, looks like a very cold job site. Martell has work at Woods Lake Elementary.

LARA has sent out licensing renewal notices. Do not forget to renew that before the end of the year. You will not need a Code Update class year. It is expected that next year a code update will be necessary.

Veterans Committee is being formed in Kalamazoo. Would you like to be on the committee? Please let Morris know. This will be the first step in building a mentoring program.

Toys for Tots Campaign be-

IBEW 58, con't

tires Association) to IBEW #58, Attn: Retirees, P.O. Box 32756, Detroit 48232-0756. Questions about reservations, call Elaine Crawford at 313 408-5885.

Alcoholics Anonymous Meetings take place every Wednesday at the IBEW Local 58 Union Hall, (1358 Abbott St, Detroit, MI 48226), starting at 6:00 pm. The only requirement for membership is a desire to stop drinking. All trades welcome.

Electrical Workers Credit Union - Our website is <http://www.ewcu.net> (313) 963-6060. In the market for a loan? Check out our low rates! New auto as low as 5.75%. Give us a call today to find out how to apply or go online at <http://www.ewcu.net>.

Who's your Beneficiary? Here are some tips to help make sure your account is up to date with us. Review your beneficiaries periodically, especially if a life change occurs. Be sure the wording is correct, especially if you name more than one beneficiary. Give us a call and we can check who you have listed. State of Michigan Escheat Law: The law states that any deposit account with no activity for 3 years must be turned over to the State. What can you do? Contact us today to find out your account status. Conduct a transaction by either deposit or withdraw (any amount). Close account.

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: Daniel Baker, Douglas Barrett, David Colombo, Antonio Esposito, Donald Garbutt, William Johnson, Bryan Kelly, Jerome Kissick, Brian Paul, Christopher Plotzke, William Vokes, Gary Warhurst, and Joseph Wojcik.

Members who have passed away: Dennis Durocher, pension member, 49 year IBEW membership; Eddie Jerks, pension member, 53 year IBEW membership; Lonnie Ridgell, pension member, 38 year IBEW membership. We extend our sincere sympathy to the families on their loss.

gan on October 30. Toys or monetary donations are welcomed at the hall. We have extra boxes if you would like to take one to the job site. All donations need to be in the Hall by December 8, 2023.

Training: State Exam Prep class will be held from Tuesday, January 9, 2024, to February 27, 2024. The class will run from 5:00PM to 8:00PM. The class will be held at the Union Hall. Call the hall to put your name on the list.

With a heavy heart I am sad to report Brother Donald Geipel, a 57-year member, passed away on November 1, 2023, at the age of 81. Don was a good brother, and an excellent mechanic. He will be missed. We also have lost Phil Frenthway, a 49-year member, passed away on October 20, 2023. Phil had a good smile and made you feel welcome. John Hoffman, a lifelong member of the IBEW and the UAW, passed away on November 4, 2023.

Retiree Lunches at the following Locations:

December 20, 2023, Martell's, 3501 Greenleaf Blvd, Kalamazoo. @11:30. Call the hall to RSVP!
 Every Tuesday, a smaller group of Retirees meets at Uncle Ernie's Pancake House, 4005 Portage Street, Kalamazoo, MI 49001 @ 10 a.m.

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

In the next two weeks **Wilson-McShane** will be sending a letter addressing a new retiree benefit.

The letter will explain Dental insurance options for the retirees. Option one will be for Preventative and diagnostic coverage. Option two will also include other dental services including some restorative procedures. All paperwork needs to be returned by the third week of December.

Three Months or more behind in counter dues payments are the following suspended members: Dwaine Bassler Jr., Easton Lovell, Russell McBride, Tomas Montoya, Richard Peebles, Justin Sowash and Gerald Yerden.

K - Wings Hockey game on January 26, 202, against Fort Wayne Komets. The local website has a link to purchase the tickets.

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

BLUE CROSS APP: Download the Blue Cross/Blue Shield of Michigan app for your smartphone. Search for "BCBSM" on the Google Play app or the Apple store. Benefits to utilizing the app include instant access to EOB's, a virtual ID card on the phone, information on deductibles, explanations of coverage and many other helpful tips related to your healthcare coverage. EOB's can be downloaded to smart phones or computers and used to substantiate WEX receipt requests.

Morris Applebey Business Manager

"If you want to make peace, you don't talk to your friends. You talk to your enemies."

-Moshe Dayan (1915 - 1981)



Local 665

IBEW 665

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

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

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

APPRENTICESHIP APPLICATIONS: We often get calls or emails on how and/or where to apply to Local 665's apprenticeship program.

To apply, go to www.lejtc.org and navigate to the application page on the website.

Applications are accepted on the first Monday of each month.

