SHORT CUTS

New apprentice ratio for plumbers likely

LANSING - The Michigan House on Nov. 13 adopted Senate Bill 740, which would limit the ratio of apprentice plumbers to 2-1 who could work with one journey plumber or one master plumber.

Introduced by state Sen. Darrin Camilleri (D-Trenton), the bill would impose a fine of \$5,000 for first-time violations, a \$10,000 fine for the second, and a 90-day suspension for the third offense. After 90 days, according to the legislation, the plumbing contractor may have the license reinstated if the contractor passes the state's plumbing contractor examination.

The legislation was adopted by a 56-53 vote along party lines, with all Democrats in support. It now goes back to the state Senate for final approval.

There is no current limit to how many apprentices a single plumber can train simultaneously. The House Fiscal Agency's Legislative Analysis said 'some believe that, as a result, some plumbing contractors are placing too many apprentices at a job site without proper supervision, which prevents the apprentices from receiving the necessary training and on-site experience to prepare them to fulfill their job duties safely and correctly." All of Michigan's pipe trades union locals expressed support for the new

Opposition came from the Associated Builders and Contractors and other business groups, who have complained about the additional costs they anticipate that will be associated with the new ratio.

Similar legislation limiting electrical apprentice-tojourneyman ratios awaits action in the Legislature in December.

ABC hails 'exciting day' with Trump win

The anti-union Associated Builders and Contractors issued the following statement in response to President-elect Donald Trump's win in the presidential election, and what the group called "the election of a merit shop (Republican) majority in the U.S. Senate."

"This is an exciting day for our industry," said ABC President and CEO Michael Bellaman. "ABC is optimistic about the future of America's construction industry and the opportunities to advance policies that protect free enterprise, reduce regulatory burdens and expand workforce development. With leaders and lawmakers committed to promoting economic growth and supporting the principles of fair and open competition, we are confident that the construction industry will thrive and all workers will be given the opportunity to build America with fewer obstacles.

"ABC looks forward to working with the Trump administration and Congress to advance policies that solve the issues that the construction industry faces, including the skilled labor shortage of more than half a million, widespread regulatory burdens and inflation and tax challenges," said Bellaman. "We also welcome the opportunity to work with a president who is willing to welcome all of the U.S. construction industry to rebuild America."

Quotable

"Showing gratitude is one of the simplest yet most powerful things humans can do for each other.

-Randy Pausch (1960-



SETTING BOX TRIM on a fourth floor window at the Residences @ 150 Bagley project in Detroit is Evan Boyajian of Glaziers and Glassworkers Local 357. He's employed by Universal

Residential conversion continues at historic 150 Bagley tower

By Marty Mulcahy **Editor**

DETROIT - Floor by floor, the transformation of the former 18-story United Artists office building into space for 148 apartments is currently in various stages of construction, but it's moving along toward completion next year.

Opened in 1928, and empty since 1974, the United Artists building was once home to business offices - furriers, tailors, beauty salons, travel agents – with the last tenant being AAA-Michigan. It has been the last significant tower in downtown Detroit to be renovated after developer Dan Gilbert funded a spree of renovations to derelict buildings over the past two decades.

The \$75 million "Residences @ 150 Bagley" project took a different path to renovation, with work undertaken by the Detroitbased, African American-led Bagley Development Group. transforming old buildings isn't easy," said Bagley Development



"It's a beautiful old building, and in Detroit was originally an office building. Today it's being converted into 148 apartments, the "Residences @ 150 Bagley." Abandoned in 1974 along with the demolished United Artists Group managing partner Emmett Theater that was in the rear of the building, the tower has Moten. "It's been a struggle, but now been empty longer than it was in use—but thankfully it (Continued on Page 13) remained in good condition structurally for redevelopment.



WE ASKED Marty Neasz of Elevator Constructors Local 36 to step out of the dim elevator cab he was operating to serve tradespeople in the Residences @ 150 Bagley tower, and have his photo taken in the light of the building's fifth floor elevator lobby. He's employed by Metro Elevator.

Michigan's construction employment returns to a happy place

in Michigan took a breather in September, dropping a bit for the first time all year. Not to worry, the latest numbers have it back in the plus column.

Michigan's construction industry gained 400 jobs in October – a turnaround from the 1,600 jobs lost in September, which has been the only month this year the

Construction employment state has lost jobs. All told, over the previous 12 months, hot-spot Michigan has gained 14,600 construction jobs, a 7.7 percent gain that ranks fourth among the states during that period. Only nine states lost construction jobs from October 2023 to October 2024, the fewest states in that category over the past 12 months.

"Year-over-year job growth

meetings outlawed, for now, by NLRB By Mark Gruenberg PAI Staff Writer WASHINGTON, D.C. (PAI) ruling benefits -The National Labor Relations Board majority has ruled a key

Captive audience

tactic which bosses and their union-busters use against union organizing drives - captive audience meetings – is illegal and unconstitutional.

The board's Nov. 13 ruling follows the lead of nine states, which now ban bosses from disciplining or firing workers who refuse to attend captive audience meetings.

The AFL-CIO cheered the 3-1 ruling, authored by NLRB Chair Lauren McFadden. It helps to balance the scales for workers in organizing drives.

"The NLRB again demonstrated its commitment to working people with the decision to ban captive audience meetings, which bosses regularly use to gain an unfair advantage before union elections," AFL-CIO President

Precedent -setting union organizers, frees workers from 'domination'

Liz Shuler said. "As part of wellfunded and aggressive anti-union campaigns - regularly involving threats of discipline, site closure, wage and job cuts, and threatening immigrant workers with deportation - employers force employees to listen to anti-union speeches, often multiple times, preventing employees from asking questions or even politely leaving the meeting.

"These coercive meetings are well-known union-busting tools, and the practice has no place in America's workplaces or in our democracy. Thanks to the NLRB, that ends today."

(Continued on Page 3)

Judge blocks Biden's overtime expansion rule

By Marty Mulcahy **Editor**

A federal judge in Texas on Nov. 15 blocked one of President Biden's most significant proworker rules before it could take effect: the expansion of overtime benefit eligibility for 4 million lower-paid, salaried workers.

The expanded overtime eligibility rule was due to take effect Jan. 1. Instead, the filers of business-backed lawsuits went all hourly workers in the U.S. are judge-shopping to overturn the rule, and got the ruling they were seeking in the court of conservative, Trump-appointed U.S. District Judge Sean Jordan. Jordan wrote in his ruling that Biden's Department of Labor "exceeded the authority delegated by Congress" in issuing the rule in July.

Instead, Jordan wrote, the rules should be based on workers' job duties rather than their salary.

The Labor Department did not immediately comment on the ruling. In April, when the rule was announced, acting Secretary of Labor Julie Su said "too often, lower-paid salaried workers are doing the same job as their hourly counterparts but are spending more time away from their families for no additional pay. That is unacceptable."

Under the federal law, nearly entitled to overtime pay after 40 hours a week. But many salaried workers are exempt from that requirement – unless they earn below a certain level - and that level has bounced around quite a bit in recent years.

Biden's proposal would have made for a significant expansion of overtime. For decades only salaried workers who earned less (Continued on Page 3)

To unify the working class, put workers first

Bv Jimmy Williams Jr. General President, **International Union of** Painters and Allied Trades

Union leaders have a duty to tell members the truth about politics and how they affect our union. As the president of the International Union of Painters and Allied Trades, I did: I spent all of October and the first few days

has become more widespread in construction despite slowing down in other sectors," said Ken Simonson, chief economist for the Associated General Contractors, when the numbers were released Nov. 19. "Still more states would have posted gains in construction employment if there were enough

qualified workers available to hire." (Continued on Page 2)

Viewpoint

of November traveling through Pennsylvania, Ohio, Michigan, and Wisconsin to get out the vote for Vice President Kamala Harris.

I visited worksites and union meetings - and I knocked on doors and made phone calls - to meet thousands of members, connect with them about the issues that matter to them and their families, and learn their thoughts about the presidential election.

What I found did not surprise me. Our members are concerned about inflation and how much things cost; they're worried about making ends meet. They are no different than the rest of the voting public - I met some staunch Kamala supporters, some die-hard Trump

(Continued on Page 13)

Wall completion wraps up '24 work for new Soo lock

By Marty Mulcahy **Editor**

SAULT STE. MARIE – The New Lock at the Soo project reached a milestone this fall, with the substantial completion of Phase 2 and the site's upstream approach walls.

"Phase 2 work focused on rehabilitating the upstream approach walls to guide vessels into the new lock and will allow the vessels to moor on the wall," said New Lock at the Soo Project Engineer Ryan Berkompas. "The old approach walls in the northern

channel were the same age as the Sabin and Davis Locks, over 100

The U.S. Army Corps of Engineers, Detroit District, awarded the \$117 million contract four years ago to Kokosing-Alberici, of Westerville, Ohio.

"Minor electrical work was scheduled at the site in October, with completion of the contract expected by the end of November. A total of 52 coffer cells have been constructed, filled and capped with concrete to make (Continued on Page 2)



CONSTRUCTION OF MASSIVE new upstream concrete approach walls at the Soo Locks was the main task on this year's agenda for the U.S. Army Corps of Engineers, and it was mission accomplished. Phase 2 work focused on rehabilitating the upstream approach walls, in the center of the photo, to guide vessels into the new Soo lock and allow vessels to moor on the wall.

Photo credit: U.S. Army Corps of Engineers

Viewpoints



Awake, working class

Trump is saying the election gave him a "very big mandate." Rubbish. It wasn't a mandate at all. It wasn't even a "red shift" to Trump and the Republicans. It was a blue abandonment.

We now know that 9 million fewer votes were cast nationwide in 2024 than in 2020. Trump got about a million more votes than he did in 2020 (700,000 of them in the seven battleground states) That's no big deal.

The bigger news is that Harris got 10 million fewer votes than Biden did in 2020 (400,000 fewer in the battleground states). Harris campaigned hard in the battlegrounds, so her erosion from Biden's vote there wasn't nearly as much, proportionately, as it was everywhere else across the country. The biggest takeaway is that Biden's 9 million votes disappeared. Why?

It couldn't have been because of virulent racism – because we elected a Black man, twice. It couldn't have been misogyny, since Hillary Clinton got 3 million more votes than Trump in 2016, and Clinton's actions and statements probably triggered more misogyny in 2016 than did Harris's in 2024.

There's no evidence of illegal vote tampering or of voter suppression nearly on this scale. In fact, it was easier to cast a ballot this year than in 2020. So what happened to the 9 million?

We can't know for sure but it seems most likely that those 9 million potential voters – mostly working class – said to themselves, "I won't vote for Trump because he's an asshole. But I won't vote for the Democrats either, because they don't give a damn about me.'

The task for the Democrats is what it should have been all along: remaking the party into the party of the bottom 90 percent – the party of people who don't live off stocks and bonds, of people who are not CEOs or billionaires like Mark Cuban, the party that rejects Elon Musk and the entire American oligarchy.

Instead, the Democratic Party must be the party of average working people whose wages have gone nowhere and whose jobs are less secure. Blue-collar private-sector workers earned more on average in 1972, after adjusting for inflation, than they are earning now in 2024. This means today's blue-collar workers are on average earning less in real dollars than their grandparents earned 52 years ago. Yet the American economy is far larger than it was 52 years ago.

Where did the additional money go? To the top. So what's the Democrats' task? To restructure the economy toward more widely shared prosperity. This isn't a blue-state versus red-state phenomenon. It's a class phenomenon.

In Missouri, one of the reddest of the red, voters passed an amendment to raise the minimum wage to \$15 an hour by a wide margin, even as they overwhelmingly rejected Harris. It looks like they did the same in Alaska.

In ruby-red Nebraska, roughly 75 percent of voters backed a measure to institute paid sick leave, although they rejected Harris (Nebraskans also came close to unseating their incumbent senator in favor of Dan Osborn, a union activist who ran as an independent and railed against corporate overlords.)

Americans across the board want a fairer economy. Trump Republicans won't deliver one. Instead, Trump and his allies are readying more tax cuts for big corporations and the wealthy and regulatory rollbacks. They're preparing to hand the country over to billionaires.

Democrats! This is your opportunity! Take it!

Robert Reich Professor of Public Policy University of California, Berkeley

New Soo lock work wraps up for 2024

(Continued from Page 1) up the eastern portion of the approach walls. A combined 4,800 linear feet of walls were rehabilitated and 62,000 cubic yards of concrete were used.

The New Lock at the Soo project is being built in three phases. Phase 1 (Upstream Channel Deepening) was completed in 2022 and Phase 2 (Upstream Approach Walls) is substantially complete.

"Phase 3 construction began in late 2022 and given efficient funding and favorable weather is on track to be complete by 2030," New Lock at the Soo Senior Project Manager Mollie Mahoney said. "The New Lock at the Soo will be constructed in the footprint of the Sabin Lock and will be the same size as the Poe Lock (1,200 feet long, 110 feet wide, 32 feet deep)."

The Phase 3 contractor is demolishing the existing Sabin Lock chamber and beginning bedrock excavation in the footprint of the Sabin Lock. In the Davis Lock they are excavating for a new pump well and filling the Davis Lock with excavated material. The contractor is also constructing a new bridge to a new power plant and a new utility access structure.

The Soo Locks allow vessels to transit the 21-foot elevation change at the St. Marys Falls Canal. Over 88 percent of commodity tonnage through the Soo Locks is restricted by vessel size to the Poe Lock, which opened in 1968. The New Lock at the Soo



THE NEW LOCK at the Soo is nearly a decade-long project that will eliminate the existing Sabin and Davis locks, replacing them with a lock that will twin the size of the Poe Lock.

project will construct a second Poe-sized lock, allowing for warm-weather maintenance and a backup lock in case of mechanical problems or sabotage.

With the passage of bulk goods grain, stone, cement and iron ore on freighters traversing the Great Lakes, a 2015 Department of Homeland Security study

Photo credit: U.S. Army Corps of Engineers estimates a six-month Poe Lock closure would temporarily reduce the U.S. gross domestic product by \$1.1 trillion, resulting in the loss of 11 million jobs.

Happy place for construction employment

"Our members can't help develop the economy if they don't have enough people to complete infrastructure and development projects," said Jeffrey D. Shoaf,

the AGC's chief executive officer. (+4.7 percent).

(Continued from Page 1)

New York lost the most construction jobs during the past 12 months (-9,200 jobs, -2.4 percent), while the biggest jobs gain came in Texas, +38,800 jobs

his political agenda. So, she lost.

losing. Stung by the injustice,

Ledbetter became a modern day

Mother Jones, launching a fiery

national campaign for workplace

fairness. Backed by women's

groups and labor, her tenacious

organizing finally compelled

Washington to enact the 2009

"Lilly Ledbetter Fair Pay Act,"

eliminating the sex discrimina-

tion loophole exploited by the

likes of Alito and Goodyear.

But sometimes you win by

"Encouraging and preparing a new generation of construction workers will help workers and support economic development."

Meanwhile, the Dodge Construction Network's "Momentum Index," which measures the value of nonresidential building projects going into planning, dropped 5.3 percent from September to October, the group announced Nov. 7. Still, the index was 13 percent higher than in October of 2023.

Sarah Martin, associate director of forecasting at Dodge Construction Network, called it a "moderate pullback" and "regardless, owners and developers remain confident in next year's market conditions, and the planning queue remains poised to spur stronger construction activity in 2025, following deeper rate cuts by the Fed."

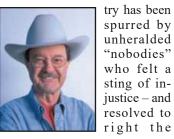
"It's very strange when the life you never had flashes before

–Terri Minsky

Lilly fought injustice, and won for everybody

By Jim Hightower Forget the cartoonish "Great

Man" version of American history, nearly all social progress in our coun-



right the wrong. Lilly Ledbetter, who recently died at 86, was one such trailblazing rebel, and it's worth remembering her gutsy stand for "paycheck fairness." After 20

years as a supervisor at Goodyear

Tire in Gadsden, Ala., Ledbetter was stunned in 1998 to learn that she had routinely been paid about 40 percent less than men doing the same job – robbing her of some \$200,000. She promptly sued Goodyear for back pay... and won. Justice!

But Goodyear unleashed a pack of lawyers to drag Lilly through spirit-sucking years of legal appeals, including to the Supreme Court. There, Sam Alito, the far-right judicial extremist absurdly decreed that she should have filed her claim of sex discrimination when it first started 20 years ago.

Never mind that she had no way of knowing back then that she was being gouged, Alito is not one to let reality interfere with

of the money the system cheated her out of, but with the passage of this law, she rightly said: "I have an even richer reward." Yes...

Ledbetter never got a penny

and so does America. Via otherwords.org your eyes.

ALL BUILDING TRADESMEN

Notice of Asbestos Health Hazards in Michigan

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For more than 30 years, GPW has helped thousands of Michigan workers. We have represented mesothelioma, lung cancer, and asbestos disease victims, obtaining over \$1 billion in compensation for our clients.

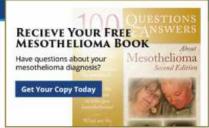
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GPW obtained a \$1.8 million verdict in a Lung Cancer claim, the largest Asbestos Verdict in the history of Michigan Asbestos Litigation.



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BUILDING MICHIGAN: Fort Custer HISTORY IN THE MAKING



VETERANS HOSPITAL No. 100, built adjacent to Fort Custer, was so-named because it was the 100th VA hospital built in the U.S. Completed in 1924 and listed on the National Register of Historic Places, the building was one of 23 at the site near Battle Creek built to provide health care to (Photo credit: Wikipedia veterans. It was the first completely electrifed hospital in the nation.

Fort Custer has been a very busy place over the years. In 1917 it was a military camp hastily erected to induct and train more than 100,000 World War I soldiers.

And ever since, service to the military has been threaded through Fort Custer's DNA. The site, near Augusta between Battle Creek and Kalamazoo, welcomed and trained green soldiers new to the U.S. military in three wars, and then hosted medical treatment for some of those same soldiers who came home as injured veterans.

Named for Monroe native and Civil War General George **Armstrong Custer, Fort Custer** at its height of use during World War II was spread over a massive stretch of land, 14,142 acres. "The actual military installation is now much smaller than it was in the past, yet it is just as important to the surrounding cities and towns that it provides services to," writes Devin Keefer in Military History of the Upper Great Lakes.

In 1917, "men arrived -8,000 strong, from across the Midwest," says Michigan Day by Day, a publication of Michigan State University. "They came carrying their own hammers and saws for the immense construction undertaking. It was hot, dusty, strenuous work, clearing the land and building railroad spurs, roads and barracks. The sound of hammer on spike rang across the hills."

Typical of a military camp, the original barracks and other structures that were erected on site were, with some exceptions, low-level and unremarkable. "The barracks section of the installation," still present today, Keefer wrote, and "seen in passing from a car, takes up a large amount of space. It contains a large number of housing, buildings laid out in neat even lines surrounded by open training fields and other buildings." The camp was first designed and built by civil engineer Samuel Arnold Greeley in just a few months to handle 35,000 men.