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

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

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

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

DUES AND DEATH BENEFITS: Quarterly dues are due. We are on death benefit #345. Please look at your dues to ensure that you are current.

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

IN REMEMBRANCE: In remembrance of local 665 members who have passed away. May their memory be eternal.

Mark McCrackin 10/02/23, Howard Shooltz 08/14/23, Gerald Loughlin 08/19/23, Walter Keith Sr. 07/12/23, Joseph Fussman 06/16/23, Eric Odle 05/15/23, Christopher Brown 04/12/23, Richard Farrington 03/12/2023, Donald Reidsma 02/22/23, Lee Benjamin 01/26/23, Garth Smith 6/21/2022, Thomas Jones 1/02/2023.

"Where we have strong emotions, we're liable to fool ourselves."
 -Carl Sagan (1934 - 1996),

"In Paris they simply stared when I spoke to them in French; I never did succeed in making those idiots understand their language."
 -Mark Twain (1835 - 1910)

"A good home must be made, not bought."
 -Joyce Maynard



IBEW 948

FLINT - Meetings.

Membership Meeting - Our next regularly scheduled membership meeting will be on December 11th, 2023 at 6:00 PM.

Retiree Meetings - Our next scheduled Retiree Meeting will be taking place December 5th, 2023 at 9:00 AM.

Party Committee - The Party Committee has decided on December 2nd as the day for our local Christmas party. All members please RSVP as the event will be catered accordingly. Please contact Jenny at the hall for any questions.

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

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

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

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

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

Cars 108 Partnership - We would like to thank our friends at Cars 108 for the opportunity to be a part of Cars Cares for Kids rooftop sit event and we look forward to attending future events. Charities were raised for Whaley's Children's Center, Voices for Children, as well as The Hurley Children's Miracle Network.

Event Turnout - At our recent annual picnic there was a stunning show out from our local members and their families. We look forward to more family events in the near future.

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

New Membership - Welcome to our latest members; Kurtis Kuzniar and Nathan Schultz. We look forward to working with you and hope to see you in the field.

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

IBEW LOCAL 692

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS BAY CITY MICHIGAN

IBEW Local 692

BAY CITY – Union Meeting. The December monthly membership meeting will be held at 6 P.M. **Monday, Dec. 4, 2023.**

Executive Board Meeting. The November Executive Board Meeting will be held at 6 P.M. on **Monday, Nov. 20, 2023.**

Message from the Business Manager. Most importantly I would like to take a moment to wish all of our Brothers and Sisters along with their families a Safe and Happy Thanksgiving. Thanksgiving is truly a special Holiday to me where I have an opportunity to show thanks for all I have and to also share a meal with everyone that is important to me.

Changing gears a bit, I am hopeful all of our Hunters have enjoyed a safe and successful Deer Season. If you have not enjoyed success yet there is still time to get out there and bag "The Big One." Please work safe and take some time this Holiday season to enjoy family.

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

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

-J. Ranck Electric – continuing work at SK Siltron semiconductor chip manufacturing facility. Ranck Electric has all but completed their Solar Site in Gladwin County.

-Master Electric has begun Electrical installations on the new Isabella County Jail.

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

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

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

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

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

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

In Solidarity, Ryan Charney, Business Manager/Fin.Secretary Organizers Report. As more members become eligible for retirement, we must continue to train and recruit the next generation of qualified electrical workers. Applications for apprenticeship are accepted in-person every first and third Wednesday at the Bay City Electrical Apprenticeship Training Center during regular business hours.

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

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

COMET (Construction Organizing Membership Education

Training) class was administered to all first-year apprentices. Apprentices were also given an opportunity to ask agents questions about benefits and contract issues. It's important to remember as we train these young electricians the trade, we are also training them to be informed members of the Brotherhood.

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

Brian Klele 989.252.9225
bklele@ibew692.com

Brendon Baranek 989.327.4131
bbaranek@ibew692.com

Union Dues. PLEASE NOTE: The Delegates of the 40th IBEW International Convention held in May of 2022 approved a per capita increase of \$2.00 as well as a \$2.00 increase paid into the Pension Benefit Fund (PBF).

Therefore, effective January 1, 2023, monthly dues will increase to **\$45.20** per month.

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

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

2023 Dues Monthly \$45.20 * Quarterly \$135.60 * 6 months \$271.20 * Yearly \$542.40

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

Visit with Santa. Santa will be visiting the 692 Hall on **Saturday, Dec. 16, 11:30AM – 1 PM.** Bring your kids/grand kids to join Santa and Mrs. Claus for story time, songs, individual time with Santa and photos. A gift will be given to children ages 10 and under. **Please RSVP by Friday, Dec. 1 with names, gender and ages of children attending to Season Holdwick at sholdwick@ibew692.com or call the hall at 989-684-4510.**

WEX Special Fund Accounts. You may have been receiving emails recently asking for receipts for purchases made using your WEX fund account. Moving forward, please make sure to keep all receipts for any purchases made with your WEX special fund card. In order to keep in line with IRS regulations, our new third party administrator is following all rules and enforcing required receipts for purchases made.