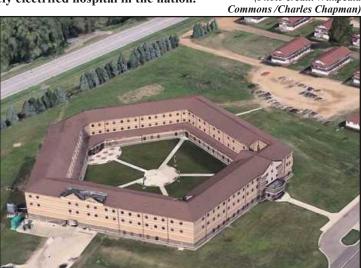
More than 100,000 Michigan and Wisconsin troops trained or demobilized at the site during World War I. That number included 5,000 soldiers who took part in the "Polar Bear Expedition" as part of the Allied intervention in the Russian Civil War.

The federal government continued to own the property after World War I, even though there was fervent, false hope that "The War To End All Wars" had just been fought.

"In the years following World War I, the camp was used to train the Officer Reserve Corps and the Civilian Conservation Corps," says a history prepared by the U.S. Department of Defense. On Aug. 17, 1940, Camp Custer was designated "Fort Custer" and became a permanent military training base.

"During World War II, more than 300,000 troops trained there, including the famed 5th Infantry Division (also know as the "Red Diamond Division") which left for combat in Normandy, France, in June 1944," said the DOD.

The exit of the 5th Infantry



FORT CUSTER has its own pentagon: a five-sided building that's only evident as such with an aerial view. The building acts as the Photo credit: site's Education Center. It opened in 2008. Google Earth

created space at the camp for German POWs. More than 5,000 German prisoners of war were housed at the camp until the war ended in 1945.

Keever said security was lax at the camp, and the German POWs, many of whom helped work local farms, considered themselves well-treated. "Why would the prisoners want to escape and where would they go? These men were thousands of miles from Europe and even then, their accent wouldn't get them anywhere in the U.S. As one prisoner from Fort Custer stated, 'it would be foolish to escape from a place where we were enjoying relative freedom and good care to return to a Germany where death, hunger and other dangers were still the rule of the day."

The ensuing decades after World War II ushered in a variety of purposes for Fort Custer. According to the site's Education Center, the fort became home to units of the Navy Reserve in 1949 and to a Marine **Corps Reserve Tactical Bridge** Company in 1952. Also during that time, approximately 17,000 troops were trained for the Korean War.

Fort Custer was declared inactive in 1953 and some acreage was leased as livestock grazing areas. Beginning in 1959, Fort Custer served for a decade as part of the North American Air Defense system.

The Army's use of the area officially ended in June of 1968. However, the fort's "Hand Grenade Court," "Range Complex No. 1," "Burial Area," and "Bombing Targets Munitions Response Sites" continued to be under investigation for the nature and extent of munitions and explosives of concern, according to the Army Corps of Engineers. The site was used as a range for 50-caliber machine guns, hand grenades, rocket launchers and other muni-

"Able to accommodate 80,000 troops at a time," Fort Custer "played an important role in Battle Creek's economy. By mid-century, the city had become a hub of conventional and military manufacturing and home to a number of other important government facilities. Cutbacks in military spending and broader economic trends spelled an end to Battle Creek's boom." With the military downsizing at Fort Custer, it cost "the downtown business district the spending dollars of thousands of military personnel." wrote Michelle Miller-Adams in Owning up: Poverty, Assets and the American Dream.

Today, the entire facility is called the Fort Custer Training Center, home to the 177th Regiment, Regional Training Institute, and the Regional **Maintenance Training Site.**

It's federally owned and state operated. It provides lodging for 242 visitors, and offers five multipurpose rooms, four classrooms and a 210-seat auditorium for training purposes.

The site's Education Center is operated by the Michigan Army National Guard and the Regional Training Institute conducts military occupational training, and non-commissioned officer leadership training for soldiers from around the

Fort Custer facilities are also used by other branches of the armed forces and armed forces from Illinois, Indiana, and Ohio. It is one of the most heavily used Midwest military training facilities and is used mainly for company level small arms and maintenance train-

Also training on site are the FBI, Michigan State Police and various law enforcement agencies. Its small-arms ranges have been upgraded and offer a variety of terrain. The Michigan Army National Guard also trains there, and conducts military occupational specialty, non-commissioned officer leadership training and officer leadership training courses.

Over the years the original 14,142-acre site was divided for a number of uses. United States Veterans Bureau Hospital No. 100 officially opened on Oct. 15, 1924, situated on 675 acres. It would comprise 23 buildings able to hand 500 patients, many of them amputees.

The 3,000-acre Fort Custer Recreation Area is a state park adjoining the fort, donated from base land in 1971.

Battle Creek Unlimited, established in 1972 to develop abandoned property at the site, built Fort Custer industrial Park containing more than 90 businesses.

The 770-acre Fort Custer National Cemetery contains 33,000 interments of veterans who gave the ultimate sacrifice.

A public museum at the site includes a renovated barracks returned to its World War II appearance, a chapel still in use, a museum library, and an armaments display.



SPRAWLING CAMP CUSTER is shown during World War I.

Photo credit: Library of Congress

Captive audience meetings outlawed, for now, by NLRB

(Continued from Page 1)

The Economic Policy Institute estimates that more than 75 percent of U.S. employers use required, captive audience meetings scheduled on company time to discourage workers from supporting unions during organizing

The NLRB used a case involving the Amazon Labor Union's successful drive – despite multiple company captive audience meetings daily – at the firm's JFK8 warehouse on Staten Island, for its ruling. Each Amazon captive audience meeting carried the threat of discipline up to and including firing, for workers who resisted. That coercion is illegal and unconstitutional, the NLRB said, adding: "at one point in the campaign, the respondent (Amazon) was holding meetings at its JFK8 facility every 45 minutes, six days a week.'

This is, however, a fragile ruling by the NLRB. Amazon is certain to appeal the ban on captive audience meetings in court, citing free speech infringement. Moreover, the incoming Trump Administration will usher in a Republican majority

Judge blocks Biden's **OT** rule

(Continued from Page 1)

than \$23,000 per year were eligible for mandatory overtime pay. Obama attempted to expand eligibility by doubling that requirement in 2016 to wage earners of more than \$47,476 per year.

That effort was struck down in the courts. The Trump Administration successfully raised the eligibility threshold to \$35,568 without court interference.

Biden raised it to \$43,888 in July, and a higher rate of \$58,656 was set to be enacted Jan. 1 before it was scuttled by Judge Jordan. The ceiling for worker overtime eligibility now reverts to \$35,568 annually.

The National Retail Federation hailed the judge's ruling, and said in a statement: "the rules, if finalized, would have curtailed retailers' ability to offer the most flexible, generous and tailored benefits packages to lower-level exempt employees across the industry. NRF opposed these rules from the outset. They would have forced employers to reexamine compensation packages for millions of workers nationwide."

With the Trump Administration unsupportive of the higher pay ceiling taking office in January, an appeal by the Department of Labor is seen as unlikely.

on the NLRB next year, and such to be let alone." groundbreaking, anti-business rulings are primed to be overturned.

"The Board's decision now bans one of the most effective tools employers had against labor organizing campaigns," says the workplace law firm Day Pitney. "Given the incoming Republican presidential administration in January 2025, however, the effects of the Board's decision may be short-lived.'

The NLRB's decision overturns its 1948 Babcock and Wilcox ruling, wherein the board held that an employer that compels its employees during work hours to attend captive audience meetings does not violate employees' rights under federal law.

NLRB Chair Lauren Mc-Fadden cited one of the great Supreme Court justices of all time, Louis D. Brandeis, in overturning that precedent. Brandeis wrote the constitutional freedom of speech right includes "the right

remember that?'

"Thus, while the 'right to persuade' is an essential right" the Constitution protects, "no one has a right to press even 'good' ideas on an unwilling recipient," the NLRB ruling said. "Where 'the degree of captivity makes it impractical for the unwilling viewer or auditor to avoid exposure, the need to protect such unwilling listeners is at its zenith."

The NLRB ruling added: "A captive-audience meeting is an extraordinary exercise and demonstration of employer power over employees in a context" where labor law "envisions employees will be free from such domination. We thus prohibit captive-audience meetings."

"In siding with Amazon workers," Shuler said. "the board has affirmed that captive audience meetings are an affront to worker freedom and that companies will finally be held accountable for this anti-worker behavior."

Just joking

A husband and wife went shopping together just before Christmas. There were a lot of shoppers and the wife noticed that her husband was missing. Because they had a lot to do she called him on his cell phone.

> The husband answered the call, and his wife said "where are you, you know we have

> The husband replied, "you remember the jewelers we went into about 10 years ago, and you fell in love with that diamond necklace? I could not afford it at the time and I said that one day I would get it for you? Do you

Little tears started to flow down her cheeks and she got all choked up and said, "Yes, I do remember that necklace, and the shop!" she replied.

"The whole problem with the world is that fools and fanatics are always so certain of themselves, but wiser people so full of doubts.'

"Good," replied the husband, "then it will be easy to find

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-Bertrand Russell (1872 - 1970)

me. I'm in the pub next door to the jeweler."

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EXPERT





NFPA 70B updates From Recommend to Standard:

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NECA





Plumbers & Pipe Fitters

UA Local 333

LANSING - December's union meeting will be held Wednesday, Dec. 18, 2024, at 7 pm at the Lansing Training Center 16180 National Parkway, Lansing, MI. 48906. Christmas dinner will be at 7 pm. Election results will be read during dinner. January's union meeting will be held Wednesday, Jan. 15, 2025, at 6:30 pm at the Lansing Hall, 5405 S. Martin Luther King Jr. Blvd, Lansing, MI. 48911.

Elections of our officers will be held Wednesday, Dec. 18, 2024, from 8:00am-6:30pm at the Lansing Hall, 5405 S. Martin Luther King Jr. Blvd., Lansing, 48911. 8:00am-5:30pm at the Jackson Union Hall, 3101 Allied Industrial Dr. Jackson 49201. 8:00am-5:30pm at the Battle Creek Union Hall, 5906 E. Morgan St. Battle Creek, 49017. In case of a tie, the run-off election will be Saturday, Dec. 21, 2024, from 8:00 AM to 12:00 NOON at the same polling sites with the results read at a special called meeting at 1:00PM at the Lansing Training Center.

Winter Weld Classes:

Lansing: Starting Jan. 6 2025

Advance Weld Class: Monday's & Wednesday's 4:30 – 8:30 pm (10 weeks)

Beginners Weld Class: Tuesday's & Thursday's 4:30 - 8:30 pm (10 weeks)

Jackson: Starting Jan. 6,

Advance Weld Class: Monday's & Wednesday's 4:30 – 8:30 pm (10 weeks)

Beginners Weld Class: Tuesday's & Thursday's 4:30 – 8:30 pm (10 weeks)

Advance Pipefitting class Tuesday's & Thursday's 4:30 -8:30 pm (10 weeks)

Battle Creek: Jan. 13, 2025 Monday's & Thursday's 4:30 -8:30 pm (10 weeks)

Bloodborne Pathogens Awareness: Jan. 7, 2025 Tuesday's & Thursday's 4-8 pm

Lansing Orbital Welding MIG CLASS: Must have UA21 – Class will begin when 6 members have signed-up.

CPR and First Aid: Class will

begin when 10 members sign up. Lansing Orbital Welding: 40 hours. You must have your UA21 and UA41 – Class will begin when 6 members have signed-up. Please sign up on the Website – ua333. org. If you need assistance call the Training Center 517-323-0333.

PLEASE NOTE FOR ALL **CERTIFICATIONS:** Per the UA as of Jan. 1, 2019, all Braze and Weld certifications must be updated within 120 days of their expiration date, or you will lose your certification. Check the dates on your certifications and if they have expired call Diana at the Lansing Training Center 517-323-0333.

Even though the Training Center sends everyone's continuities to be renewed, between changes of addresses and the Post Office, there is plenty of room for error. Ultimately it is the member's responsibility to make sure their certifications are current.

We have scheduled 2021 Plumbing Code updates for the following locations and dates. Anyone interested in taking the update should call Diana at the Training Center so she can put them on the list.

All classes are from 5-8 pm. Members should be at the class by 4:30 to register.

12/4/24 Lansing Training

12/11/24 Kellogg RMTC

Battle Creek 1/8/24 Lansing Training

Center

1/9/24 Jackson Training Center/Hall

Medical Gas Certification will begin Jan. 13, 2025 5-8 pm Backflow Recertification will begin Feb. 24, 5-8 pm

Medical Gas Recertification will begin Feb. 26, 5-8:00 pm

The Required Michigan Plumbing Code update classes are Dec. 4, 2024 at the Lansing Training Center from 4:30 to 8:30 pm, and Dec. 11 in Battle Creek, at KCC RMTC, 405 Hill Brady Rd, BC 49037 at 4:30 to 8:30 pm.

Fundamental of Gas Heating & Combustion Class begins Jan. 9 through March 6 from 5-8 pm. Classes will be held at the Jackson Training Center, 3101 Allied Industrial Dr. Jackson, MI. 49201

(Continued next column)

Local 190 Plumbers, Pipe Fitters, Service Technicians, Gas Distribution

ANN ARBOR - A MONTH-LY UNION MEETING will be held on Monday, Dec. 9 and will start at 6 p.m. at 7920 Jackson Rd. Ann Arbor, MI. Members are urged to attend and take an active part in the proceedings.

ABIG THANK YOU - 3rd ANNUAL THANKSGIVING FOR ALL: This year UA Local 190 provided 200 turkey dinners to families in need around Washtenaw Co. On Nov. 9 we had 36 volunteers to put together 200 bags with items for a nice Thanksgiving dinner. On Nov. 23 we had 16 volunteers to distribute the food items to 200 families.

We thank all of the volunteers who helped out this year, we could not have done it without the help of all of our fantastic volunteers! A special thank you to Brian Keating and Karen Spearin for putting this event together.

REQUALIFICATION WELDING TEST FOR CON-**SUMERS ENERGY AND** SEMCO ENGERY: The following dates there will be a requalification weld test at Local 190's Training Center, 8040 Jackson Rd., Ann Arbor MI.

Monday, Dec. 2 through Friday, Dec. 6.

Monday, December 9th through Friday, December 13th

Also 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!!!

UNION HALL CLOSED FOR AN UP COMING HOLI-**DAYS:** For the Christmas holiday the office will be closing at Noon on Tuesday, Dec. 24 and will be closed all day, Wednesday, 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 Tuesday, Dec. 31 and will be closed all day, Wednesday, Jan. 1. Wishing everyone a Happy New Year.

GAS DISTRIBUTION APPRENTICES DOWN HILL WELDING TRAINING & **HELPER TRAINING:** Will begin Monday, Jan. 6 and run for 2 ½ 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, vou 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.

IMPORTANT REMIND-ER TO ALL MEMBERS -LAID 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 contactor and the date you reported back to work. PLEASE NOTE: All members can now go to the website under "members only"

Local 333, con't

Please sign up on the website or call the Lansing Training Center at 517.323.0333.

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

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

Lansing Retiree's Break**fast** will be held Friday, Dec. 13 starting at 9am. 5405 S. Martin Luther King Jr, Blvd. Lansing, MI. Please get the word to your fellow retirees.

Our thoughts and prayer to Gay Adkins, wife of Jackson retiree James Adkins, who passed away Nov. 11, 2024. We are so very sorry for your loss.

Sincere condolences to the family and friends of our deceased member Cary Devendorf, whose wife Gloria passed away Nov. 17, 2024, at the age of 74. We are so very sorry for your loss.

and fill out a "back to work" form or "laid off" form.

MICHIGAN GAS DISTRI-**BUTION 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.

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 DIS-TRIBUTION - 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"

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

BERNADETTE MAUS IS **OUR FULL TIME BENEFITS** MANAGER: (Please Note: Bernadette's office entrance door is in the back of our building and is marked "Bernadette Maus - Benefits Manager") Please use this entrance door for Bernadette, she will be available by phone Monday through Friday 7:30 a.m. to 4:30 p.m. or in person Monday's and Wednesday's at Local 190's office from 7:30 a.m. until Noon and 1-4:30 p.m., please contact her directly at (888) 390-7473 to schedule an appointment.

MEDICARE: When you become eligible for Medicare, please contact Bernadette Maus.

2021 State of Michigan Plumbing Code Update is scheduled for Dec. 2 at the UA 190 Union Hall, 7920 Jackson Rd. Ann Arbor, MI. 48103. From 5-8:30pm. Please show up at least a half hour early for check in. Late arrivals will not be registered and must be rescheduled. Participants must bring their State Photo ID, Union Card, and current Plumbing License to attend. Participants must also be a member in good standing with the UA to attend. Please call Kristyn at the training center to be scheduled. Class size is limited to 100 participants, this class is a State of Michigan requirement to renew your plumbing license. DO NOT WAIT UNTIL APRIL 2025, classes will fill up fast. New 2021 Michigan Plumbing Code books will be available for purchase for

The Training Center will be closed Dec. 23, until Jan. 2. The Training Center is open to members wishing to update any certifications, licenses, or qualifications. Office hours of operation are Monday through Thursday 8am. to 5 pm.; Friday 8am. to 4 pm. 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. Available Journeyman classes:

Lead/Asbestos/Bloodborne Pathogens Training (4 hrs): Please register through the website: ua190.org 2025 Schedule - Mondays - Feb. 17, April 21, July 21, and Sept. 29, 2025. Each class will start at 5:00 pm. First Aid/CPR Training (4 hrs): Please register through the website: ua190.org 2025 Schedule -Mondays – February 24th, April 28th, July 28th, and Oct. 6, 2025. Each class will start at 5:00 pm.

Welding Fundamentals (40 hrs): This class is designed for apprentices & journeymen who have little to no welding experience and want to learn the basic fundamentals of SMAW (Stick), and GTAW (TIG) welding. This course will cover welding procedures (WPS), UA certifications (UA-21, UA-22, UA-41), basic metallurgy, weld process selection, machine setup, welding symbols, welding positions, welding electrodes and consumables, weld preparation, shielding gasses, and welder safety. Participants will receive training on the Lincoln Virtual welding machine (VR), before heading into the welding lab. Call the Training Center to secure your spot, dates to be announced later.

Welding Lab: Currently open welding lab is Mondays, Tuesdays & Thursday nights from 4pm to 8:30pm. The open welding lab will run until **Dec. 14** and **reopen Jan. 6** and run Monday through Thursday 4pm to 8:30pm and Saturdays 7am to 3:30pm. There is limited space and first-come firstserved. Saturdays will only remain open with member participation. Welding tests will be scheduled after participants are approved by welding instructors and the training coordinator.

ASSE Backflow Certification (40hrs): This is a 40-hour class, to become an ASSE Certified Backflow Tester (5110). **2025** Schedule: First course starts on Jan 8. The second course starts Sept 9. Courses run on Wednesday and Thursday 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 \$95 for this recertification. Re-certification for the ASSE Backflow Tester (5110). 2025 Schedule: First course starts Feb 11. The second course starts May 6. The third course starts Oct 14. Courses are on Tue and Wed and start at 5 pm. Each course is limited to 8. Call the Training Center to sign up for one of these courses or register through the website: ua190.org

Med Gas Installer and Brazer Certification (40hrs): This is a 40-hour class to be Med Gas certified. Must have a minimum of 4 years, documented experience in the plumbing and/ or piping industry. 2025 Schedule: First course starts March 11. The second course starts **Sept.** 2. Courses will run for 5 weeks, Tue and Thur. These courses are limited to 16 participants. Call the Training Center to sign up for one of these courses or register through the website: ua190.org

Med Gas Installer Up-Date (8hrs): This is a two-day course. 2025 Schedule: First course starts April 22, Second course starts Oct. 7. 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

ASSE 12010 ICRA Certification for Infection Control and Risk Assessment for Construction Workers (16hrs): This is a four-day course. 2025 schedule: course to be announced later.

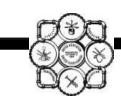
EPRI Rigging and Signal Person Certification (40hrs): This is a 40-hour class, to become Certified in Rigging and Crane Signaling. Must have 5 years of experience or have gone through Rigging Technologies (Apprenticeship Rigging). Next class will be Winter/ Spring 2025. Class size is limited to 8. Please 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: course to be announced **later.** Please register through the website: ua190.org

CONDOLUNCES: Our lifetime member Bernard Lange passed away on Nov. 7. Bernard initiated Aug. 15, 1968, retired Nov. 1, 1997 and became a lifetime member on Aug. 15, 2018. To all family members and friends, we know no words can help ease the pain and the loss you are all feeling, may his soul rest in peace.

RETIREE MEETINGS -Our next Spades meeting will start at 9 a.m. and be held on Thursday, Dec. 5 at the Union Hall. Come and join us for card games, pastries, and a cup of coffee.

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



Local 357

Plumbers, Pipe Fitters & **HVAC Service**

UA Local 357

KALAMAZOO – UNION MEETING: The next regular Union Meeting will be on Tuesday, Dec. 10 at 6:30 pm. Other meetings that day will be the Finance Committee at 4:30 and the Executive Board at 5:30.

ELECTION / VOTING INFORMATION: Per the U.A. Constitution, Section 122(a), it states that the Local Union must attempt to notify all members when and where elections are to take place. A postcard was sent out to every member of the Union with this information.

Per the U.A. Constitution Sec.124(a), no member shall vote at any election unless he/she has been a member in good standing in the Local Union where the vote is being taken for at least a period of one (1) year immediately prior to the date of the election.

Elections will be held on Saturday, Dec. 7, 2024. Polling locations will be open from 8:00 am until 4:00 pm that day. Polling locations will be at the Union Hall - 11847 Shaver Rd, Schoolcraft, MI and The Holiday Inn Express – Conf Room – 2276 Pipestone Rd, Benton Harbor, MI

In case of a tie, a run-off election will be held on Saturday, Dec. 14, 2024, from 8:00 am until 4:00 pm at the above locations.

Positions up for Election are as follows: 1 Business Manager; 1 Business Agent; 1 President; 1 Vice President; I Recording Secretary; 4 Executive Board Members; 3 Finance Committee Members; 1 Door Guard; 8 Delegates; 3 Examining Board Members; 1 Trustee for Pension (9-year term) and 2 Trustees for Health & Welfare (3year and 9-year term) Contact Lori at (269) 679-

3708 / email: lhatfield@ualocal357.com with any questions.

OPEN ENROLLMENT: If you missed a life event in 2024, such as the birth of a child or a marriage, or something changed, now is the time to add dependents to the Health Insurance Plan. Please contact Lori Hatfield, Benefit Liaison, at 269-679-3708 or email lhatfield@ualocal357.com to get the form required along with further instructions. Note that activation will be as of Jan. 1, 2025, if all required documents are returned by Dec. 31, 2024.

PARTY INFORMA-**TION:** There will be a Holiday Party at the Hall on Saturday, Jan. 18. Drinks and hor d'oeuvres start at 5:30 pm with dinner at 6:00. You MUST RSVP no later than Jan. 10, 2025, 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 REMIND-**ERS:** 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 MEETING: Retiree lunch meetings will now be **BREAKFAST** on the 1st Monday of every month. Breakfast will commence at 9:00 am at The Crew located at 5200 Portage Rd, Portage, MI. The phone no. for the location is (269) 337-9800.

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

There seems to be a continuing problem regarding notification of divorces. (See Pages 6 and 27 in the Summary Plan Description Booklet for clarification).

CONGRATULATIONS: Congratulations to Mario Salinas, and family, on the birth of a son, Ezra.

Congratulations to Lance Owen, and family, on the birth of a daughter, Tatum.



Sprinkler Fitters Local 704

DETROIT - The next regular business meeting will be held Wednesday, Dec. 11, at 5:30 P.M. at the Union Hall. The Executive Board will meet the same evening at 4:30 P.M.

Election of Officers will take place Wednesday, Dec. 11, 2024 at the Union Hall. Polls will be open from 12:00 P.M. until 5:30 P.M. In the event of a tie, there will be a run-off election that same evening with the eligible voting member present. Per the Constitution of the

United Association, Section 124: "Any member who owes or has paid a reinstatement fee within a period of one year immediately prior to the date of election shall not be eligible to nominate candidates for or vote in any Local Union election."

The following is the list of candidates for the Election of Officers being held Dec. 11, 2024. The names listed by position are in no particular order.

Business Manager/Financial Secretary/Treasurer (1): Greg Herman, Robert Williams;

Business Agent (1): Jason Watterworth, Kevin Ryal; President (1): Glaine

'Butch" Stewart Jr.; Vice-President(1): Jeff

Executive Board (4): Eric Reid, Eric Conkright, Adam Novak, Al McCreadie, Tanner

Tringovski; Recording Secretary (1): Dave Ryal;

Sergeant at Arms (1): Chris Joint Apprenticeship

Ryal, Curtis Folts, Dave Ryal, Eric Reid, Francisco Rodriguez: Finance Committee (3); Jason Watterworth, Chris Styla,

Training Committee (2): Scott

McCreadie; Examining Board (3): Jeff Gray, Curtis Folts, Joe Troutt;

Eric Reid, Rodney Julvezan, Al

Supplemental Unemployment Benefit Trustee (2): Jason Watterworth, Eric Reid, Kevin

Defined Contribution Pension Fund Trustee (2): Glaine "Butch" Stewart Jr., Jason Watterworth, Kevin Ryal; Michigan State Pipe Trades

Delegate (5): Kevin Ryal, Scott Ryal, Tim Bieber, Eric Conkright, Jeff Gray, Jason Watterworth; Michigan State Building Trades Delegate (5): Tim Bieber, Dave Ryal, Joe Troutt, Jason Wat-

Ryal As a reminder, your dues payment is due the last day of the

terworth, Eric Conkright, Kevin

Mark your calendars for the annual Local 704 Kids Christmas party. The date is Saturday Dec. 14. The party will be from 10 a.m. until 12:30 p.m. Please call the union hall with your child's/grandchild's name and age so Santa gets to see everyone. The party is open to all members and their families. Please

R.S.V.P. by Dec. 11. 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.

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

Congratulations to the following Brothers on achieving their 50-Year status with the UA and Local 704: Richard Kraus, Danny Howard, Gerald Comfort, Wayne Phelps and Lawrence Ribbron. Thank you for your years of service.

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

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

Jason May (Merrill Lynch): 248-540-2091 for D.C. Fund Investment questions.

Condolences go out to the family and friends of Retired Brother Richard Kraus who passed away November 14th. Brother Kraus was a 50-Year member with Local 704. Please keep his family in your thoughts and prayers.

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

A speedy recovery for all our sick and injured members.



Local 370

Plumbers, Pipe Fitters and HVAC Service

UA Local 370

FLINT - The next Membership Meeting is scheduled for Tuesday Dec. 10, 2024, at 7pm.

Condolences to the family and friends of brother James L. Gasper. Brother Gasper passed away Nov. 19 at 89 years old and a 61-year member.

Saturday, Dec. 7, Local 370 will host our annual Service Award banquet and Holiday **celebration.** The location will be at our hall/training center at 2151 W. Thompson Rd. Fenton MI. Cocktail hour will begin at 5pm. The service award ceremony will begin at 6 with dinner following. Please call Karla or Kyara at the hall to reserve your spot for a night of dinner, dancing and celebrating members' years of service and the Christmas Holiday.

2021 Plumbing Code **Books** now available. Cost is \$85. Check or money order only. **Upcoming Night Class**

Weld Test Saturday, Nov. 23 at 7:00am. Sign up with your name, UAID and which test.

Medical Gas Installer Jan. 6 thru Feb. 26 - Mondays and

Wednesdays 4:30 - 7:30Refresher test will be on

March 4th. Book fee \$140 Backflow Mar. 3 thru Apr. - Mondays and Wednesdays

Testing will be on April 7th

First Aid & CPR March 19

All classes and test days can be signed up with the Training

Center at 810-720-5243 ext 15 or at training@ualocal370.org 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, Dec. 10th, 2024 at 4:00pm FMR Committee - Tuesday, Dec. 10, 2024 at 4:00pm

PAC committee – Tuesday, Dec. 10, 2024 at 5:00pm

Executive Board -Tuesday, Dec. 10, 2024, at 5:00pm Building Committee – Tues-

day, Dec. 10, 2024 at 6:00pm Finance Committee -Tues-

day, Dec. 10th, 2024 at 6:15pm JATC Committee – TBD

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

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

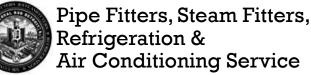
Sub/Sick checks will be processed 8:00am - 11:30 am and 1:30pm – 4:15pm daily.

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

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

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

(Continued next column)



UA Local 636 DETROIT - Our next reg-

ular meeting is our annual Awards Banquet scheduled for Dec. 17, 2024 at PENNAS OF STERLING, 38400 Van Dyke Ave Sterling Heights, MI 48312. Doors open at 6:30 pm with meeting, awards, and dinner to follow. Look forward to seeing you all

Office Hours are 8:30 am -4:30 pm Monday – Friday.

Calling all retirees: The next retiree meeting will be January 16, 2025.

Results from the Special **Called Nominations Meeting** for the Election of Officers for **Detroit Pipefitters Local 636** are as follows in order as it will appear on the ballot:

Business Manager (1 to be elected): (1) Larry D. Krisniski Financial Secretary Trea-

surer (1 to be elected): (1) Jake Regits Business Agent (5 to be elected): (1) Rick Fast; (2) Bill

Holsomback; (3) Jeff Lewis; (4) Tony Sievert; (5) Dan Gurley; (6) **Brandon Spaulding President** (1 to be elected): Bill Helwig; Jeff Selph; Peter

Vice President (1 to be

elected): Dave Fox **Recording Secretary** (1 to

be elected): Tess Schmidt **Assistant Recording Secre**tary (1 to be elected): Lou Hadley

Executive Board (4 to be elected): (1) Michael N. Sylvester; (2) Mike Pierce; (3) Malcome Harris; (4) Jeff Rimer (5) Val Pod; (6) Melissa Leonard (7) Bill Fast

Examining Board (3 to be elected): Jason Blouin; (2) Doug Bardy; (3) Mike Wall

Financial Trustee (3 to be elected): (1) Kim Pigeon, (2) John Verran, (3) Ed Hyvonen, (4) Mike Ferrante II

Inside Sentry (1 to be elected): Derek Sheldon

Michigan Pipe Trades Delegates (25 to be elected): Larry D. Krisniski, Bill Helwig, Val Pod, Jake Regits, Dave Fox, Tess Schmidt, Rick Fast, Lou Hadley Melissa Leonard, Mike Wall, Jeff Rimer, Jeff Lewis, Bill Holsomback, Dan Gurley, Kim Pigeon, Mike Pierce, Brandon Spaulding, Derek Sheldon, Michael N. Sylvester, Peter Dunn, Bill Fast, Jeff Selph, Ed Hyvonen, Malcome Harris, Mike Wright, Doug Bardy, Frank Grammatico, Mike Ferrante II, John Verran, Tony Sievert.

Special Called Meeting for Elections of Officers and Michigan Pipe Trades delegates will be held on December 3, 2024 at St. George Romanian Cultural Center 18405 W. Nine Mile Rd. Southfield, MI 48075. Polls will open at 11:00 am and close at 7:00 pm with a meeting immediately after for the reading of the results. All members must be in good standing for 1 year to vote. Members should be prepared to present a membership card: driver's license or other form of identification at the polls.

In the case of a tie vote developing for any of the offices a

Local 370, con't

as we move forward.

Our web site is up and running. Check it out, ualocal370.org

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

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

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

Local 370 ball caps and winter fleece caps are available at the union offices. Ball caps \$10 and fleece caps \$5. 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 no. is 1-888-797-5862.

run-off election will be held on Tuesday, Dec. 17, 2024 from 2:00 pm - 7:00 pm prior to our regular scheduled meeting for our Annual Awards Banquet at Penna's of Sterling 38400 Van Dyke Ave Sterling Heights MI 48312.

Special Announcement as of 1/1/2025 all active, retired, and opt-out members are being enrolled in vision coverage through Delta/VSP Vision for details look for information in your Open Enrollment packet that should arrive in the mail in the next couple of weeks. Or contact BeneSys at 888-646-8920.

The Annual Retiree Widow Benefit has been approved and is scheduled to be direct deposited for those retirees that have their pension benefit direct deposited the 2nd week in December. For those wishing to have a check mailed instead please contact the Union Hall or BeneSys by November 22, 2024.

CALLING ALL RETIR-EES! The next meeting will be held January 18, 2025.

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.

PLDF For those still owing on PLDF we are only able to take checks or money orders for pay-

REMINDER: Please open all correspondence with the Local Union, BeneSys, and Insurance Providers you receive in the mail.

Deceased Members -Lifetime member Thomas Maxwell Nov. 14, 2024 father of member Thomas C. Maxwell; Member Derek Walker MTech with Kroger, November 10, 2024; Lifetime member Charles Dostal November 1, 2024; Lifetime member Donald Davenport father of member David Davenport October 30, 2024; 40 Year Member Susan Palmer October 24, 2024; Retired Service Journeyman John H Tuohimaa October 9 2024.

Our deepest condolences to Raymond Schlichting on the passing of his wife Joyce, October 28, 2024. Our condolences to member Dennis Edward Beranek on the passing of his father Dennis Micheal Beranek, October 21, 2024, brother of member Frank Beranek and uncle of member Frank M. Beranek.

Get Well Wishes to; Tom Tabin, Larry Krisniski Sr., Chris Fye, Paul Franjesh, Andre Cadaret, David Hochstein, Daniel Creps, James Jiacobone, and Thomas L. Williams Jr, Timothy R. Marciniak, Brandon Kandler, Denver Malenfant, Jason McNamara, Ryan Seitz, Jeff Stebner, Justin Morgan, Ron Sarata, Marty Elwart, Jason Howe, Buddy Woods and Matthew T. Miller.

Following is a list of 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!

September; Jeffrey Donofrio, Richard George, Wallace Lively, Gary Tenant, John Towle. October; Wayne Granger, Matt Gallagher, Dennis Kelley, Dean Beiring, George Nevejans.

DUES-4th quarter dues are due now. Your dues receipt will now be emailed to you; 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.

The Ulliance Member Assistance Program is available to all members and retirees.

This benefit includes free and confidential mental health counseling, coaching, and 24/7 crisis support. To find out more, go to lifeadvisor.com or call 800-

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.

Local 636

S.U.B. -NEW- Direct Deposit is NOW AVAILABLE for SUBPAY. 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

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.

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

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

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 *corrected* website is www. accountplanaccess.net/benesys. Your initial login information is as follows: Username - Social Security number, without the dashes. Password - Full birth date, without the slashes, (mmddyyyy). You will be prompted to update your username and password after initial login. Upon login, the site will take you to the "My Dashboard" page. Here you will be able to review a snapshot of your account balance, investments, and recent transactional activity.

Considering Retirement? Any member may meet at the office during business hours with Jake Regits, Financial Secretary-Treasurer, to begin the process. Jake can be reached at ext. 5, to schedule an appointment so that he can get all of your paperwork in order, or if you prefer, contact our Members Phone Line, 248-641-4936 at BeneSys for your retirement paperwork.

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

WHEN YOU STAY CUR-**RENT WITH YOUR SAFETY** MODULES, DRUG TEST AND FIRST AID, from Jan. 1 – Dec. 31 you will be eligible for your ready to work payment. **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, December 9th, 2024 through December 23, 2024. Applications will be accepted via online only.

Please visit our website at www.pipefitters636tc.org to apply. – Qualifications necessary for an applicant to be considered are: 1. Must be 18 years of age or older. 2. Complete the application on our website at www.pipefitters636tc.org a. A valid driver's license. b. High School diploma or high school equivalency (GED) certificate or transcripts. c. There is a \$100.00 testing fee that will be collected when turning in your online 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.

UA LOCAL 85 Local 85 Plumbers & Steam Fitters

SAGINAW – The next Union Meeting will be held on Wednesday, Dec. 18, 2024, 2024, at the Union Hall, 3535 Bay Rd. at 7:00 p.m.

The next Northern Union Meeting will be held on Wednesday, Dec. 4, 2024, at 7:00 PM at the Grayling Eagles.

The offices will be closed Thursday, November 28th, and Friday, November 29th, for the Thanksgiving Holiday.

Contact Information:

November 29, 2024

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

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

Clint Steele, Business Agent (231) 499-7330

csteele@ualocal85.org Andre Alexander, Business Agent (989) 799-5261 x 8515

aalexander@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.

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 Journeymen, Jecoda LaFramboise, Noah Soper!

Work continues to be very busy, please keep a close eye on the website for upcoming classes. We need to continue to be trained and certified for many of these upcoming projects. If there is a specific class you need, please reach out to Training Coordinator Robert Mead at (989) 799-5261 ext. 8519.

GOD BLESS ORGANIZED LABOR AND THE LABOR **MOVEMENT!**

SUB Fund:

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

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

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

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

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

NOTE TO ALL MEMBERS:

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

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

Website Address: Please visit www.ualocal85.org. **Insurance:** When you are working out of another Local's jurisdiction, it may take up to 90 days for your Insurance and Pension to be reciprocated back to Local 85, which may cause problems with your Health Insurance. ALWAYS SAVE YOUR 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. Fraternally, Justin M. Pomerville,

Business Manager/Financial Secretary, Local Union 85

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 themself at all court hearings. Many large firms assign inexperienced attorneys to your case. And some of these firms are located thousands of miles away and only fly the attorney in the day of the court hearing. Attorneys Bieske and Alfonsi have vast experience before local Michigan judges.

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

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

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

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

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

 ONLY SOCIAL SECURITY DISABILITY CASES WE WILL PERSONALLY REPRESENT YOU

OUR FEE PAID AFTER YOU WIN

www.ssdfighter.com

Plumbers Local 98



Membership of Plumbers Local 98, the officers and staff at Local 98 wish you and your family a happy, joyous and safe holiday season!

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

The election will be held Thursday, Dec. 5, 2024 from 9:00am-7:00pm at the Union **Hall.** To vote in the election all members must be in good standing for 1 year prior to election, and 2 years in good standing to run for an office. Members are asked to bring an ID or Union Card to the polls for verification. In the event of a tie, a run-off election will be held Thursday, Dec. 12, 2024 from 3:00pm-7:00pm at the hall.