If you are asked for a receipt you no longer have, please contact the provider to get a copy. Receipts can be mailed, faxed, uploaded via the Wex Special Fund website or uploaded using the app (MI IBEW Special Fund).

Big Buck Contest. The local is holding its 3rd annual big buck contest running from Nov. 15-30. Remember to bring your buck by the hall to receive two extra raffle tickets in the drawing for \$500 worth of prizes. Good luck to the game chasers this hunting season and be safe.

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

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

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

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

Important links & numbers

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



IBEW Local 252

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

TRAINING CLASSES 2023: ALL CLASSES START AT 5:00 PM

CPR/FIRST AID: Tuesdays, June 6, 13, September 5, 12, December 5, 12.

BICSI Installer Copper 2 (INSTC): Mondays, November 6 thru February 19, 2024. Required text BICSI ITSIMM 8.0 (7.0 will work) \$240.00. Required BICSI INSTC 8.0 workbook \$115.00. Exam Fee (if interested) \$400.00. Worth 35 BICSI CECs for current BICSI credential holders.

Will there be a code update required in 2023? We will offer classes as soon as the state adopts a new NEC 2020 or 2023.

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

The Business Office will be closed November 23rd and 24th in observance of Thanksgiving.

Rockin' for the Hungry/Mott Kids: We are once again supporting charitable drives for Food Gatherers and Mott Children's Hospital. This is a great cause that IBEW members, NECA, and electrical contractors have been supporting for many years. Please help if you are able. We will be accepting donations at the Union Hall until November 30, 2023. Please make donations by cash or check payable to Food Gatherers or Mott Kids. Local 252 will be featured on Ann Arbor's 107.1 F.M. on Friday, December 1st for our day of sponsorship.

TRUSTEE NEEDED: We would like to thank Bill White for his years of service on the Board of Trustees. Bill stepped down due to obligations at the training center. If you're interested in filling the open labor trustee seat or looking for more information please contact President Mike Cox at (734)424-0978.

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

Annual Holiday Party: Please join us on December 9, 2023 at the union hall for our annual holiday party. The Local will provide entertainment, dinner and refreshments. A donation by cash or check may be made the night of to the IBEW L.U. 252 Entertainment Committee. The party will begin with hors d'oeuvres at 6:30 p.m. and dinner at 7:30 p.m. A DJ will provide music for your listening and dancing pleasure following dinner.

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

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

Retiree's Breakfast: The Retiree's Breakfast will take place the second Wednesday of each month at 8:00 a.m. at Leo's Coney Island, 160 South Zeeb Rd., Ann Arbor, MI 48103. There (Continued next column)



GETTING READY TO PULL string, then wire, through conduit at the Gun Lake Casino Hotel project are IBEW Local 131 members Mark Bartos and Kris Vernia. They're employed by Moore Electric.

Local 252 cont'd

is parking and entrances in both the front and rear of the restaurant.

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

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

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

RETIREMENT: NEBF and applications take 3 months to process but can be filled out as early as 6 months before your planned retirement effective date. IBEW PBF applications usually take 3 months to process but are running a couple months behind.

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

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

CONDOLANCES: The Local sends our sincere condolences to the family of Jackie Gehring, who passed away on October 27, 2023. Jackie was the widow of Local 252 Brother Mike Gehring. The Local sends our sincere condolences to the family of Local 252 Brother William "Bill" F. Clark, who passed away on November 5, 2023.

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 2023: Effective Jan. 1, 2023, union dues for "A" members will increase to \$131.25 per quarter. Union dues for "BA" members will increase to \$67.80 per quarter for 2023.

DUES PAYMENTS – Please look at your dues receipt. If your dues paid through date shows 9/2023, your dues are not current. "A" members pay \$131.25 per quarter for 2023. "BA" members pay \$67.80 per quarter for 2023. Please mail your check to 7920 Jackson Rd., Ann Arbor, MI 48103. Your fourth quarter dues (October through December) are due now.

Payments for fourth quarter dues will be accepted no later than 11:30 A.M. on Friday, December 29, 2023.

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

Effective January 1, 2025: A Members will pay \$140.25 per quarter.

Effective July 1, 2025: A Members will pay \$143.25 per quarter.

"I myself am made entirely of flaws, stitched together with good intentions."

–Augusten Burroughs



IBEW Local 498

"Powering Northern Michigan Since 1949"

IBEW Local 498

TRAVERSE CITY – Meetings.

Regular E Board- The next regularly scheduled E-Board meeting is set for Friday, December 8, 2023 @ 5:30pm.