Election of Local 98 Officers & Delegates: The following members have been nominated for the following positions. The number in parenthesis() indicates the number of positions available of each position:

(1) PRESIDENT: Ryan

(1) VICE PRESIDENT: Rob Moses;

(1) RECORDING SECRE-**TARY:** Scott Huber; (1) FINANCIAL SECRE-TARY/TREASURER: Dan

Nixon, Bill Schroeder; (4) EXECUTIVE BOARD: Dawn Melancon, Ron Lindsay, Nathan O'Brien, Mandy Morrison, Duffy Callert, Ossie Motton,

Luke Garcia; (1) INSIDE GUARD: Chris Opalka, Jeff Chene;

(1) BUSINESS MANAG-**ER:** Gary Glaser, Jon DeRoo;

(4) BUSINESS AGENT: Jeff Kavalar, Dan Willingham, Paul "Dirty" Smith, Rufus Hamilton, Martin Casares III, Jimmy Cools, Randy Stone;

(3) FINANCE COMMIT-**TEE:** Larry Delehant, Joe Barnhart, Dave Hubbard;

(3) EXAMINING BOARD: Tyler Lovelace, Clay Terry, Rob

(16) DELEGATE: Joe Barnhart, Jeff Chene, Dan Willingham, Rufus Hamilton, Dawn Melancon, Bill Schroeder, Jason Bachman, Jeff Kavalar, Larry Delehant, Jimmy Cools, Ryan Lyle, Dan Nixon, Gary Glaser, Duffy Callert, Clay Terry, Jon DeRoo, Ron Lindsay, Carlo Castiglione, Tyler Lovelace, Luke Garcia, Mandy Morrison, Dave Hubbard, Scott Huber, Paul "Dirty" Smith, Martin Casares III, Ossie Motton, Rob Moses.

Meetings & Union Hall. Our regular monthly union meeting will be held on Thursday, Dec. 19 at 7 pm which will include the swearing in of new Local 98 Officers and Delegates.

The Executive Board meetings are generally held the first Thursday of the month at 5:30pm and before all Union Meetings. The next board meeting is TBD due to officer and delegate elections.

UPCOMING DATES OF IMPORTANCE:

*Monday, Dec. 2, 5-8 pm Annual Wrapping Party at hall for Children's Christmas Party;

*Tuesday, Dec. 3, 5-8 pm Annual Children's Christmas Party for members and their families;

*Wednesday, Dec. 11, Noon – 2pm Retiree Meeting/

Luncheon at Local 98 hall; Fall Food Drive: Still ongoing. We will continue accepting all donations of non-perishable food items and bottled water. Cash or check donations will be accepted as well and will be used to purchase more food for the donation. Food can also be dropped off at the hall during business hours and at the Union meetings. All donations will be delivered to a local food pantry to help those in need. There is a need and we can all help! Contact BA Dan Nixon with any questions. Apprentices who help with the food drive will receive a credit for a Union meeting.

Attention 98 Hockey Players: Any Local 98 member interested in playing on the 98 Hockey Team, please contact BA Dan Nixon, 248-752-3702 for details.

Apprentice Clothing Drive: The Apprentice Council will be conducting an ongoing Clothing Drive. Anyone who would like to donate new or gently used clothing, winter clothing, winter gear etc. can bring the donations down to the hall during normal working hours or on Union meeting nights. Please contact John Linardakis @ 989-324-8551 or BA

Dan Nixon with any questions. Applications are now being accepted for our apprenticeship program. Learn more at www. plumbers98TC.org/apprentice-

Dues: Check your mail and update your email and contact information at the hall, it's not your spouse/significant other's fault your dues fall behind. We have several options to pay your dues; in person, online, automatic deduction from an account and pension deduction for retirees. Contact the hall for more information. Those of you who read the paper please bring it in and put on your break table.

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. We have a dedicated email to send your unemployment certifications and/or backup documents to receive SUB pay. Please email correspondence to: sub@ ualocal98.org by Thursdays at 3 pm to ensure ample time to process the payments. 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 have dedicated BeneSys employees at the Union Hall to help with the following issues: Health Insurance, HRA, SUB, Short Term Disability, Eligibility, and Claims. The Local 98 Health Insurance office is receiving the calls coming into Local 98. In order for them to best track all issues please call the hall at (248) 307-9800, select option 2.

Worker Assistance Program. Work Life Strategies, LLC. Are available to members and their families to provide counseling services and when needed, a referral to other professionals. Call to talk to a counselor for issues relating to grief, alcohol, drug addiction, bankruptcy depression, marital issues and family counseling. All this is confidential and lead by or health professional C.J. Harrison, you can reach her on her cell @ 313-580-6887. If you cannot go to her office she can do phone conferences, don't wait ask for help when you feel issues are affecting your life.

In Memoriam: Let us remember our family, friends and brothers and sisters who have passed or lost a loved one during the upcoming holiday season.

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

In solidarity I remain, Carlo Castiglione, Business Manager Plumbers Local 98-131 years of keeping the health of America safe!

TRAINING CENTER NEWS. Phone # 248-585-1435. HAPPY THANKSGIVING FROM EVERYONE AT THE TRAINING CENTER! 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, Jan. 24, 2025. 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. Monday through Friday. Please call Ryan Lyle at 248-585-1435 ext. 122 if you have any questions. The State of Michigan Plumbing Division has instituted the 2021 Michigan Plumbing Code beginning in March of 2024. Books are available for order through the ICC. The Training Center has a limited number of 2021 Michigan Plumbing Code books

available for sale. PLUMBING CODE UP-DATE (required to renew the State of Michigan Journey or Master License) Classes are available at the Training Center. Call the Training Center to get signed up for the next available class.

THE TRAINING CENTER IS CURRENTLY SCHEDUL-ING MEDICAL GAS INSTALL-ER UPDATES. Please call the Training Center to get in the next available class. This is an update to the new NFPA 99 2024 standard.

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 Baker at the Training Center at 248-585-1435 ext. 123 to register.

OPEN WELDING - is available on Wednesday evenings. 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.

2024 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. 7, 2024. 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.

CALL THE TRAINING CENTER TO REGISTER FOR ANY OF THE FOLLOWING CLASSES OFFERED IN 2025. All classes are register and prepay by check or money order only. Deadlines for registration and prices are listed with each class.

ASSE Backflow Tester Re-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. 21 & 22 Deadline is Dec. 20

4 hour recert class April 15 & 16 Deadline is March 14

4 hour recert class July 29 & 30 Deadline is June 27 4 hour recert class Oct. 21

& 22 Deadline is Sept. 26 **ASSE Backflow Tester** (Full 40 hour):

Spring: March 3 – May 12 Deadline is Feb. 14 - \$200

Fall: Sept. 8 – Nov. 17 Deadline is Aug. 22 - \$200 ASSE Repairer: Prerequi-

site: Must hold a current 5110 Tester Certification **Spring**: March 5 – April 9,

Deadline is Feb. 14 - \$100 Fall: Sept. 10 - Oct. 15, Deadline is Aug. 22 - \$100

BIM I - 40 hour class **Spring**: March 5 – May 14 Deadline is February 14 - \$100 **Fall**: Sept. 10 – Nov. 17 Deadline to register Aug. 22 -

ICRA and Water Quality: Prerequisite: Must Have OSHA 10 or 30 - \$200

Spring: Week of March 3 to week of May 12. Deadline to register February 14

Fall: Week of Sept. 8 to week of Nov. 17. Deadline to register Aug. 22. Day of week to be de-

Medical Gas Installer (Full

Spring: March 5 – May 14 Deadline is Feb. 14 - \$200 Fall: Sept. 10-Nov. 17 Dead-

line to register Aug. 22 - \$200 6010 Medical Gas Installer Recertification- *All current Med Gas certification. MUST CONTACT the Training Center for the next available class.

Hydronic Heating and Cooling – 40 hour class - \$100

Spring: Week of March 3 to week of May 12. Deadline to register Feb. 14

Fall: Week of Sept. 8 to week of Nov. 17. Deadline to register Aug. 22. Day of week to be determined

Steam Fundamentals for the Repair Plumber- 40 hour class-\$100 fee **Spring**: Week of March 3

to week of May 12. Deadline to

register Feb. 14 Fall: Week of Sept. 8 to week of Nov. 17. Deadline to register August 22. Day of week to be

determined

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.



SETTING UP a porcelain convenience in a fifth floor bathroom at the 150 Bagley project in Detroit is David Slipper of Plumbers Local 98. He's working for Ben Washington & Sons Plumbing.



Plumbers, Pipe Fitters & HVAC Service Local 111

UA Local 111

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

Reminder: The next Union Meeting will be in **Escanaba** on December 12, 2024 @ 7:30.

Condolences: To the family and friends of Kazimier "Kaz" Pindral, who passed away peacefully on November 16th, 2024.

Upcoming Training Classes/Tests:

Weld Test January 4th, registration deadline is December 20th. **UA/MCA** Foreman class January 6th-10th, registration deadline is December 20th.

Contact Training Coordinator John Antoncew to be added to the notification list. Your position in the class is not confirmed until you receive a reply.

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

Call Escanaba or Mar**quette** and try out 111's new Lay Off Line; Extension #7 and Job Line; Extension #8.

MRA FUND - *IMPOR-

This is your reminder that you are required by the IRS to supply proper substantiation for your MRA debit card usage. Many members have received Substantiation Request letters from the Local 111 Benefit Fund office: Zenith American Solutions. IRS regulations require that use of the MRA card be substantiated or validated as an eligible covered expense under the Plan. The IRS requires this validation, the

Fund cannot make exceptions. It is the members' responsibility to ensure all requested documentation is returned to the Fund office promptly. You will want to sign into the Zenith American Solutions Portal website or App to verify if receipts

are required. By not responding to the Substantiation Request letters, your MRA Card will be suspended until all requested documentation has been received. Claims prior to January 1st, 2024 may result in a 1099, and be charged with income tax per the IRS. If you have any questions, contact Zenith American Solutions at 1-866-823-4730 ext. 1 or the Union Hall.

New 988 Crisis Helpline: The UA & the MCAA have made a joint investment to spread awareness on how we approach mental health and suicide prevention. New resources are now available with the implementation of the Department of Health and Human Services 988 Lifeline. Call or text 988 to be connected to trained counselors who will listen & provide support and linked to resources.

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

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

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

(Continued next column)



Local 671 Plumbers & Pipe Fitters

 $MONROE-The\ next\ Union\ Meeting\ was\ moved\ in\ accordance$ with our By-Laws at the last meeting. It is now scheduled for December 19, 2024, at 7pm.

There will also be an Executive Board meeting at 5pm on December 19, 2024. If any member would like to attend the Executive Board Meeting, please contact the Union Hall prior to the meeting.

There will be a SPECIAL ORDER of BUSINESS at the next Union Meeting, December 19, 2024, for the second reading of a potential By-Law change.

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

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

Local Pension Elective Deferral: We are pleased to announce that after meeting with our contractor's association, you can now add up to an additional \$10 per hour to your local pension. This is in addition to the default \$5.65 per hour. The prior maximum deferral was capped at \$6 per hour. We encourage everyone to take advantage of this great opportunity if you can. All additional monies added will be in increments of \$1.00.

Kid's Christmas Party: The Annual Local 671 Children's Christmas Party will be held on December 14th at 12:30 p.m. The mailers have been sent out. If you did not receive one please call the Hall. Also, please RSVP to Carly at the Hall so we can pass the list along to Santa.

Local 671 App: To keep up with the latest information, make sure you download Local 671 App. If you have questions or issues getting logged on contact Vinnie at the Union Hall.

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. Condolences: We are sorry to report that retiree Jim Wood passed away unexpectedly on Tuesday, November 12th at the age of 76. He was fixture at our retiree luncheons and will be missed dearly by

family and friends. Open Weld Shop Nights: The open weld shop nights are now Wednesday nights from 6pm-10pm. A booth will need to be reserved by noon on the Friday 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. There will be no December UA weld test session.

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

In Closing: We hope everyone had a great Thanksgiving with those who matter to you the most. As we now look back on 2024 as it is coming to a close, it has been another busy one for Local 671 and its membership. We look forward to continued progress in 2025 and beyond.

"If You Always Do What You've Always Done, You'll Always Get What You've Always Got." ~ Henry Ford

Mike Jewell: email: mike@ualocal671.com

Vinnie Fenech: email: vinnie@ualocal671.com

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

Local 111, con't

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 lulll.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.

"We know what we are, but know not what we may be. -William Shakespeare (1564

- 1616), Hamlet, 1600

(313) 365-6100

"When I am abroad, I always make it a rule never to criticize or attack the government of my own country. I make up for lost time when I come home." -Sir Winston Churchill

(1874 - 1965)"People with courage and

character always seem sinister to the rest.' -Hermann Hesse (1877 -

"I am not young enough to know everything.

Oscar Wilde (1854 - 1900) "Every generation laughs at the old fashions, but follows religiously the new."

-Henry David Thoreau (1817 - 1862)

"Love is an exploding cigar we willingly smoke.' -Lynda Barry

saulted, vandalized and cruelly mocked, but cannot be taken away unless it is surrendered." -Michael J. Fox (1961 -)

"One's dignity may be as-

"Many books require no thought from those who read them, and for a very simple reason; they made no such demand

upon those who wrote them. -Charles Caleb Colton (1780 - 1832)

"By the work one knows the workmen.

-Jean De La Fontaine (1621

(313) 841-5100

CASH FOR SCRAP META Aluminum - Copper - Brass Nickel - Alloys - Carbide Radiators - Lead - Batteries McNichols Detroit Scrap Iron & Metal Co. Iron & Metal Co. 6500 E. McNichols (near Mt. Elliott) 8300 Dix (corner Lonyo) mcnicholsscrap.com detroitironandmetal.com



Local 174 Plumbers, Pipe Fitters & Service Trades

UA Local Local 174

COOPERSVILLE - MEMBERSHIP MEETING & CHRIST-MAS PARTY: The monthly membership meeting and annual Christmas party will be held on Tuesday, Dec. 3, 2024 at 7 pm in our Assembly Hall at 1008 O'Malley Dr in Coopersville. The front office will remain open until 6:55pm.

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

Retiree Breakfast: will be held Thursday, Dec. 5, 2024 at 9am at New Beginnings Restaurant in Coopersville.

Office Closed: The office will be closed Nov. 28 & 29, 2024 for the Thanksgiving holiday.

Aetna/Trinity: Aetna and Trinity are currently in contract negotiations. Both Aetna and the Trinity providers have been sending out letters to members about leaving the network. This is a negotiation tactic to apply pressure to the other side. The trustees expect this to be settled before the contract deadline. If for some reason it is not, you will not lose your provider and you will not pay more out of pocket. We are a self-funded plan so we decide what members are charged. Please contact Business Manager Ryan Bennett with any questions.

Toys for Tots: The 2024 Toys for Tots drive has begun. Please drop off any new and unwrapped toys for donation at the front office. Your gift will be greatly appreciated!

Election of Officers: Ballots were mailed on Friday, 11/15/24 and are due back to the PO Box by Monday, 12/16/24. Ballots will be counted on Tuesday, 12/17/24. Results will be posted in the Assembly Hall and on the members only Facebook group.

Nomination Meeting Results:

President: Micah Perkins (declared elected) Vice President: Frankie Pagan (declared elected)

Recording Secretary (1): Nicole Hines, Chris Phillips Inside Guard: Joshua Brown, Stan Ireland, Jeremy Kelly Business Manager/FST (1): Ryan Bennett, Jason McDiarmid

Executive Board (4): Scot Baird (Scooter), Basil Beers, Clint Fowler, Max Hawley, Josh Herrick, Ryan Olson, Chris Pelton, Jeremy Raap, Michael Schneider

Finance Committee (3): Edmond Bouchard III, Micah Golba, Jason Whitman (declared elected)

Examining Board (3): Lance Dusendang, Alex Keeney, Curtis Maat, Jason Vollink

Benefit Funds Trustees (3): Ryan Bennett, Jason Finch, Mark Mangione, Jason McDiarmid, Nathan Phillips, Jeff Rumsey

Wage Allocation: The 2024 wage allocation was voted on at the June 4, 2024 membership meeting. Results were \$1.27 increase on the check, \$0.05 increase to the Retiree Bonus Program, \$0.60 increase to the Pension fund, and \$0.30 increase to the Training Fund.

Organizing Update: Traveling, dues, and getting laid off are constant topics that the nonunion bosses instill in their employees. We have jurisdiction boundaries that they have no clue about, and yes, we do pay dues but that also goes into our building that each of us are a shareholder of. Eventually, we all get laid off whether you are nonunion or union, but the difference is that our dues also employ dispatchers to get us our next job!

Better wages, insurance you don't have to pay for, and a defined pension - 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.

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

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

Medicare Retirees Retiree First: (616) 345-0788

Current Health Insurance Premiums: Active Member/Working Retiree \$1,110.33

Non-working Pre-Medicare Retiree \$791.10

Medicare Single \$123.63 Medicare Couple \$247.26

Medicare with Pre-Medicare Spouse \$497.13

Medicare Surviving Spouse \$126.67

Solxsys, Aetna, Retiree 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.

Autopay for Window Dues: As a result of the rising postage expenses and the significant number of members who have opted for autopay, we have made a change in the way receipts are delivered. Going forward, members will receive their proof of payment via email instead of traditional mail. If you are currently enrolled in autopay but do not have an email address on record and would like a receipt, please contact our office to update your information.

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.

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

 $Lake shore - 3^{rd} \ Thursday \ of \ the \ month \ / \ CIO \ Hall \ 490 \ Western$

Training News:

PLEASE NOTE: We have a problem with people signing up for a class then not being available for the class or missing times during the course. These classes are afforded by the contributions of our members. If you sign up for a course, it is expected to you make your schedule work for these classes

FIRST AID: First Aid/CPR/BBP class will be the second Thursday of the month (every month), from 5:00p-9:00p. The next classes will be held Thursday, December 12th and January 9th, 2025

WELD TEST: Test Events will be the second week of every month. Capabilities will be Tuesday nights with weld tests on Thursday nights. In the event of a union meeting being that Tuesday, we will move capabilities to a Wednesday. Next capabilities will be Tuesday, December 10th and the test to follow Thursday, December 12th at 5pm

OPEN WELD: Wednesdays of every week

WELDER CONTINUITY: If you have weld certs and have turned in a continuity, the welder certification status cards are now being emailed, rather than sent via USPS mail. If you have turned in continuity and have NOT received an updated status card, please contact the Training office to verify we have your current email.

(Continued next column)

Liuna! LOCAL Laborers' nternational Union of orth America

Feel the Power

Laborers Local 1191 (2161 West Grand Boulevard, Detroit, MI 48208)

DETROIT - LABORERS **RISING** is a powerful initiative focused on building power and making a difference with our fellow sisters and brothers. Through Laborers Rising, Laborers Local 1191 will be asking its Membership to volunteer their time to support various issues that enhance the lives of working families. If you wish to join our Laborers Rising volunteer list, please call the Local Union at (313) 894-2241 M-F 8am-4 pm to provide necessary contact information

Regular Membership Updates: Please check out our website at www.laborerslocal1191.org and the "Laborers' Local 1191" Facebook page for important information about your Local Union.

Member Personal Infor-

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

Monthly General Membership Meetings: General Membership meetings are held on the first Friday of every month at 7 pm at the Local Union, at 2161 W. Grand Blvd., Detroit, MI 48208 (except for holidays).

The next General Membership Meeting will be held on Dec. 6. January's General Membership Meeting date is TBD.

Monthly Retiree Council Meetings: are the last Friday of each month. The meetings are held at 11 am at the Local Union, 2161 W. Grand Blvd., Detroit, MI 48208. The Retiree Council does not meet in November or December 2024. The next monthly Retiree Council meeting will be held in January. January's Retiree Council meeting will be

Local 47 Heat and Frost **Insulators**

Heat & Frost Insulators Local 47 LANSING - The next Notified Meeting will be held on Friday, Dec. 13, 2024 at 7:30 p.m., and it will be held at the J.A.T.C. Training Center, at 16475 Ingersoll Rd., Lansing, MI 48906. This is a Mandatory Meeting for ALL Apprentices. laid off from. 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.

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

If you are Non-Active retiree or Surviving Spouse and would like to continue receiving the Building Tradesman please contact the Union Office to let us

The Official Ballots have been mailed out. Please fill out and return your ballot as soon as possible, do not wait until the last minute to get it in. Ballots will be picked up and counted on Dec. 13, 2024. Be sure to have your ballot in before then otherwise your vote will not count.

We wish everyone a Happy Thanksgiving, and we hope everyone enjoys your holiday with family and/or friends.

Local 174, con't

Plumbing Code: 2021 Code update class will be offered on Saturday, December 14th, 2024 @ 8:00am.

Michigan adopted the 2021 code this past March, Plumbers will need to take an update class before their 2025 license renewal. There are 2021 code books available to purchase through the training center.

CSD1: This course covers testing and maintenance of boiler safety devices. This class will be offered December 10th,11th and 12th, the 16th if needed, @ 5:00p – 9:00p.

Please contact Chris Phillips or Nicole Schumaker if you have questions. Call the Training Office @ (616)837-0222 x16 (Chris) / Nicole @ (616)837-0222 x30. Or via text Chris (906)322-1592 / Nicole (231)206-4213.

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

Members must notify the office before ANY overtime is worked.

Pension and Health Welfare: Joshua Kroell (989) 385-2671 Allied Workers' Local 47 Fringe Benefit Funds, 6525 Centurion Drive, Lansing, MI 48917-9275

Toll Free: (800) 323-8079 Telephone: (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 our insurance until these items are sent to TIC. Please call TIC immediately at (800) 323-8079 and get the above-mentioned forms into the fund ASAP and you will be reinstated retroactively

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

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

Please complete and return the working spousal forms to

JATC Coordinator Phil Wilson (616-466-8736)

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

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

Good and Welfare: Please stay in good health.

held on Jan. 31.

November 29, 2024

Union Dues For 2024: Regular monthly dues are \$35.00 for Active Members. Retiree monthly dues will remain the same \$8.00. Members can now Pay Dues online 24/7 on our website at www.laborerslocal1191. org!!! To make online dues payments, click the "Pay Dues" tab in upper right-hand corner and follow the instructions.

Important Notice Regarding Dues Payments: According to the Uniform Local Union Constitution Article VIII sec. 4. The monthly dues are due on the first day of the month and unless paid on or before the last day of the following month, the member will be suspended by the International Union without notice. To better serve our membership, the Local accepts in-person Cash,

Credit and Debit payments.

Save Time & Money: We urge members to make their payments timely to avoid additional costs! Monthly dues can be deducted from your vacation check and sent directly to the Local Union. Please stop by the Local Union office to get one of the "Vacation Monthly Dues Deduction" forms or you may call the Local Union office at (313)-**894-2241** to have one mailed to you. FYI: Members who sign up for Vacation deduction and pay (6) months at a time will receive a 1-month rebate!

New Projects: Members are urged to report the start of any/all new projects to the Local Union. Members working for a contractor who may be looking to hire additional laborers are urged to call the Union Hall and help a brother or sister get referred out to work.

Local 25

Heat and Frost Insulators



Heat & Frost Insulators Local 25 SOUTHFIELD-SPECIAL **CALLED UNION MEETING-**

is **SPECIAL**

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DATORY.

The next scheduled Membership Meeting will take place Thursday, Dec. 12, 2024 at 6:00 p.m. at the Union Hall, 21353 Bridge Street, Southfield, MI 48033. This meeting



tions will take

place Thursday, McGLONE Dec. 12, 2024. The polls will be opened 1:00 p.m. to 6:00 p.m. The following members are run-

ning for the following positions: Business Manager- 1 position, 3-year term: David Chudzinski, Jr., Bob Wright

Vice President- 1 positionremaining 2-year term: Marty

Executive Board- 4 positions, 3-2-year terms, 1 position- remaining 1 year term: Micah Vincent, Mike Lassen, Ed Howard, Elo Rodrigez

Pension Trustee- 1 position, 3-year term: Micah Vincent

Welfare Trustee- 2 positions, 1-3-year term, 1 positionremaining 1 year term: Josh Smith, Mike Lassen, Ed Howard

S.U.B. Fund Trustee- 1 position, 3-year term: Micah Vincent J.A.T.C. Trustee-2 positions,

1-3-year term, 1 position- remaining 1 year term: B.J. Claxon, Zach Hare, Mike Lassen Union Trustee- 2 positions,

1-3-year term, 1 position- remaining 2-year term: Gerald Stunk, Dan Stevens **Entertainment Commit-**

tee-2 positions, 1-year term: B.J. Claxton, Dan Stevens Sgt.-at-Arms- 1 position,

1-year term: Zach Hare Recording Secretary- 1 position, 3-year term: Micah Vincent

ABSENTEE BALLOTS: For absentee ballot procedures and information refer to Article XX, Sect. 13 and 14 of the International Constitution and Bylaws.

PANCAKES WITH SAN-TA: The Union will be hosting Pancakes with Santa at the Union Hall Saturday, Dec. 7 from 9 a.m. until 1 p.m. with Santa being there from 9 a.m. until noon. Please join us for the fun!

CHRISTMAS PARTY: The Annual Local 25 Christmas Party will be held on Friday, Dec. 13 at Laurel Manor Banquet Center in Livonia from 5:30 p.m. until 10:30 p.m. Invitations and R.S.V.P. cards are being mailed. The only way to reserve your spot is to return the R.S.V.P. card. Please ensure your name is written on the R.S.V.P. card prior to returning it.

SUB FUND BENEFIT: As a reminder, documentation for SUB Fund benefits must be received by 2 p.m. Thursday to receive a benefit check on Friday. Any documentation submitted after the deadline will be issued the following Friday.

PER CAPITA: Any member working 32 hours or less during a month must pay their own Per Capita of \$14 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. Please forward your payments monthly to Local 25, 21353 Bridge St., Southfield, MI 48033.

M.U.S.T. SAFETY MOD-ULES: 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.

SUB FUND TIME LIMI-TATION: per the Plan Document: Each time a participant receives a State Unemployment check, he/she must mail or deliver the receipt, check stub, or a copy of the check to the Administrator's office within 30 days of receipt of said State Unemployment check. Any request for a benefit payment past the 30 days will be denied per the Plan Document.

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. 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 contact Benesys and correct the person providing incorrect information.





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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 Dec. 17, 2024 at 5:30 pm. Meetings are held at the union hall, 17100 W. 12 Mile Rd. Southfield, 48076. *Meeting Date Change* December's union meeting will be held on Dec. 17, 2024 at 5:30pm.

EXECUTIVE BOARD MEETING: is scheduled for Dec. 10, at 5 p.m. Executive Board meetings are held at the Local 80 Hall, 17100 W. 12 Mile, 2nd Floor, Southfield, MI. *Meeting Date Change*

Decembers e-board meeting will be held on Dec. 10, 2024 at 5 pm. TRUSTEE NOMINATIONS: OFFICIAL NOTICE: At the December 2024 meeting, nominations will be taken for the position



of Fund Trustees. Elections will be held at the Jan. 28, 2025, membership meeting. You will vote on 4 positions: Health and Welfare, Pension and Annuity, Sub Fund and JATC. Trustees will serve a 3-year term from January 2025-January 2028. Your dues must be current if you would like to be nominated.

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

HOLIDAY HOURS: Christmas Eve: 7:30-TIM 12 noon, Christmas Day: Closed, New Years Eve: MULLIGAN 7:30-12 noon, New Years Day: Closed.

READY TO WORK STIPNED: Ready to

Work stipend payments for Bldg. Trades, Resid., Service Class A and Nat'l Bldg. Enclosure JOURNEYPERSONS are scheduled to be distributed November, December 2024 & January 2025 to Local 80 members who have completed all requirements. Stipend check payment is determined by eight hours June 1, 2024 base JOUR-NEYPERSON wage.

DEADLINE FOR 2024 STIPEND REQUIREMENTS IS JAN. 31, 2025. If you qualify for this stipend, please be on the look out for an email explaining full requirements. If you need assistance with your log in credentials reach out to: readytowork@smacnad.org

2024 Ready to Work stipend requirements:

- •Current MUST Drug Test no lapse
- •Current MUST 18 Safety Modules no lapse •First Aid certification – classroom training
- •OSHA 30 official certification required

•DOL Office of Apprenticeship Anti-Harassment Training Quiz required for 2024

RETIREE MEETING SCHEDULE: The next meeting is Dec. 16. All membership meetings are held at the Local 80 hall. 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.

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 Monday – Thursday from 9-4pm. If you are interested in setting up an appointment, please contact Lashone at 248-813-9800 ext. 3250

THANK YOU TO MEMBERS WHO HAVE PAID THEIR **DUES A YEAR IN ADVANCE:** Emil Ketelhut, Chris Connelly Sr, Chris Connelly Jr., Brian Fields, Frank Burns, Tom Barrett, Harold Hamilton, Joseph Verbit, Ronald Wagner, Robert Schell, Thomas Davey, Richard Beres, Ray Cordovado, Dencil G. Daniels & Anthony Dennis.

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.

GIVEAWAY: The first ten people to contact the hall in person by Friday, Dec. 6 and mention this giveaway will be entered into a raffle for a Local 80 watch. The raffle will be done at the Dec. 17 union meeting. Qualifications include: a current dues paying member and you must be present at the meeting to win. *you may only win once every 6 months.

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 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.

LAYOFFS: 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.

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. Send your unemployment proof to smw80subfund@gmail.com or fax to 248-557-0297. Proof needs to be in by 2pm on Tuesdays to be paid that Friday. If you have any questions, please call us at 248-557-7575. 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 biannually: 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 the 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 miss days of work due to weather, the company must provide written documentation that the loss of hours was weather related.

MEMBERS ASSISTANCE PROGRAM: If you are experiencing problems in your family, marriage or relationships, stress or emotional difficulties, grief or loss issues or problems with alcohol and drug use please contact our assistance program. Ulliance is there to help you with your needs. They can also help you with legal issues, financial concerns, elder care referrals and childcare resources. Contact them at 1-800-448-8326 or www.LifeAdvisor EAP.com. Make sure you mention Sheet Metal Workers Local 80 when calling.

Training Center News.

Entrance Exam Information. The Sheet Metal Workers' Local 80 Apprenticeship Entrance Exam is scheduled for Wednesday, January 22, 2025. The deadline to apply is Monday, January 17. Requirements include a high school diploma or GED, a valid driver's license and applicants must be 18 years old by April 1, 2025. Applications must be submitted in person and are accepted by appointment only. Appointments can be scheduled by calling the (Continued next column)



FULLER

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. 12, 2024, at 6 p.m.

*Zone 1 December 11th at 6:00 p.m.

*Zone 2 December 10th at 6:00 p.m. *Zone 3 December 4th at 6:00 p.m. (Saginaw)

*Zone 3 December 5th at 6:00 p.m. (Traverse City)

*Zone 4 December 3rd at 6:00 p.m. Zone 5 December 6th at 6:00 p.m.

Please register on our website at www.sheetmetal7.org for the

most up to date information on meeting schedules for 2024. Once you are registered it must be approved in order to be able to log on. Please contact your representative if you are having issues registering.

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

ZONE 1 Info. Work in the Zone 1 area con-

tinues to be busy and will remain this way through the end of the 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 Training Center Info. There are new changes to the testing procedure in Zone 1. Applicants will need to register for the Zone 1 entrance exam. Registration will open at the beginning of the exam month. You will receive your exam time during registration. Please contact the training coordinator to register (269) 781-7183.

ZONE 1 Monthly Retiree Meetings: 1st Wednesday of each month @ 8 am, Bob Evans 1725 N W Ave, Jackson; 2nd Tuesday of each month @ 1 pm at Rocky Top, 1900 Lansing Ave, Jackson; 2nd Wednesday of each month @ 12 noon at The Beamery 879 E Michigan Ave, Battle Creek, (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, if your employment status changes please let me know and apprentices also let Tanner know. There are other opportunities in other areas in the state for work if anyone is interested. Hope everyone has or had a safe and Happy Thanksgiving. Hope to see you at the Christmas party on the 10th of December. As always, keep me informed of any address or phone number changes. Work Safe and Thank You, Mike Adams

ZONE 3 Info: (Saginaw) Work in the area is good with everybody working now that the Phoenix project is getting started. Please make sure to check your dues receipt to make sure you're current on dues, also if you have changed your address or phone number please contact me or the Lansing office to update your contact information. Don't forget to schedule your physicals for the year.

Zone 3 Christmas meeting will be on 12-4-2024 at the Back Orchard Barn at 11001 Wilkerson Rd Freeland MI hope to see everyone there. Retiree's Christmas meeting is 12-3-2024 at the Ponderosa in Bay City MI on Wilder Rd. In Solidarity, Joe Dotson

ZONE 3 Info: (Traverse City) Our Christmas meeting will be on December 5 at 6pm at the Mill Pond Event Center, I will be there at 5pm if you want to come early. Work is slowing down, call me if you want to travel or if you see any out-of-town contractors in our zone. There will be some shutdown work over the holidays, you will need your MSHA training refresher if you want to work on those projects. Please contact your reps in Lansing to support the increase in unemployment benefits, we all know the current weekly benefit is long overdue to be increased. Have a safe and happy holiday season.

– In Solidarity, John Amalfitano

ZONE 4 Info: Condolences to the family and friends of Jerry Canze who passed away in November. Local 7 Zone 4, the work continues to look strong through the fall and winter. The holidays are approaching fast. I hope everyone has a Happy Thanksgiving and a Merry Christmas, don't forget our Christmas party December 3 at Dolan drive, plenty of good food and a lot of cheer. Good luck to our deer hunters BE SAFE and shoot straight. If anyone is looking for upgrade classes for the winter get ahold of Kurt S at the Flint training center. Thank you, your brother Scott Brotherton,

ZONE 5 Info. Work in the U.P. is busy and should stay that way going into winter. There is a lot of mine work coming up in the next several years so if you don't have your mine safety training make sure you get signed up for that at upconstruction.org. Don't forget to turn out at the polls November 5th and make your voice heard. Good luck to all the hunters out there this coming month as well. Stay safe out in the woods. The Local 7 Zone 5 Christmas party will be Dec. 6 at 6 in Gwinn. I 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 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-**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

Local 80 Training Center at (586) 979-5190.

Upgrading Classes. Upgrading Classes for the Winter 2025 term begin the week of January 20. To view the most up-to-date schedule, go to https://www.smw80jac.org/Upgrading_Class_Schedule. To enroll in a class, call the training center at 586-979-5190.

First Aid Classes. If you need a First Aid class to fulfill your requirements for the Ready To Work stipend check, call the Training Center to check on the schedule of Saturday First Aid



Local 292 **Sheet Metal Workers**

Sheet Metal Workers Local 292

TROY - MEETING NOTICE: The next general membership meeting will be held on Wednesday, Dec. 11, 2024, 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.

There will **not** be an E-Board/Stewards meeting in December. The regular meeting schedule will resume in January 2025.

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. **SMOHIT HELPLINE**: Call 877-884-6227/ Available 24/7. For SMART 292 Members and their families experiencing an immediate crisis

PAUL

or who need a helpful ear. SHEET METAL SCHOLARSHIP PRO-GUALDONI GRAM 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.

SMART 292 APP: Our new Local 292 App is now live. It is available to all dues-paying members. Download is available through your App Store. Search SMART Local 292. There will be a short waiting period for the verification process.

ATTENTION DEER HUNTERS Please submit your successful Deer Hunting pictures. We would like to post them on our Facebook page to share with the membership! Good Luck to everyone for a safe

and successful hunt! **WEBSITE** / **FACEBOOK:** Be sure to check our website – www. sheetmetal 292.com; Facebook page - Sheet Metal Workers Local 292.

TEXT BLAST NOTIFICATION: If you haven't been receiving texts and would like to be added or wish to opt out of text blast, please get in touch with the Union Hall and we will make the change.

RETURN TO WORK BY NORMAL OR EARLY RETIR-**EES:** 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 expected 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:. This benefit of premium hearing aids 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 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).

ADDRESS UPDATES: If you move, please get in touch with the union hall to update your address.

RETIREES NOTICE: MARK YOUR CALENDARS: The 2024 schedule for the Local 292 Retiree luncheon is as follows: October 3, and the last one for 2024 will be on December 5th

NEW LOCATION Madhouse Bar & Grill @12:30 pm, 32787 Stephenson Hwy., Madison Heights MI 48071; Located on Stephenson Hwy 1 block south of 14 Mile on the west side of the street. Please contact the union hall via our website www.sheetmetal292. com, click on the "Contact Us" page if you want 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!!

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.

SUBSTANTIATION REQUEST: Many members have received 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. The IRS requires this validation, the Fund cannot make exceptions. It is the members' responsibility to ensure all requested documentation is returned to the Fund office promptly. By not responding to the Substantiation Request letter, your Benny Card may be suspended until all requested documentation has been received. If you have any questions, contact BeneSys at 248.641.4992 or the Union Hall.

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

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

Attention all Welders! We are looking for any member interested in a Saturday welding class December 7th, December 14th & December 21st. These classes would be for members ready to obtain an AWS welding certification, learn how to weld, or need to practice welding.

Note: Anyone who signs up for a class, must pay a \$40.00 registration fee that will be refunded on the completion of the class. These deposits are NON-Refundable if you do not show up for the classes. You can drop off the deposit between the hours of 7:00 and 3:00 at the Apprentice School.

Call the Apprentice School at 248-589-3237, Dave's cell 313-623-9390 or Quintin's cell 248-495-6764 to reserve a spot. Remember we must have the deposit before you will be scheduled in the class.

Business Manager: Robert

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

the Executive Board meeting at

Place: 14587 Barber Ave, Warren

MI 48088 & 419 S. Washington

Business Rep: Scott Mikulen

Meeting dates: 1st Wednesday of

Place: 7920 Jackson Road, Ann

Web site: www.iupat-local514.