Regular Meeting- The next regularly scheduled membership meeting is scheduled for 7pm Friday, December 8, 2023.

Meeting Date Change for December - The Regular meeting is rescheduled for December 8, 2023. This is to coordinate with the kids Santa Party on the 9th and to allow the traveling brothers and sisters to make it for the meeting. Beverages and steaks will be provided for the regular meeting night and as usual a favorite dish to pass is all that is asked for the party. Hope to see you there.

Christmas Party Volunteers – We are looking for some volunteers to help out with the kids Christmas party. We need someone to shop for gifts. Please call the hall and talk to Dave or Dylan about what you can do to help out to make this as enjoyable as possible for everyone.

Office Closings – Nov 23, 2023, Thanksgiving, Closed

Dec 22, 2023, Closed at noon

Dec 25, 2023, Christmas Day, Closed

Dec 29, 2023, Closed at noon

Jan 1, 2024, New Year's Day, Closed

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

Electrical License Renewal – Notices have been sent out by the State of Michigan. Please don't forget. So far, the 2020 code has not been adopted and rumor has it the state is looking at skipping the 2020 and going to 2023. Stay tuned for more updates.

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

75th Anniversary of Local Union 498 – Our 75th Anniversary is one year away. The Chapter for the Local was signed on September 8, 1949. We will need to have a discussion at our next regular meeting about what we want to do to celebrate this milestone in our local's history.

So, please make an effort to be at the meeting for your input.

One idea is to have a dinner and celebration at the maritime academy. There is a good venue for food with the culinary school there and the building was wired by CC Power with Brother Gary Davis as the Foreman. Please attend the next meeting to help with planning and implementation.

Resale Items – We still have some Local 498 Challenge Coins left at the hall for your purchase. They are \$10.00 each. We also have Local 498 t-shirt, and Beanies Hats for resale. Proud Union Home signs are in and available at the hall. Free to members in good standing.

Retiree breakfast- Several

"Never chase a lie. Let it alone, and it will run itself to death."

–Lyman Beecher (1775 - 1863)

"If you can solve your problem, then what is the need of worrying? If you cannot solve it, then what is the use of worrying?"

–Shantideva (685-783)

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

EVITP – Please call the JATC and get signed up for your EVITP training. There are state and federal requirements for all workers that are on Electrical Vehicle Infrastructure projects to have this training. Tim will get you set up if you call him, it is an online class and a proctored exam at the hall when completing the class. There is \$100 deposit for the class refunded on completion. So far we have two Journeyman that have completed the training. Please consider getting this important training if you want to be eligible to work on these projects when they are available.

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.gtref.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 Fax# 1-952-854-1632 Website: www.michiganelectrical.org

MEEPP (MI Pension) 1-855-633-4584

(New address Michigan Pension and Health Plan)

3001 Metro Drive Suite 500, Bloomington, MN 55425

NEBF 1-301-556-4300

NEAP 1-301-556-4300

IO Pension 1-202-833-7000

DUES RATES

Jan 1, 2023 – Dues increase to \$152.10/Quarter.

July 1, 2024 – Dues increase to \$155.10/Quarter.

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. 2#

"Technology is a way of organizing the universe so that man doesn't have to experience it."

–Max Frisch

BUILDERS LICENSE TRAINING MIDDLETON Real Estate Training Inc. 901 Tower Drive, Suite 120 Troy, MI 48068 www.middletontraining.com 248-885-8311



IBEW Local 445
BATTLE CREEK – Battle Creek Christmas Parade. Local 445 is entering a float in the BC Christmas Parade. The parade is on November 18, 2023. If you are interested in finishing up the build of the float on Saturday or riding on the float, please contact the Hall for additional information.

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

Retiree Dental You will be receiving a dental selection form in the mail in November 2023 for dental coverage that will begin January 1, 2024. If you haven't received your selection form by December 10, you can contact the Hall for additional information.

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

Christmas at the Hall is scheduled for December 9, 2023, at 9:30am. Please make sure you RSVP by December 1. This is a hard deadline, and no one will be added after that date. Thank you in advance.

Personal information Please keep your address, phone number and email address up to date at the Hall. Also, contact the Hall with marriages, births of children and divorces. You have a limited time frame to add/remove dependents. Beneficiary cards and forms are also available at the Hall if you need to update them.

Executive Board E-Board meets the fourth Monday of each month starting at 4:30 p.m.
 (Continued next column)



IBEW Local 906
 UPPER PENINSULA—MEETINGS
 MARQUETTE UNIT—First Tuesday
 IRON MOUNTAIN UNIT—Second Tuesday
 ESCANABA UNIT—Second Wednesday
 Brothers and Sisters,

Brother Hogan has left the position of Business Manager. We wish him well for his future adventures and **Thank** him for his many years of service to the Local.