Business Rep: Rocky Ackerman

Meeting date: 2nd Thursday of

Business Rep - Fred Freder-

Meeting date: 1st Thursday of

Place: 419 S. Washington Av-

Meeting date: The Fourth

Wednesday of every month at

Place: 3115 Joyce St., Burton

Meeting date: 4th Tuesday of

Place: 7677 Midland Road, Free-

Business Rep: Jeremy Haviland

Meeting Date: 3rd Tuesday of

Place: District Council 1M,

14587 Barber Ave., Warren, MI.

Meeting date: 3rd Thursday of

Place: District Council 1M,

Local

Glaziers &

Glassworkers

14587 Barber Ave, Warren, MI.

Glaziers & Glassworkers 357

giving to all of the Local 357

Glassworkers, and our families.

May you have a happy holiday

be held on Monday, December

holiday party at this December

Union meeting. Swag, food, and

drinks will be served. We hope

dated the pension website. There

is new information that could be

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.

current; this helps protect your

benefits if you have a mailing

address and/or telephone number

change, please notify the Union

Keep your working status

helpful. Iupatpension.org

you're able to attend.

season.

2nd, at 6pm.

WARREN - Happy Thanks-

Our next union meeting will

We will be having our annual

The IUPAT pension has up-

The IUPAT has a new app

Business Rep: Tony Parker

every month at 6:30 p.m.

Ave, Lansing MI 48933

every month at 7:30 p.m.

Local Union 514

Local Union 826

every month at 5:30 p.m.

Place: 3115 Joyce St.

Local Union 845

every month at 7 p.m.

Local Union 1052

Local Union 1803

Business Rep: Josh Ovalle

every month at 5:30 p.m.

every month at 6:30 p.m.

land, MI 48623.

Local Union 2352

Local Union 2353

enue, Lansing, MI 48933

Business Rep – Jake Fluty

Burton, MI 48529

ickson

6:30 p.m

MI 48529

Arbor, MI.

District Council 1M

Gonzalez

6 p.m.



Local 25 Iron Workers

Iron Workers Local 25

NOVI – We continue to communicate through the **PUSH NOTIFICATIONS** for alerts & emails. You can download our APP for android on google play or for iphone at the APP store just search "Iron Workers Local 25" Martinez web shop. Or sign up via our website (www.ironworkers25.org)

December vacation check schedule: The last day to call to have your December vacation check pulled for in person pick up is Tuesday December 3rd at Noon. Pulled checks will be available at the Novi Hall Thursday Dec. 5 after 2:00 pm. All other checks will be mailed to you by the end of business day on Tuesday December 3rd. All members that a receive ACH deposits, your vacation check will be on deposit Friday, December 6, 2024. All Vacation checks will be dated Saturday December 7, 2024.

A FRINGE FUND PEN-SION DEPT REPRESEN-TATIVE WILL BE AT THE NOVI UNION HALL THE 1ST WEDNESDAY OF EACH MONTH from 8:00 am to 12 noon. Your next opportunity will be Wed. December 4th 2024. If you wish to book an appointment or just have questions give us a call 248-344-9494.

The Iron Workers Annual Children's Christmas Party is SATURDAY DEC. 14, 2024 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 facepainting & 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 pm.

The Lansing Steward Holiday meeting will be Thursday Dec. 12 at 4 pm.

The Flint Steward Holiday meeting open house is Wednesday Dec. 18, 2025 at 4 pm.

The Saginaw Steward Holiday meeting open house will be Dec. 19 at 4 pm.

The Downriver Steward Holiday meeting open house will be December 19th at Mr. K's in River Rouge @ 5:30.

The West Michigan Steward Holiday meeting open house will be in January (date TBD).

All Union Halls will be closed for the Christmas Holiday on Tuesday, December 24, and Wednesday, December 25. We will also be closed for New Year's on Tuesday, December 31, and Wednesday, January 1, 2025. We wish all our members and their family a wonderful holiday and happy New Year!

Per the General Secretary Office of the International there will be NO Increase in the Per Capita Tax (your monthly Union Dues) effective January 1. 2025.

The 2025 Dennis O'Dowd SCHOLARSHIP Rules & Application form is available. All requests must be made by Friday March 7th and all completed applications are due by March 14, **2025**. Call the Novi Union Hall 248-344-9494 to get one mailed to you. These are for sons/daughters of full dues paying active/ working members of Ironworkers Local 25 who are in their senior year of High School. The member must have a minimum of five years continuous membership to be eligible.

FRINGE BENEFIT OF-FICE: 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.

If any member is having problems with the HRA substantiation letters please call Dennis

Check your HRA/Benny Card Balance: my.wexhealthcard. com (where you can create a log-

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

HRA/Benny Card Audit is continuously under way via US Mail – please respond if you have been contacted.

BENEFIT FOR NEW CHILD: Any member who has a newborn child, or a new dependent child through marriage MUST NOTIFY the Fringe Benefit Office of your new dependent within 31 days; 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 openenrollment period (April 1-April

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

24/7 CREDIT-DEBIT **CARD** processing for Union Dues: Pay via our APP or website www.ironworkers25.org. The phone number is 866-635-2826. Or pay union dues with personal check or money order and mail to: Iron Workers Local 25 - P.O. Box 965 - Novi, MI 48376-0965. Pay union dues in person at the Novi Union Hall (M-F) from 8 am to 3 pm (NO

REMINDER: The IRON-WORKER Magazine is published by the International & is issued every other month (6 times per year). The Directory issues is published in December. To subscribe to the digital edition of the Ironworker, please use the following link: https://www. ironworkers.org/s/ironworkerdigital-sign-up

The Iron Workers' Local 25 Retirees' Club. The Retirees' Board of Directors will meet on Tuesday, Dec. 3, 2024 at 8:30 am in Novi. The Retirees' meeting/ luncheon will be Tuesday, Dec. 17, 2024 at 10 am. The Retirees meeting/luncheon will be Tuesday, Dec. 17, 2024 at 10 am. All are welcome.

The West Michigan Chapter Retirees breakfast will meet Tuesday, Dec. 3, 2024 at 9 am at Red Rock Grille & Café, 228 N. Ball Creek Rd, NW, Kent City, Michigan 49330. All are wel-

The next quarterly meeting for the Bay City Chapter will be in Jan. 16, 2025; at the Iron Workers Local 25 Saginaw Union Hall, 11 Bridgeview S. Saginaw Mi 48604 at **12:00 pm**. All are Welcome.

The Downriver Chapter The next quarterly Retirees breakfast will be 9 am on Jan. 17, 2025 at Mom's Restaurant, 2691 Fort St., Trenton, Michigan, 48183. All are welcome.

The IRONWORKER Magazine To subscribe to the digital edition please use the following link: https://www. ironworkers.org/s/ironworkerdigital-sign-up

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-usedisorder.

FindTreatment.gov where you can search by zip code/ city. Or call SAMHSA 800-662-4357. MentalHealth.gov provides information & programs about mental health. Dial 988 (National Suicide Prevention Lifeline) For help 24/7 in a Time of Crisis. Call 988 if you or someone you know is in danger of suicide or experiencing a mental health crisis. Whatever you are struggling with, help is available – its free & confidential.

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

In Memory: Lifetime JIW Martin "Marty" Ryan #770879 of Emmett Michigan, passed away on Aug. 28, 2024 at the age of 79. He was a 57-year member of Local 25. Lifetime IW Kenneth Nelson #705212 passed away Nov. 3, 2024 at the age of 79 and 60-year member of Local 340/25. JIW Jeffrey Spoor #1240360 passed away Nov. 12, 2024 at the age of 56. He was a member of

(Continued next column)



Local 36 Elevator Constructors

Elevator Constructors Local 36 DETROIT - ALL MEM-**BERS ARE INFORMED: Our** next regular MEMBERSHIP **MEETING WILL BE Decem**ber 23, 2024, AT 5:30pm at 1640 Porter Street, Detroit, MI. 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 auestions.

If you haven't enrolled in the IUEC's new National Voluntary Income Protection (VIP) benefits, we've entered the third enrollment window for guaranteed approved disability and life insurance coverage. To learn more or enroll, go to https://iuecvip.com or call the IUEC Service Center at 224-487-5030. These tax-free benefits can help you continue to get paid when you're unable to work due to illness, injury, surgery, mental health conditions, substance abuse treatment, or death. The benefits are paid in addition to other benefits you may receive, providing a financial safety net when you need it most. The International has set up The Veteran Assistance Program to help veterans navigate the VA benefits they deserve. The email is vap@iuec.org or contact Jason Gray, IUEC National Organizer @ 404-290-1012 or Ryan Donnell, EIWPF National Coordinator @ 410-312-1474.

IUEC Local 36 has started a Veteran Assistance Committee. Scott Erison has volunteered to chair the committee and will be working directly with Jason Gray, IUEC VAP National Chair. Once we get a schedule figured out, we will have monthly meetings to get information out to our veterans.

You don't have to be a veteran to be part of this committee, like me, my father is a Vietnam Vet, and I have witnessed firsthand what the veteran's benefits has done for him and I'm a big supporter of these programs and our veterans. Contact Scott Erison (586)482-0768 or email him at sanosire1973@gmail.com if you would like to get involved or have questions.

The picnic assessment will be \$45 per member and will be assessed with fourth quarter dues.

The General Executive Board established the "International Union of Elevator Constructors Benevolent Trust Fund" and the IUEC Death Benefit Fund Policy at the 2022 Fall meeting of the IUEC General Executive Board as authorized by the delegates to the 32nd International Convention. At the 2024 Fall meeting of the IUEC General Executive Board, the Board has approved the following in accordance with the IUEC Death

Benefit Fund Policy: 1. All active members shall be assessed \$25 on Dec. 1, 2024. 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, 2025.

2. The IUEC General Executive Board approved a \$250,000 IUEC Death Benefit amount for any on-the-job fatality that occurs on or after Jan. 1, 2025. The IUEC Death Benefit amount shall be to be equal to or greater

Local 25 cont'd

Local 25 but transferred to Local 387 Atlanta Georga in year 2014. He was an ironworker for 27 years. Lifetime IW Mark "Eddie" Sawyer #1154867 passed away Nov. 15, 2024 at the age of 59. He was a 36-year member. He is survived by his wife Tina, and ironworker sons Christopher #1460942, Andrew #1524930, and Mark Adam #1611091. He is also survived by many other family and friends in the ironworking industry.

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. 22, 2024 10 am E.S.T.).

"I generally avoid temptation unless I can't resist it.' -Mae West (1892 - 1980)

than the IUEC Death Benefit as stated in Art. IX Sec. 2 of the IUEC Constitution and By-Laws. The approved IUEC Death Benefit assessment and IUEC Death Benefit amount shall be reported to all Local Unions prior to Dec.

1, 2024 3. The Board has approved the total Death Benefit amount of \$250,000 be paid out to beneficiaries of an Eligible Member or Probationary Apprentice in accordance with the IUEC Constitution and By-Laws who is killed on the job in the year 2025.

If you move or your address changes, call the hall and make sure you fill out the address change form on the NEIBP web-

If you are going to be off with an injury (work related or nonwork related), surgery or illness for a prolonged length of time, call the fund office (800)523-4702 and inform the hall. When you are off and go back to work. The weekly Income Benefit through the international has increased to \$715 weekly after the one (1) week waiting period.

If you are off for a workrelated injury, there is a separate form you must fill out to extend your insurance. Call the hall with any questions.

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.

If you start a new job in MOD/construction, you MUST report those jobs to 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.

When starting a new job please email the hall @ Local36@iuec36.org with job name, address, names of mechanics and apprentices on job, mechanic's phone numbers, how many teams, type of equipment installing, how many stops and jobsite hours. This will help us keep track of jobs easier than just calling the hall.

Attention All Mechanics, just a reminder to Mechanics that passed the Mechanics Exam on or after July 9, 2022, starting Jan. 1, 2023, and each calendar year thereafter, each mechanic shall be required to successfully complete at least eight hours of online continuing education from the curriculum published annually by NEIEP.

NEIEP will monitor compliance for all participants and upon successful completion will pay the participants' Mechanic rate for their home local (excluding benefit contributions). Required Mechanics (including assistant mechanics) that do not comply with the continuing education requirements shall not receive the wage rate increase until completion of the required continuing education curriculum.

Attention All Apprentices, If you are scheduled to sit for the Mechanic's exam, you must fill out your OJTs till you get your passing results. Kenny and I would like to thank all of you for keeping up on your OJTs, schooling, and commitment to your future. Check your **NEIEP** emails frequently. OJT forms need to be filled out COMPLETELY by the 9th day of the following month. There is NO excuse for these to be late!!!

Attention All Temporary Mechanics, your Temporary Mechanic's Agreement MUST be signed by the end of each month at the Union meeting. If you can't make the Union meeting (for good reasons) to sign your agreement, then come down to the hall the NEXT MORNING. If we continue to have problems getting these signed, you will be called down in front of the Executive board. If you are put back to Apprentice status, your personal tools MUST be taken off the job, out of your vehicle 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 a speedy recovery for the Brothers and Sisters on our sick list.

Be safe and stay healthy!

"You will need to find your passion. Don't give up on finding it because then all you're doing is waiting for the Reaper."

-Randy Pausch (1960-2008)

District Council **1M MICHIGAN**

> Michigan Painters **District Council**

Painters DC 1M

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

DC 1M UNION CARDS* Any questions regarding a lost, damaged Union cards, or if you have dues inquiries or have not received a card

please contact **ROBERT** GONZALEZ fices at:

Warren Office: (586)552-4474 extension 100

the DC1M of-

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

For ANDROID got to Google

Playstore Search for "Painters and Allied Trades" download APP Username: your member id#

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

UPGRADE CLASSES AT THE DC 1M FTI OF THE **GREAT LAKES**

*Scaffold Awareness Training Dec. 21, 2024, at the Owosso Training center, 1111 E. M-21, Owosso, MI 48867

*Scaffold Awareness Training Dec. 7,2024, Warren Training Center, 14587 Barber Ave. Warren Mi 48088 CAS CERTIFICATION

CLASS, C3/C5 Registration due by November 29,2024 To sign up or for more in-

formation contact FTI Director Shawn Oneill at dot@iupatdc1m. org or 517-304-4425.

GET INVOLVED AND PARTICIPATE IN YOUR

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.



Sign, Pictorial & Display Local 591

Sign Pictorial & Display 591 WARREN -The next Gen-

eral Membership Meeting will be held on Tuesday, Dec. 3, at 5:30p.m. Trustees and union stewards meet at 5:00 p.m.

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

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

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

'None are so busy as the fool

and knave. –John Dryden (1631 - 1700)

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COMMERCIAL RESIDENTIAL INDUSTRIAL

MONDAY-FRIDAY 8 A.M.-5 P.M. SATURDAY 8A.M.-NOON



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(248) 960-1200 MANN METALS CORP. 1011 DECKER ROAD • P.O. BOX 711 • WALLED LAKE 48390

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. The Fund Office address is

Michigan Glass and Glazing Joint Funds, P.O. Box 966, Troy, MI 48098-066; phone number: 248-641-4957; fax 248-813-9898. If you are in need of safety

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



IBEW Local 131

Serving Southwest Michigan Since 1916

IBEW Local 131

KALAMAZOO - General Membership Meeting will be held on December 2, at 6 p.m.

Renew meeting will be held on Dec. 16, at Nob Hill at 5 p.m. **Executive Board** meeting

will be held on Dec. 16, at 5 p.m. The Veterans Committee Meeting will be held on Dec. 5, at Union Hall, at 5:00 p.m.

Woman in the Trades Meeting will be held on Dec. 17, at 6 p.m. EWMC meeting will be held

on Jan. 7, at Union Hall, at 5 p.m. **Brotherhood Night** is on the 2nd and 4th Wednesdays of the month at CJ's from 3:30 to 5:30p.m.

The Work Outlook continues to be steady. Today we have over 9 open calls for Hi-Tech. We have crews working on the Pfizer, Zoetis, Gun Lake Casino, and Palisades. Lots of 40-hour calls. Give

me a call if you want to go to work. A reminder, according to the new contract, Friday after Thanksgiving is considered a holiday. If you work on Friday, Nov. 29 you should receive double-time. The Union Hall will be closed on Thursday and Friday Nov. 28 and 29. Happy Thanksgiving. Monthly dues will be increasing by \$2.00 in January of 2025. Monthly dues will be \$47.00 per month. If you know of any electricians interested in joining the IBEW please contact Ryan at (269) 366-0322 or rlewis@ibew131.com. Watch for the billboards around Kalamazoo, let me know what you think.

Toys for Tots campaign has begun. Toys or monetary donations are welcome 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 Dec. 1.

Sign up for a Code Update class. The class is scheduled for Dec. 14 and 15. Call the hall or email mapplebey92@gmail.com to reserve a spot. Class is limited to 27. Online classes are available through KETA. Contact the apprenticeship at 269-388-4434

State Exam Prep class will be held from Thursday, Jan. 9 to Feb. 27, 2025. The class will run from 5-8:00PM. The class will be held at the Union Hall. Call the hall or email mapplebey 92@ gmail.com to reserve a spot.

Retirees: A new group is forming, the "IBEW 131 Retirees Group." We plan to meet on the 3rd Wednesday of the month. The first meeting will be on Jan. 15, 2025. I plan to start the meeting at 4:30PM. Lunches at the following locations:

Dec. 11, Martell's, 3501 Greenleaf Blvd, Kalamazoo. @11:30. Call the Hall to RSVP! (Please note that this is the second Wednesday)

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

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

RETIREMENT: NEBF and IBEW PBF applications take 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 Life Events: Marriage, Divorce, Birth of children, Adoption and Deaths all require documentation to be submitted to our benefits office. If you need help call the hall for guidance.

Wilson-McShane, our new benefits administrator, has the website: michiganelectrical.org. up and running. Please log in and click on the "Member Portal" (on the left side of the screen) to begin the steps to register your account. Phone: 855-633-4584.

Three Months or more behind in counter dues payments are the following suspended members: Randy DeVries, and Bryon Johnson.

Morris Applebey Business Manager



LOCAL 557

IBEW 557

SAGINAW - UNION **NEWS-** Moving forward, Union meetings will begin at 6:00pm. At the Nov. 5th Membership Meeting a motion was made and passed to push back the start time of the meeting due to many members working overtime at Project Phoenix and other jobs as well. December 3rd's Membership Meeting will have a catered meal to celebrate the Christmas Holiday. Service pins will also be awarded to members that have hit certain milestones in their IBEW membership.

Congratulations to the following members who have been members for 50 years or over and will be awarded the service pin for that milestone: Tim Iles, Lucien Dukarski, and Thomas Waite. Congratulations on your achievement.

2024 ADOPT-A-FAMILY - Local 557 will be participating with the United Way of Saginaw County and the Adopt-A-Family program for the holidays. Members are encouraged to give back to the community by donating to some local families in need of extra cheer for Christmas. The list of preferred items to help the cause will be released soon but as always, cash and gift cards are accepted and can go a long way as well. Either contact the Hall or stop by to make your donation.