The Executive Board has appointed **Brother Kurtis Monroe** as Business Manager. Additionally the Board appointed **Wolffe Belanger** to the Executive Board to fill the vacancy created by Brother Monroe's move to Business Manager. All appointments are effective November 1st, 2023.
 A reminder that the Renew

Local 445 cont'd

Wilson-McShane has replaced TICI for our benefit administration as of June 1, 2023. Please have a little patience as the transition has had some bumps that they are smoothing out. You can visit www.michiganelectrical.org to create a new account under the *Member Portal* tab. You should have received new WEX cards that are white. Please dispose of the old blue cards as they will no longer work. The website to access your *Special Fund* is <https://ibewmichigan.lh1ondemand.com/Login.aspx>

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

Local Website - Please check the Local 445 website for the latest information, including job postings. The Local 445 web address is IBEW445.com.

Respectfully Submitted,
 Wanda Secrest
 Recording Secretary

committee meets on the 1st Thursday of the month. If you would like to participate or find out more information on the committee's actions, please contact the Hall.

The Retirees continue to meet on the 3rd Thursday of the month (except during deer season) at the Vierling restaurant in Marquette. Come and enjoy the stories. Wear your hip boots because there is a lot of B---S---flying around.

The International has increased the dues (approved at the International Convention) by \$1.00 a month. Effective January 1st, 2023 the monthly IBEW 906 dues will be \$46.00.

There are open calls in the jurisdiction. Please call 906-226-7497 extension 13 after 5:00 for the job line.

If you wish to review hours or Health Plan information for self-payments, births etc the site is michiganelectrical.org. Again any problems with the insurance the Business Manager has the lead.

Reminder, monthly dues are now \$46.00 effective January 1st, 2023. Please make timely dues payments to avoid any lapse in death benefits.

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

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

- "Beware of the man who won't be bothered with details."
 -William Feather (1908 - 1976)
- "None but a coward dares to boast that he has never known fear."
 -Ferdinand Foch (1851 - 1929)
- "Any reviewer who expresses rage and loathing for a novel is preposterous. He or she is like a person who has put on full armor and attacked a hot fudge sundae."
 -Kurt Vonnegut (1922 - 2007)
- "Nothing is a waste of time if you use the experience wisely."
 -Rodin (1840 - 1917)



IBEW Local 275
 COOPERSVILLE – Local 275 would like to wish all of our Brothers and Sisters a happy Thanksgiving. As a reminder, the union hall is closed on Friday Nov. 24. The scheduled union meeting on Dec. 19 will have our traditional Christmas dinner pending approval from the body.

Work in the jurisdiction is very busy. We've had open calls for the LG battery plant for some time and there are other sporadic calls hitting the recorder for other projects. If you are traveling, please consider coming home to man your local. Call the recorder each night to avoid missing a call.

Regular membership meetings are every third Tuesday of the month at 6pm at the Union Hall in Coopersville. Back by popular demand, we will be grilling food after the meetings.

We have new winter beanies in stock at the union hall with several colors to pick from. We have also ordered new stickers which should be here next month. Please stop in and check out the Local 275 swag!

At the time of this writing the following members are three months or more behind on dues: Caleb Akins, Matthew Buikema, Michael Demond, Matthew Dobb, Nate Dyer, Brian Flannery, Shaun Frantz, Adam Freeman, Ken Robinson, Andrew Wohlfert, and Timothy Wenk.



IBEW 557
 SAGINAW – **Union News-** LARA has sent out licensing renewal notices. Keep an eye out for those. Don't forget to renew that before the end of the year or you could face late fees. You will NOT NEED A CODE UPDATE CLASS this year. It is expected, however, that next year a code update will be necessary. Please keep a look out for that information also in the coming year.

Important information regarding your special fund cards: during the transition from TIC to Wilson-McShane, an error was discovered in regard with the WEX card program. This error has to do with submitting receipts. Your WEX card, used for the special fund, can be linked to an app on your phone. It is highly advised to utilize the app to make your card experience easier. Submitting those receipts can be accomplished on the app. It is advised that every time you receive a new receipt that you upload it instantly to your app and it will then be in the WEX system. This is required by the IRS.

The error was an oversight from our past administrator. They should have been requiring these all along. Certain expenses may be coded correctly and not need the substantiation, but as a failsafe, it is advised to still upload the receipts as soon as you get them. If you have any questions-just give the hall a call.

IMPORTANT – Wilson-McShane switch over for benefits administration is continuing. Visit www.michiganelectrical.org to create your new member portal profile. If you'd rather call, their phone no. is **855-633-4584**. So far, members who've contacted WMC have had positive experiences. New cards for members special funds have been sent out. Hang tight if you're having issues. Patience is still needed through this process.