LOCAL 557 ORGANIZ-ING- Rex and Gus are doing great work for Local 557 on the organizing front. Organizing is a tough task in the IBEW and in the trades in general. Some conversations with unrepresented workers are harder than others. Please give Rex and Gus all the help they need to succeed and get results for the Local. If you see something and wish to point it out to them, please reach out to Rex at 989-890-4578 and Gus can be reached at 989-941-8046.

PROJECT PHOE-NIX near Hemlock SemiConductor is off and running. At the time of this writing, 63 IBEW members have been placed to work on the project. This is a long way from the peak manpower projection for the project. If you are available for work Local 557 would appreciate the help on this Mega Site project. Calls will primarily be 6-10's moving forward on the project and require a State License and a some safety training. If you are interested in a spot on the project, please give the Hall a call.

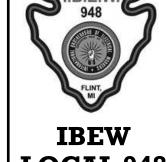
MEMBERSHIP MEET-**INGS-** The next membership meeting is December 3rd and will start at **6:00pm**. Please note the change to a 6:00pm start time due to Overtime being worked in the area. A catered meal will be available for all members to celebrate the Christmas Holiday.

UNION HALL OPER-ATIONS- Normal Business Hours are Monday-Friday 7-4:30pm. The Union Hall will be CLOSED Nov. 28 and 29 for Thanksgiving. The Union Hall will also be CLOSED on Wednesday, Dec. 25 for Christmas and Wednesday, Jan. 1 for New Year's.

BOOK SIGNING- If you are a Local 557 member and receive a lay-off while working on a 557 referral, you must 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-oftown Books, please call the hall to arrange this.

WORK OUTLOOK-Members of other Locals can sign Book 2 by contacting their Hall for a simple email to be sent on your behalf, if in good standing. Calls for Project Phoenix are coming in and will continue. Van Ert Electric from Wisconsin continues to work on the Wheeler Dairy Farms. Weinstein Electric from Local 948 continues work on the new Bavarian Inn Waterpark in Frankenmuth. Overtime is available for all three of these big projects. Master Electric has begun a job at SVSU.

Local contractors continue to work on various projects at schools, hospitals, some auto plants, and other various jobs. More solar projects are



LOCAL 948

IBEW Local 948 FLINT – Meetings.

Membership Meeting Our next regularly scheduled membership meeting will be December 9th, 2024 at 6:00 PM.

Retiree Meetings - Retirees will continue to meet on the first Tuesday of the month at 9:00am.

Christmas Party – The local's Annual Christmas is Saturday, Dec. 14, 6:00pm at the hall. Contact Jenny at 810-720-0583 to RSVP by Dec. 1.

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 steady with a slow ramp possible leading to the upcoming months. For further details on job information please ensure the hall has your email address for our job calls and resigns.

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.

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

New Membership - Welcome to our latest members, Daniel Blust, Noah Fox, and Thomas Plunkey. We look forward to working with you and hope to see you in the field.

Retirees - Congratulations to Rodger Pfeiffer on your pension application. The membership would like to wish you a healthy and relaxing retirement.

Draping of the Charter -Our condolences to the family of Thomas Janos. We are tremendously sorry for your losses and will continue to keep our Brother in our hearts.

Local 557, con't slated to begin in early 2025.

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

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

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

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

989-781-0516, option 3. STAY CURRENT ON **DUES** – Please check to see if you are current. The Hall can accept credit cards

CONTACT NUM-BERS- Michigan Electrical Employee Pension fund and Michigan Health Plan (855)633-4584. Website is: www.michiganelectrical.org In Solidarity,

Evan Allardyce,

Business Manager



READY TO SET a transfer switch outside the 150 Bagley project in Detroit are electricians (l-r) Josh Helmle, Vanzell Howard III and Nick Minoletti. The IBEW Local 58 members are employed by Edgewood Electric.



IBEW LOCAL 58

IBEW 58

DETROIT - The next General Membership meeting: will be held on Tuesday, Dec. 17, 2024. Dinner with the brotherhood begins at 5:30 pm and the meeting starts at 6:30 pm. Parking will continue to be tight with the construction project well under way. Your patience is appreciated!

*Our Store will be closed from Friday, Dec. 20 to Monday, Jan. 6. Last day to pick up orders will be Thursday, Dec. 19. Any orders not picked up will be returned to stock.

Electrical Industry Training Center is offering Continuing Education classes. Please check them out at http://www.detroiteitc.org/continuing-education/.If you need assistance in registering for a class, please call the Training Center at 586-751-6600.

Local 58 Dues Department - The Dues Office will be closed Thursday, Nov. 28 & Friday, Nov. 29 because of the Thanksgiving holiday and closing at noon on Friday, Dec. 20. Also, the Dues Office will be closed Tuesday, Dec. 24 & Wednesday, Dec. 25, Tuesday, Dec. 31 & Wednesday, Jan. 1.

If paying dues on the APP/ Website they need to be paid by Friday, Dec. 27. If paying by phone/in-person they need to be paid by 4:00 pm Dec. 30, 2024.

We are transitioning to a new system. Your dues statements will now come in a letter form and dues receipts will be a bit different-we are working on them-if you don't receive a statement, you can look at your dues receipt and see what you are paid to, or you can call the Dues Department, and we can let you know. Please be patient during this transition. It is your responsibility to pay your dues on time – this could affect your retirement and death benefit.

You can pay on the APP/ Website, send a check, or call and pay over the phone and pay in person.

Detroit Electrical Workers Benevolent Fund (DEWBF): Detroit Electrical Workers Benevolent Fund next meeting is scheduled for Tuesday, Dec. 3. Our next event will be the 22nd Ken Fitzhenry party on Super Bowl Sunday which will be held Sunday, Feb. 9 at Local 58's Union Hall. Tickets will be available soon and are \$20 for the raffle with grand prize being a home theater recliner and 75 inch TV, as well as numerous other prizes such as sound bars, speakers and TVs. There will be a \$10 entrance fee to attend the party to enjoy food and beverages and a day of Brotherhood.

Members of the Community Service Committee: The next meeting will be Tuesday, Dec. 10 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).

Contact the Union Hall (313) 963-2130 or Ray Kujawski (number above) for further information about volunteering or participating.

Members of the Entertainment Committee: The Annual Children's Christmas Holiday Party is on Sunday, Dec. 1, 2024, starting at 11 am.

The next Entertainment Committee meeting will be Tuesday, Dec. 10 following the Community Service Committee meeting that starts at 5:30 p.m.

EWMC of Southeastern MI – Hosting Fundraiser Raffle with ALL Proceeds going to SHARE THE WARMTH Coat Drive Program. \$20 per ticket –

Need not be present to win. Winner's choice of (2) Lions tickets and Lions gear basket, \$500 basket of sporting gear or \$500 worth of groceries. Drawing will be Tuesday, Dec. 17 at 6:30 pm at Local 58 Union Hall – 1358 Abbott St., Detroit. Contact Andre Crook @ 313-645-7420. The next chapter meeting is scheduled for Monday, Dec. 16, at 6 pm. This will be an in-person meeting with a ZOOM option. Please bring any suggestions that you have for EWMC involvement and engagement.

The Safety Committee **meeting** will be on Monday, Dec. 9 at 5:30 PM.

The Veterans Committee - will now be meeting on the 3rd Wednesday of each month at 5:30

Local 58's Women's Committee- Due to the holidays, our next meeting will take place Jan. 23, 5:30pm at the Hall and 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

The Political Action Com**mittee**: If you have any questions or concerns or would like to attend our next PAC meeting, you can reach out to our registrars at registrar1@ibew58.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.

IBEW Local 58 Retirees Association: Our Annual Christmas Party is happening on Wednesday, Dec 4 at the Local Union Hall Doors open at 11 and a catered lunch is served at 12:30 p.m. Send your reservations with a check (made payable to the Retirees Association) for \$25 per person to IBEW #58, Attention Retirees, P.O. Box 32756-0756, Detroit, 48232-0756. For questions or reservations call Elaine Crawford, 313 408-5885.

Mark the date on your calendar, we look forward to great food, good company and a chance to catch up with old friends, and to make new ones. Come on out and join us! Our next board meeting is on Wednesday, Dec. 11. The meeting starts at 10 a.m. in the main conference room at the local union hall. Happy Thanksgiving.

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 5.25%. 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, email and beneficiaries.

IBEW Pension: Congratulations to the following members who have been placed on International Pension: Mark Briese

(Continued next column)



COOPERSVILLE - Work in the jurisdiction remains steady with calls on the job recorder regularly. Please continue to call in if you are seeking work in Local 275.

IBEW

Local

275

E-mail addresses have changed, please note the following changes. If you happen to e-mail the old addresses, they will be forwarded to our new ones. Jonas- jonas@ibew275.org Walter - walter@ibew275.org Geoff - geoff@ibew275.org -Nicole- nicole@ibew275.org

Please note that phone issues are still ongoing. We are in the process of working with Lakeland to get the new phone system installed. If you are having issues getting through to the job hotline, we recommend bidding online at www.ibew275.org. Username is your card no. and password is your last name (ALL CAPS) and the last for of your social security number (ie: SMITH1234)

Local 275 is in the process of getting a Veterans' committee established for the local. The first meeting for this committee has been scheduled for Thursday, Dec. 5 at the Union Hall. If you are a veteran and would like to attend, please contact Jonas for more details.

The last code update class of 2024 is scheduled for Saturday, Dec. 14. To register for this class and/or to keep an eye out for future classes go to the JATC website at www.wmejatc.org and click the Code Update Course link. The cost for members is \$20. There is an online version available for \$40.

If you want to get added to our blast email list, please reach out to Nicole at the Hall to get on the list.

Following the general membership meeting on Tuesday, Dec. 17, a Christmas dinner will be provided for all in attendance. Please plan to come to the meeting for some food and fellowship afterwards to celebrate the holidays with your Brothers and Sisters! Also, if you have any volunteer reward points that have not been used, plan to cash them in for swag before the New Year. Friday, Dec. 27 will be the last day! They do not roll over!

In observance of the Christmas and New Years holidays, the Union Hall will be closed on Tuesday and Wednesday, Dec. 24-25, and Tuesday and Wednesday, Dec. 31 and Jan. 1. Please plan around those dates if planning to come to the offices in person.

Monthly dues will be increasing by \$2 in January of 2025. Please adjust any automatic payments to reflect the new monthly dues amount of \$49.90.

At the time of this writing the following members are three months or more behind on dues: Ruben Cortez, Nathan Dyer, Kevin Koon, Mark Willis, and Santino Winfrey. Please make every effort to become current with your dues as soon as you can.

IBEW 58, Con't

Members who have Passed Away: Our heartfelt condolences to the families and friends of our fallen brothers and sisters. We extend our sincere sympathy to the families on their loss. Matthew Allen, Apprentice Inside Wireman 4; Anthony Fredericks, JIW; Harold Liszewski, Pension member, 57 year IBEW membership; Shawn D. Miles, JIW; John C. Strauch, Pension member, 44 year IBEW membership; Father to Cody Strauch, JIW; Son to John N. Strauch, Pension member, 57 year IBEW membership; Brother to JIWs Steve Strauch, Paul Strauch, and Mike Stanbury; Nephew to Dan Strauch, Pension member, 46 year IBEW membership.



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, Dec 13, 2024, @ 5:30pm.

Regular Meeting - The next regularly scheduled membership meeting is scheduled for 7pm Friday, Dec 13, 2024.

DEC 2024 Meeting Date Change – Reg. Meeting change to Friday, Dec. 13, 2024 to help with traveling Brothers and Sisters to attend the Holiday meeting. Please bring a dish to pass. Postcard reminders will be sent

Santa Party – is scheduled for Saturday, Dec. 14. Please bring your kids! We need your kids here to meet Santa and submit their Christmas wish lists. Hot dogs & sloppy joes, cookies and chips as usual. Postcards have already been sent out. Please remember to RSVP so we can plan for supplies and gifts for everyone attending.

Office Closings:

Christmas, Dec 24 -Closed at Noon

Dec 25 – Closed all Day New Years: Dec 31 - Closed at Noon

Jan 1 – Closed all Day

Resale Items -The new order of Tee shirts is in, as well as Beanie Hats for resale. Proud Union Home signs are in and available at the hall. Free to members in good standing

Retiree breakfast- Several of the retirees meet at Sparky's Diner off of South Airport Rd. every Monday morning at 9am. So, if you are retired or not and want to join in the conversations, show up at Sparky's.

Code Update Class - Only online classes are now available. If you would like a copy of the text book of significant changes, they are \$10 each and available after Dec 12, 2024 at JATC. You can call at 231-943-4193 to get registered.

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. gtrcf.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!

Email Addresses – Any member who 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

MEEHP (Health) 1-855-633-4584 Fax# 1-952-854-1632 Website: www.michiganelectri-

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 July 1, 2024 – Dues increase

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

to \$161.10/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

Remember to check the hall

recorder at night after 4:00pm for any jobs that might be available. 231-943-4980 ext. 2#

"Finance is the art of passing money from hand to hand

until it finally disappears. -Robert W. Sarnoff (1918**IBEW Local 906**

day

UPPER PENINSULA -Meetings- 7pm local times Marquette unit- First Tues-

Iron Mountain unit - Second Tuesday

Escanaba unit - Second Wednesday

Brothers and Sisters, Per amendments made to Article IX of the International Constitution

at the 2022 IBEW Convention there will be a (\$2.00) increase to the IBEW Pension Benefit Fund effective Jan. 1, 2025. This will now bring your monthly dues to (\$48.00). For those of you using 3rd party payment plans please advise your financial institution.

The RENEW Committee will be hosting their 2nd annual Local 906 Holiday party January

3 at the Island Resort and Casino in Harris Mich., starting at 7 pm. To RSVP, please call the Hall no later than Dec. 13. There is also a block of rooms reserved for self-pay under "Local 906". For booking call (800) 682-6040.

Work Outlook: Calls have been beginning to slow. Please continue to check the job hotline as calls for the Soo Locks, Bay Mills Casino and Mackinac

November 29, 2024

Island are expected to start coming in.

Reminder: RENEW meets the 1st Thursday of each month at 8 pm via Zoom. If you would like to be added to the attendee list, please call the hall.

Reminder: Our retiree luncheon is the 3rd Thursday of each month at the Vierling Restaurant on Front Street below the hall in Marquette starting at 11 am.



IBEW

LOCAL 906

IBEW LOCAL 252

IBEW Local 252

ANN ARBOR – MOTT KIDS/ROCKIN' FOR THE HUN-GRY: 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 by cash or check payable to Food Gatherers or Mott Kids at the Union Hall. The last day to donate will be Thursday, December 5th.

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

TRAINING CLASSES 2024: ALL CLASSES START AT 5 PM. Code Update session 10 Mondays and Thursdays, Dec. 9, 12, 16, & 19, 2024

Instrumentation Part A Monday, Dec. 16, CPR/First Aid, Tuesdays, Sept. 3, 10, Dec. 3, 10, 2024

BICSI Installer Fiber IN250 starts 10-28-24 for 13 Monday nights. BICSI ITSIMM manual is required. 35 BICSI CECs will be credited to any current BICSI credential holder. Call the school to register with your BISCI ID#.

There will be a code update required in 2024 for 2025 license. We have 4 sessions this Winter, Spring and will have six more in the fall. Sessions are limited to 50 people each.

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.

2025 UNION 4 LIFE GUN CALENDAR: Purchase your 2025 USA Union Sportsmen Calendar and enter the USA's 2025 2-Guns-A-Week Sweepstakes for 104 chances to win a firearm in 2025! Beginning Monday, Jan. 6, 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, 2025. 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.

IBEW 252 APP FOR ANDROID: If you use an android phone, you must redownload the IBEW 252 app, which is now available in

JOHN SALYER RETIREMENT OPEN HOUSE: will be on Wednesday, Dec. 4 from 6-10 p.m. at Weber's Boutique Hotel, 3050 Jackson Ave., Ann Arbor, MI 48103. For more info or to RSVP contact Hope Salyer: hopes@aaejatc.org, or (517) 977-4853.

HOLIDAY PARTY: The Local's Annual Holiday Party will be held on Saturday, Dec. 14. Entertainment, beer and dinner will be provided. The party will begin at 6:30 p.m. with hors d'oeuvres and dinner will be served at 7:30 p.m. A DJ will provide music for your listening and dancing pleasure following dinner. A donation by check or cash may be made night of to the IBEW L.U. 252 Entertainment Committee.

RETIREES' 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.

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

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

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

EMPLOYEE ASSISTANCE PROGRAM: Local 252 partners with Health Management Systems of America to provide Employee Assistance for a number of issues. For confidential 24/7 assistance, call toll-free 1-800-847-7240, or visit www.my-life-resource.com and

use username: hmsa, password: myresource for more information. 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: (517) 306-0144. AT&T DISCOUNT: Union members can save up to 15% on the monthly service charges of qualified wireless plans, or unlimited calling for \$15/mo. for AT&T Wireless Home Phone plans. Visit UnionPlus.org/ATT with discount code 4924966.

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

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

CONDOLENCES: The Local sends our sincere condolences to the family of Marina Grimston, who passed away on Nov. 11, 2024. Marina was the widow of Local 252 Brother Gary Grimston, and the mother of Local 252 Brother Jeff Grimston.

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% to use your card.

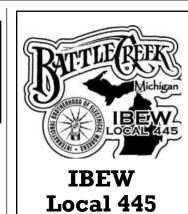
DUES PAYMENTS – Please look at your dues receipt. If your dues paid through date shows 9/2024, your dues are not current. "A" members pay \$134.25 for fourth quarter 2024. "BA" members pay \$70.80 for fourth quarter for 2024. Please mail your check to 7920 Jackson Rd., Ann Arbor, MI 48103. Your fourth quarter dues (July through September) are due now. Payments for fourth quarter dues will be accepted no later than 11:30 A.M. on Tuesday, December 31, 2024.

Future Dues Increases: Effective Jan. 1, 2025: A Members will pay \$140.25 per quarter.

Effective July 1, 2025: A Members will pay \$143.25 per quarter. The Business Office will be closed Nov. 28-29 in observation of Thanksgiving.

"The greatest of faults, I should say, is to be conscious of none."

-Thomas Carlyle (1795 - 1881)



IBEW Local 445

BATTLE CREEK - Christmas at the Hall - To attend Christmas at the Hall on Dec. 7, 2024, please make sure you have RSVP'd by Nov. 27, 4pm. Santa will be here!

2025 dues structure The Delegates of the 40th IBEW International Convention, which was conducted in Chicago, Illinois, during the week of May 9-13, 2022, approved several amendments to Article IX of the IBEW Constitution.

Accordingly, effective Jan. 1, 2025, there will be an increase of \$1.00 for the IBEW Pension Benefit Fund (PBF) contribution, which applies to "A" members only, and \$1.00 for the IBEW Per Capita. Effective July 1, 2025, there will be an increase of \$1.00 for the IBEW Per Capita.