ADOPT-A-FAMILY – Local 557 is again sponsoring the Adopt-A-Family program. Soon the list of items preferred by our chosen families will be released. In the meantime, if members would like to donate gift cards, or funds to go towards the items please feel free to go that route. Our Local does a great job of providing for our families in need each year and we hope to continue that tradition of generosity. The deadline to get these gifts in should be sometime in the week leading up to Christmas. More details to come.

MEMBERSHIP MEETINGS- Our next meeting is December 5th at 5:30pm at the Hall. This will be the local's celebration of Christmas with a catered meal from retired member Dave Rumpel. We hope to see all the members there for this event! The following members are to receive milestone awards for their years of service at the December meeting: John Clemens, Larry Gries, Perry Link, John Shook, John Tinney, Charlie Gricar, Ed Lysogorski, Mike Marsden, Dave Kushion, George Losee, Mike Lynch, Larry Oldeck, Bob Emeott, and Floyd McMill. If you are one of these members, please try and make it out to receive your recognition.

MICHIGAN INITIATIVE- Please contact Brother Gus Voisine for any organizing issues you see or have. If our members have any questions or see sketchy people in our jurisdiction, they can reach out to him on his cell: 989-941-8046.

UNION HALL OPERATIONS- Normal Business Hours are M-F 7-4:30pm. The Union Hall will be CLOSED on November 23rd & 24th for the Thanksgiving Holiday. Also, upcoming holidays include Christmas on Monday, December 25th and New Year's on Monday January 1st. The Union Hall will also be closed those days as well.

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



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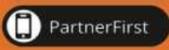


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SETTING UP RE-ROD for a pick at the Gun Lake Casino Hotel project in Wayland are rodbusters Steffan Swift, Kevin Fairris and Chris Guy of Iron Workers Local 25. They're employed on the project by Bee Steel.



THE TOPPING OUT CREW of Local 8 iron workers at the training center project include (l-r) Devin Simmons, Dave Simmons, Josh Argall, Scott Stroud, Adam Pindral, Pat Murphy and Dylan Goodwin. They're employed by SPE Inc. Photo credit: Tim Roman



Local 25 Iron Workers

Iron Workers 25

NOVI - Steward meeting(s): There will be NO Flint Steward meeting in November. The Lansing Steward meeting will be Monday, Nov. 27, at 6 pm. The Saginaw Steward meeting will be Thursday, Nov. 30, at 6 pm. An Informational meeting will be held Dec. 4 at 6 pm at the Masonic Temple; 233 Flton Street East, Grand Rapids MI 49503. All are welcome!

The November Union Meeting will be Monday Nov. 27, 2023 at 7:00 pm. The meeting will be in person and zoom. All Union Halls will be open. Communications Alerts & E-mails; sign up via our website (www.ironworkers25.org). We continue to communicate through the PUSH NOTIFICATIONS.

Thanksgiving Holiday: all Union Halls will be closed Thursday Nov. 23 and Friday Nov. 24.

December vacation check schedule: The last day to call to have your vacation check pulled for in-person pick up is Tuesday Nov. 28 at Noon. Pulled checks will be available at the Novi Hall Thursday, Nov. 30, by 2:00 pm. All other checks will be mailed to you by the end of business day on Tuesday Nov. 28. **All members that receive ACH deposits, your vacation check will be transferred on Friday, Dec. 1, 2023.** All Vacation checks will be dated Saturday, Dec. 2, 2023.

The Iron Workers Annual Children's Christmas Party is SATURDAY DEC. 9, 2023 at the Novi Union Hall. **Doors open at 9:30 am.** We have a new Magic show starting at 11:30 - PLEASE arrive BEFORE the show starts. In addition to the show, the kids will enjoy face-painting & crafts; pictures, hot dogs, pop & chips, cotton candy, popcorn, raffles, and of course Santa Claus. **We will have gifts for kids to age 10 and our party will end around 1:00 pm.**

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

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

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

Career Opportunity: Iron Workers Local 25 is now hiring a full-time instructor for Wixom/Hudsonville locations. Please contact the Wixom Training Center @ (248) 960-2130 to drop off your resume and take the ACT Talent Assessment test. Accepting resumes until 11/22/23. The complete job description is on our website: www.ironworkers25.org

New Apprentice Applications are being accepted BUT you MUST go to ironworkers25.org where you can now make your application appointment & pay the application fee online; you must have an



AT WORK ATOP the ringed Wawye Oasis (aquadome) feature at the Gun Lake Casino Hotel project are Tyler Frease and Austin Couturier of Iron Workers Local 25. They're employed by Douglas Steel.

appointment to turn in your application. No walk-in foot traffic.

Apprentices: Fill out your monthlies online at the website or mobile app located under the apprenticeship tab "Monthly Report Sign-In" this gives you the ability to electronically submit your monthlies. Also, located under the Apprenticeship Tab you will find "Make-Up Days" & "Welding Test Certifications". You can now electronically schedule your make-up days and welding tests.

To view classes at the Local 25 Apprenticeship School, please go to the ironworkers25.org to view the block schedule. The 2023 Raising Gang Training schedule is on the website as well. If you have Facebook or Instagram, please give us a follow! **If you read this entire article to the end and would like one (1) Union meeting credit, please call the Wixom Training Center and mention this article. The Wixom Training Center - Phone: (248) 960-2130**

24/7 CREDIT-DEBIT CARD processing for Union Dues: Pay via our APP or website www.ironworkers25.org. **The phone no. is 866-635-2826. Or pay union dues with personal check or money order and mail to:** Iron Workers Local 25 - P.O. Box 965 - Novi, MI 48376-0965. Pay union dues in person at the Novi Union Hall (M-F) from 8 am to 3 pm (NO Cash).

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

Check your HRA Balance: my.wexhealthcard.com

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

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

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

The Iron Workers' Local 25 Retirees' Club: The Retirees' meeting/luncheon will be Tuesday Nov. 21, 2023 at 10 am in Novi. The Retirees' Board of Directors will meet on Tuesday Dec. 5, 2023 at 8:30 am. All are welcome.

The West Michigan Chapter Retirees breakfast will meet Tuesday, Dec. 5, 2023 at 9 am at Red Rock Grille & Cafe, 228 N. Ball Creek Rd, NW, Kent City, Michigan 49330. All are welcome.

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

The **Downriver Chapter** The next quarterly Retirees breakfast will be in January (TBD); at Mom's Restaurant, 2691 Fort St., Trenton, MI. 48183. All are welcome.

Blue Cross Blue Shield Michigan: www.bcbsm.com/behavioral-mental-health/ Resources on the home page including In-Person Crisis Care options in many locations throughout the state.

BCBS Michigan 877-627-1041, Blue Care Network 800-482-5982 for Substance-use-disorder.

Another resource for help: FindTreatment.gov where you can search by zip code/city. Or call SAMHSA 800-662-HELP (4357).

Dial 988 (National Suicide Prevention Lifeline) For help 24/7 in a Time of Crisis. Call 988 if you or someone you know is in danger of suicide or experiencing a mental health crisis. Whatever you are struggling with, help is available - its free & confidential. **Suicide Prevention Resources on IMPACT:** <http://www.impact-net.org/safety/suicide-prevention-resources>. US Crisis Text Line: Text HOME to 741741 from

anywhere in the United States, anytime, about any type of crisis. A live, trained Crisis Counselor receives the text and responds, all from our secure online platform. The volunteer Crisis Counselor will help you move from a hot moment to a cool moment.

OpiRescue smartphone APP to help Michigan residents prevent and reduce opioid overdoses. It is free to use and anonymous. The APP provides information and a 5-step process for how to respond to an opioid overdose event. The guidelines developed by the US Substance Abuse and Mental Health Services Administration (SAMHSA).

In Memory: Curtis J. Barden #1099509 of Leslie MI passed away Oct. 29, 2023 at the age of 73. He was a 39-year member survived by his wife Betty. Journeyman Rodman Steffan Swift #1578226 passed away Nov. 4, 2023 at the age of 29. He was a 4-year member. Survived by his wife Cassidy, two daughters and many more family & friends. **Our deep condolences to all of the family and friends as you mourn the loss of your dear loved one(s)!**

This information is as of Submission Time for this Article (Nov 13, 2023 12:00 pm E.S.T.).

New training center for U.P. iron workers

(Continued from Page 1)

and set everything up how we want it. And we won't have to make arrangements from place to place. This is going to be such a big benefit for all of us."

More than half of the space in the 17,136 square-foot facility will include an open shop area, while other space includes a welding shop, classrooms and local union offices.

Roman said favorable weather has aided the construction sched-

ule, and the building is expected to be closed in for the winter.

In addition to the shorter commute times, the facility will provide ideal, dedicated space to teaching all aspects of the craft, local administrative space, a permanent home for up-to-date training equipment, and even space for career fairs, which are increasingly being employed to attract young people to the craft.

The facility is expected to be complete in June 2024.

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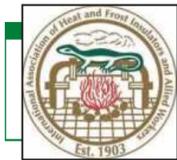
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JARNDT@WHITESTARLLC.COM

GIAN DI BOSCIO
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GDIBOSCIO@WHITESTARLLC.COM



Local 25 Heat and Frost Insulators

Heat & Frost Insulators 25
SOUTHFIELD—SPECIAL CALLED UNION MEETING
 - The next scheduled Membership Meeting will take place Thursday, Dec. 14, 2023 at 6 p.m. at the Union Hall, 21353 Bridge St., Southfield, MI 48033. This meeting is **SPECIAL CALLED** for elections. Apprentice attendance is **MANDATORY**.

ELECTIONS: Elections will take place Thursday, December 14, 2023. The polls will be opened 1:00 p.m. to 6:00 p.m. The following members are running for the following positions:

President-1 position, 3 year term: David Chudzinski, Jr.

Vice-President-1 position, 3 year term: Connie Vincent

Financial Secretary-1 position, 3 year term: BJ Claxton

Executive Board- 2 positions-2 year terms: Marty Allen, Micah Vincent, Mark Grzelak

Pension Fund Trustee-1 position-3 year term: Mark Grzelak, Connie Vincent

Welfare Fund Trustee-1 position-3 year term: Micah Vincent

S.U.B. Fund Trustee-1 position-3 year term: Connie Vincent

J.A.T.C. Trustee-1 position-3 year term: Connie Vincent, Lou Wasick

Union Trustee-1 position-3 year term: Bob Wright

Entertainment Committee- 2 positions-1 year terms: David Chudzinski, Jr., BJ Claxton

Sgt-At-Arms- 1 position-1 year term: Bob Wright, Mark Grzelak

Recording Secretary-1 position-remaining 1 year term: Micah Vincent

ABSENTEE BALLOTS: For absentee ballot procedures and information refer to Article XX, Section 13 and 14 of the International Constitution and

Bylaws.

CHRISTMAS PARTY: The Annual Local 25 Christmas Party will be held Saturday, December 16, 2023. The event will take place at Laurel Manor Banquet Center in Livonia. Invitations and R.S.V.P. cards have been mailed. Please be reminded, the only way to reserve your spot at the party is to return the R.S.V.P. card. No verbal R.S.V.P. will be taken.

PANCAKES WITH SANTA: The Union will be hosting Pancakes with Santa at the Union Hall on December 9, 2023 from 9:00 a.m. until 1:00 p.m. with Santa being there from 9 a.m. until noon. Please join us for the fun!

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

M.U.S.T. SAFETY MODULES: It is important to keep your M.U.S.T. 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. This is the only way to guarantee you are on the out of work list and your employment records remain current and correct.

LAY OFF/HIRE: Please be reminded, all members shall notify the Business Manager within forty-eight hours after accepting a job or upon termination of employment. Failure to report will result in an automatic \$50 fine.

S.U.B. FUND: Please be reminded, in order to receive a S.U.B. Fund check on Friday, all

paperwork must be submitted to the Office no later than 2:00 p.m. on Thursday.

SUB FUND TIME LIMITATION: Please be reminded, per the Plan Document: Each time a participant receives a State Unemployment check, he/she must mail or deliver the receipt, check stub, or a copy of the check to the Administrator's office within thirty (30) days of receipt of said State Unemployment check. Any request for a benefit payment past the thirty (30) days will be denied per the Plan Document.

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

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

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

"Nothing takes the taste out of peanut butter quite like unrequited love."

-Charles M. Schulz (1922 - 2000), Charlie Brown in "Peanuts"

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Tinknockers on the job
HANGING DUCTWORK on the first floor of the new hotel project at Gun Lake Casino in Wayland are Marquis Wesaw and Jason Garcia (on the lift) and Joe Coulter. The Sheet Metal Workers Local 7 members are employed by R.W. LaPine.



Local 47 Heat and Frost Insulators

Heat and Frost Insulators & Allied Workers Local 47

LANSING – The next Notified Union Meeting will be held on Friday, Dec. 8, 2023 at 7:30 p.m., And will be held at J.A.T.C. Training Center Located at 906 Terminal Rd., Lansing, MI 48906. **Please remember this is a Mandatory Meeting for All Apprentices.**

The purpose of this meeting is for the Election of Officers.

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

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

Election ballots have been mailed out. Please make sure to fill out your ballot and mail it in before Nov. 30, 2023. If you have any questions or have not received your ballot please call the Local Union Office.

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

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

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

Toll Free: (800) 323-8079

Phone: (517) 321-7502

Fax: (517) 321-7508

Joshua Kroell will be available via phone to answer any questions regarding Pension, Welfare and Vacation Funds. Joshua is the Secretary for the Pension, Welfare, Vacation and Special

Benefits and can be reached by phone at (989) 385-2671, or by mail at: P.O. Box 1498, Mt. Pleasant, MI 48804.

To all active members, if you have not sent in your Coordination of Benefits Form, your Spousal Form, or your Birth Certificates for your Children, no one will be covered on your 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.

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.

Good and Welfare: Local 47 would like to congratulate Paul and Ashley McKeeby on the birth of their twins Brooks and Dean McKeeby born on Oct. 6, 2023!

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