As of Jan. 1, 2025, thru June 30, 2025, the following due's structure:

JIWs: Monthly \$60.00 Quarterly \$180.00 Apprentices: Monthly \$49.00 Quarterly \$147.00

As of July 1, 2025, the following due's structure:

JIWs: Monthly \$61.00 Quarterly \$183.00 Apprentices: Monthly \$50.00 Quarterly \$150.00

Death Benefit Assessments Please contact the Hall to verify if you have any Death Benefit Assessments due on your account before paying your dues so that you can add it to your quarterly due's payment

Code Update Classes, Online Courses are also available. Please contact BCEJATC at (269) 300-8002 to get signed up for the online course.

IBEW Local 445 App/Website. The new app & website are now live. Local 445 Members can register to access the app. You are now able to pay your dues online via the app or website. Please visit the app & website to access the calendar of events. Please notify the Hall if you have any questions or concerns with the App or Website.

Organizing. If you know of any Electricians interested in joining the IBEW, please contact Travis at (269) 339-8377. The International Brotherhood of Electrical Workers 2022 Constitution states "The object of the IBEW is to organize all workers in the entire electrical industry."

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

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

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

2024 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 when you need to update them.

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

"If you are out to describe the truth, leave elegance to the tailor.

Recording Secretary

-Albert Einstein (1879

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS MICHIGAN

IBEW Local 692

BAY CITY - Union Meeting. December's monthly membership meeting will be held at 6 P.M. on **Monday, Dec. 2, 2024.**

Executive Board Meeting. The December Executive Board Meeting will be held at 6 P.M. on Monday, Dec. 16, 2024.

Message from the Business Manager. I am hopeful all of our hunters have enjoyed a safe and successful Deer Season. If you have not enjoyed success vet 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.

Visit with Santa. Santa will be visiting the 692 Hall on Saturday, Dec. 14 from 10:30AM - 12:30PM. Bring your kids/ grandkids for story time, photos, and individual time with Santa.

A gift will be given to children ages 10 and under. Please RSVP by Friday, Dec. 6 with names, gender and ages of children attending to Season Holdwick at sholdwick@ibew692.org or call the hall at 989-684-4510.

Work Report. Ongoing projects in our jurisdiction continues to be very, very strong. Many calls have been very difficult to find the amount of help needed. Calls that may require additional manpower include:

J. Ranck Electric is continuing work at SK Siltron semiconductor chip manufacturing facility. Another \$560 Million was allocated by the Biden administration to SK. This phase should begin early fall. J. Ranck has secured both phase 4 and 5 on this project and calls are coming in. Ranck is continuing work on their Mission Street Solar project. This is a 250-mw site which will require a substantial number of JIWs from our hall to complete. Calls have already begun for this project and more are expected shortly.

Master Electric continues ibew692.org 989.327.4131 work on the new Isabella County Jail. Master also has ongoing projects at the Midland Armory and Midland ESA. Master has recently secured Phase 2 and began work at Bangor Schools.

Countyline Power has ongoing work at the Midland and Gladwin County Damns along the Tittabawassee River. They also have projects at the Mt. Pleasant Water Treatment facility and Harrisville Pumpstations.

Clements Electric's work on Independence Bridge continues in Bay City. Clements Electric has also secured the next phase of work out to Mersen USA. Work on the Midland Center for the arts, Delta College Chiller, Bay City lift stations and also HL Mechatronics in Midland continues.

Conti Electric has many projects inside I -Park (DOW). Conti is winding down work at the Little Trout Solar project near Rogers for the winter.

Escon continues work on a nice project at Mersen USA in Bay City's south end and multiple projects within the I-Park

Northern Valley Electrical Services, Inc. is continuing numerous projects in the Holcim Cement Plant in Alpena and other smaller projects.

Superior Electric has a new line out to Bay City Powertrain along with a cooling tower project. Superior calls are expected to continue.

Newkirk is finishing work at both Loud and Alcona Dams near Glennie. Both of these projects are paying Zone 1 scale.

Our Zone 2 contractors have been bidding and securing a fair amount of nice projects.

Rest assured both organizers and myself are working very diligently to secure whatever work is being bid in our jurisdiction for our membership.

All locals in the State of Michigan are currently having many calls getting into Book II if you are looking for work. Saginaw has kicked off work at Project Phoenix in Hemlock. Please contact the hall if you would like to sign any books.

Please remember when call-

ing the job line to use extension #1 as our menu options have recently changed.

- In Solidarity, Ryan Charney, Business Manager / Finan-

Organizers' Report. Organizers continue to visit non-union job sites to speak with unrepresented electricians. If any current members are aware of other electricians who may be interested in joining our Local, please do not hesitate to reach out. Immediate onboarding opportunities are currently available around the state, in addition to expected open calls in 692 and nearby 557.

We've updated recruitment materials including an explanation of benefits, detailing wages and health / retirement plans. Any members interested in obtaining a copy of these materials is urged to request them via email or text. We are always available to explain any wage and benefit details any member may have questions about. A NEW MEM-BER ORIENTATION CLASS will be scheduled early 2025, covering FAQs regarding our Inside Wireman Agreement, traveling, benefit reciprocity, referral procedures, Local structure and policies, etc.

The organizers involvement in school presentations and apprenticeship recruitment events has ramped up considerably over the past few weeks. JATC personnel will also help with this effort. Apprenticeship classes have grown nearly 300% over the past few years to keep up with demands from local contractors. We've also indentured at record levels to combat attrition due to so many of our existing JIWs reaching retirement age. Apprenticeship application information is available by calling

Brian Klele bklele@ ibew692.org 989.252.9225 Brendon Baranek bbaranek@

Union Dues. Effective Jan. 1, 2025, dues will increase to \$48.20 per month. This \$2 Pension Fund increase was approved by the delegates of the 40th IBEW

May of 2022. If you have automatic bill pay from your bank or credit union, please make sure to notify them of the increase.

International Convention held in

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.

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

Fringe Benefits. REMIND-ER: 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.

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

"The worst sin toward our fellow creatures is not to hate them, but to be indifferent to them: that's the essence of inhu-

-George Bernard Shaw (1856 - 1950),

"The meek shall inherit the Earth, but not its mineral rights. – J. Paul Getty (1892 - 1976)





Roofers Local 149

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

General Membership Meeting is scheduled for Tues., Dec. 3, 2024 at 7:00 p.m.

Executive Board Meeting. The next Executive Board meeting is scheduled for Tues., Dec. 3, 2024 at 6:00 p.m.

Mid-Michigan. The Mid-Michigan informational meeting is scheduled for Jan. 7, 2025 at 6 p.m. at 810 Tacoma Ct. Clio MI,

The annual Commencement Ceremony & Retirees' Christmas and Holiday luncheon will be held at the Detroit Teamsters Union Hall on Saturday, Dec. 7, 2024, from 10 am through 3 pm. The Detroit Teamsters Union Hall is at 2801 Trumbull, Detroit, MI 48216.

An invitation has been sent to the Brothers and Sisters regarding the 2024 Commencement Ceremony luncheon to those receiving their 20, 25, 30, 35, 40, 45, 50, 55, 60, and 70 years of service.

Retirees and those receiving their pins need to RSVP. 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.

Being part of the Retirees Association, you will be eligible to participate in several different events. Including but not limited to, our annual Christmas party, fall picnic outing, card games, and the camaraderie of the Brotherhood and Sisterhood, to name a few. The Association members are constantly seeking new and exciting things to do. Being part of this association, it is required for you to pay a yearly fee. The yearly dues will cost you \$30, in addition to your monthly Union dues. The Association does not require the surviving spouse of a member to pay the yearly dues. The Members of the Retirees Association vote to set the amount of the yearly dues.

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.

The Retirees Association has a Chain of Command and every 3 years the association will vote on a President, Vice President, Recording Secretary, Trustees, etc. 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.

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.

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. Member will need to know the following Financial Institution information, Routing No., Account No., and name of Financial Institution.

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.

Mid-Michigan Training Center Information. The next term for all Mid-Michigan Apprentices will be as follows:

Every Thursday from 6-8 pm until further notice

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

Dues must be current in order to enter the Training Center. If you are interested in any of these classes, contact the Union Hall/Training Center, 810-687-1368 to make arrangements.

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



Boilermakers 169

ALLEN PARK - Our next membership meeting will take place on Dec. 13, 2024. This meeting will be at Boilermakers Local 169 Union Hall, 1755 Fairlane Dr., Allen Park, MI. 48101

Please make every effort to attend our December Union Meeting at our Union Hall. Dinner



all active and retired members to come **BOB** out and share

HUTSELL some fellowship with your union brothers and sisters.

In an effort to assist our Brotherhood, the Executive Council of the International Brotherhood of Boilermakers has voted to waive the increase in monthly dues for the second year in a row. Current Union dues for 2024 are \$55.85 and will remain \$55.85 for the 2025 calendar year 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.

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

Any members interested in EPRI Rigging, which is required for working in the Nuclear Plants. Please contact Tony Herrera at 616-296-9131, or Jamie Ratliff at 313-584-8520. Your name will be added to the list. Once we have a full class, you will be notified when and where to attend. Per your International, any member with EPRI training will not be required to have Rigging 1 through 4 for placement on the BDS.

Retirees: Retiree luncheons. **Area 1** Retiree luncheon is on the first Wednesday of every month at 11 am at the White Rhino Sports Bar, 4328 Oakwood, Melvindale, Michigan 48122.

Area 2 Retirees hold luncheons on the first Thursday of every month at 11am at Whitlow's Forerunner Restaurant, 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 Dec. 18 at 11A at the Otherside Bar and Grill, 8301 Midland Road, Freeland, MI. 48623. Everyone from all areas are welcome.

Area 4 Retirees' lunches are on the first Tuesday of the month at 11am in Rapid River at Jacks Restaurant 7898 S. Main Street, Rapid River, MI. Area 4 retirees also meet in Marquette on the second Tuesday of the month at 11am at Crossroads Bar on the corner of County Rd. 553 and County Rd. 480.

Hoodies have arrived in all sizes at the Union Hall. The cost is \$45.00. Payments can be made with cash or a check. 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 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.



BAC Local 2 DECEMBER 2024 CHAP-TER MEETINGS



METRO DETROIT CHAPTER: Tuesday, December 03, 2024 at 5:30 PM, 21031 Ryan Road, Warren, MI 48091

PAUL

ANNARBOR DUNFORD CHAPTER: Tuesday, De-

cember 03,

2024 at 6:00 PM, 8225 Dexter-Chelsea Road, Dexter, MI 48130 FLINT CHAPTER: Wednesday, December 04, 2024 at 7:30 PM, 1701 W. Genesee

Street, Lapeer, MI 48446 **HOUGHTON:** Thursday, December 12, 2024 at 7:00 PM, 37737 Highway 26, Toivola, MI

KALAMAZOO CHAP-TER: Thursday, December 12, 2024 at 6:00 PM, 11847 Shaver Road, Schoolcraft, MI 49087

LANSING CHAPTER: Monday, December 09, 2024 at 6:00 PM, 3321 Remy Drive, Lansing, MI 48906

MARQUETTE CHAP-TER: Monday, December 16, 2024 at 7:00 PM, 119 S. Front Street, Marquette, MI 49855

SAGINAW CHAPTER: is **CANCELLED**

SAULT STE MARIE: Wednesday, December 04, 2024 at 7:00 PM, 3295 I-75 Business Spur, Sault Ste. Marie, MI 49783 TRAVERSE CITY CHAP-

TER: Thursday, December 18, 2024 at 6:30 PM, 3912 Blair Town Hall Road West, Traverse City, MI 49685

ATTENTION: ALL BAC **LOCAL 2 MI UPPER PENIN-**SULA MEMBERS. A holiday get-together has been set for all BAC Local 2 Upper Peninsula

Please join us for drinks, hors d'oeuvres and fellowship. Info is below:

Time: 6:00 PM

Date: Thursday, December

Place: The Vierling Restaurant - Sampling Room, 119 S Front Street, Marquette, MI

Purpose: To connect and socialize!

This special event is for members only - Please RSVP by Dec. 6th! Feel free to contact Adam Saari with any questions: 906.250.6971 or by email adam. saari@bricklayers.org

MARK YOUR CALEN-DAR. **NEW LOCATION & DATE** The Local 2 Christmas Party (GOOD STANDING MEMBERS ONLY) will be held on SATURDAY, Dec. 14, 2024 at Laurel Manor located at 39000 Schoolcraft Rd in Livonia (between Eckles and Newburgh Road). NO significant others! The doors for this event will open at 5:00 pm. We look forward to seeing you on December 14!

UNION DUES UPDATE: As of January 01, 2024, the dues discount has changed. It is now pay 9 months, get 3 free. To receive discount, you must be current on dues. Members will only be able to pay 2 years in

advance. **TEXTING PROGRAM:** 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 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

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.

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 (Continued next column)

CRAFTWORKERS



brick replacement of the 150 Bagley project in Detroit are masons Chris Gritzinger, Stephen Jacobs and Phil Johnson. The Bricklayers and Allied Craftworkers Local 2 members are employed by Pullman Services.

Local 2, con't

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-

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

BAC LOCAL 2'S TRAIN-ING 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 2024 online training classes.

APPRENTICE WORK-**SHEETS.** 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.michiganbricklay-

MEMBERSHIP ASSIS-TANCE: 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 1-833-MAP TALK (1-833-627-8255) Monday – Friday 8 am – 7 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."

PENSION AND HEALTH INSURANCE INFORMA-

BAC of Michigan Health & Welfare Fund – (248) 828-6000 CALL-A-DOC - (800) 835-2362

Cement Pension & Vacation Funds – (248) 645-6550 International Pension/An-

nuity Fund – (888) 880-8222 or (202) 638-1996 (bacbenefits.org) Metro Detroit Bricklayers Pension - (248) 641-4954

Michigan BAC Pension Fund (Outstate) – (800) 531-2244 Michigan BAC Vacation Fund – (248) 828-6000

"Our remedies oft in ourselves do lie."

-William Shakespeare (1564 - 1616)

Operative Plasterers' and Cement

Masons' Local 514

bership meeting is canceled due to the Christmas party. The Executive Board meeting will be at

in good standing with the local. Party will take place at the hall. The Patrick Finley Scholarship applications are now avail-

Congratulations! December 2024

a happy and healthy Thanks-

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

of your social security number.

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

beneficiary.

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.

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

Attention all Apprentices, now you will need to go to the website: www.micementplasterertraining.com to enter your work hours. When you get to the website click the link "About" and then click on "Apprentice

Local 514 **Cement Masons** & Plasterers

call (248) 548-0800.

DETROIT - The next mem-

9am on Dec. 7. The anual Christmas Party is Dec. 7 from 11:30-5:00 For members only and you must be

Membership gold cards-

Jeffrey Nawrocki-30 Years Local 514 wishes everyone

formation in a timely manner.

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

Please activate your Blue

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

It is important for all mem-

Death Certificates: Please member.

If you are a Military Veteran,

please contact the Local so we can update our records. Please

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

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

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

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

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

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THIS GROUP OF LABORERS gathered for a photo on the east side of the Residences @ 150 Bagley project in Detroit. They include (l-r) Carey Hammons (Local 1191), Maurice Smith (Local 1076) and Julian Gerald (Local 1191). They're employed by L.S. Brinker.

150 Bagley renovation

(Continued from Page 1) it will happen, and it's going to be nice for the city."

Ground broke on the project in March 2022, but progress has been slowed by several factors. About 45 tradespeople are currently working on the project, which is funded by a diverse group of lenders, including the AFL-CIO Housing Investment Trust, whose involvement assured the hiring of 100 percent union labor on the project. The work is being managed by Brink-

er-Christman Joint Venture, "It's a great historic building, and it's cool seeing everything come together," said Project Supt. Kyle Price of L.S. Brinker, who said the project is now headed for a "late spring" completion. "The idea is to preserve as much of the original building as possible."

Fortunately, the floor plates of the 200,000-square-foot United Artists office tower lent themselves to relatively easy renovation into residential space – and that's not always the case. The development team has created space for 148 one- and two-bedroom apartments in the building, with 20 percent of them designated as affordable housing.

"The human tendency to regard little things as important has produced very many great

- Georg Christoph Lichtenberg (1742 - 1799)



18th-floor walls of the 150 Bagley project is Eric Soave of Heat and Frost Insulators Local 25. He's employed by Stony Creek Services.

The building will feature smart-home technology in every apartment, with high-capacity streaming services, controlled access, first-floor retail, and a 24-hour virtual concierge service. The tower is on the western edge of downtown Detroit, offering nice views in all directions.

While there was a significant amount of loose exterior brick on the southwest side of 150 Bagley, structural elements of the tower were in good condition, despite



the building not having any tenants for a half-century.

The attached theater, however, was another story. The United Artists Theater opened at the same time as the office tower, but the elements and neglect ruined the 2,070-seat theater beyond the point it could be renovated. The theater also closed in 1974. The former footprint of the demolished theater on the northwest side of the site will include green space, as well as some loading and parking areas.



WIRING AN ELECTRICAL box in a 14th floor apartment at the 150 Bagley proejct in Detroit is Frank Licavoli of IBEW Local 58. He's employed by Edgewood Electric.

To unify the working class, put workers first

(Continued from Page 1) supporters, members who were on the fence, and some who said they probably wouldn't vote at all.

It is not always easy to have these conversations with our members. We don't feel the same about every issue, and it can be awkward to disagree. But it's my job to lead our union and engage our members on all of the issues that matter to working people. Part of that responsibility is supporting politicians and candidates who support the working class, and making sure our members understand that process and are involved in those decisions.

Not good enough any more. I am not a Democrat - I'm a fourth-generation union member, and that's how I vote. I've long been open about my dissatisfaction with the Democratic Party. That's because the Democratic Party has failed to prioritize a strong, working-class message addressing issues that really matter to workers. The Democrats did not make a positive case for why workers should vote for them, only that they were not Trump.

That's not good enough anymore! Rather than offer a positive agenda on what immigrant workers bring to our country, they bought into the punitive, "tough," anti-worker messaging that is championed by Trump, even though we know it's the bosses' fault.

They claim to be the party of the working class, but for the past few decades, they've made choices that don't reflect their commitment to my class: passing

the North American Free Trade Agreement, moving away from us and to college-educated suburban voters, and not making any progress on labor law reforms, like the Employee Free Choice Act and the Protecting the Right to Organize Act.

I've gotten pushback for talking about this stuff publicly because pundits and politicians take unions' support for Democrats for granted, but my most important job as a union leader is to be honest with members and organize to deliver economic justice, no matter who is running for office or who is in the White House

A failure to communicate. I want to be clear that Joe Biden was the most pro-union President of my lifetime, and delivered huge gains for working people across the country, including the union trades. The CHIPS and Science Act and the Bipartisan Infrastructure Law improved our economy and put so many construction workers to work. But the previous Democratic administrations' lack of commitment to the issues that matter to us are hard for members to forget.

Adding to that, the Biden administration and Harris campaign both failed to convey the importance of these wins for workers. Donald Trump is a union-buster and a scab, and does not have workers' interests in mind - Project 2025 and a Republican trifecta will be disastrous for union members and for all working people. But Trump is a talented communicator who speaks to the discontent and fear that many working people are feeling.

The Democrats failed to address inflation, saying that it wasn't a big issue or that the pain that working people feel right now isn't real. So while we were able to get many of our members out to vote for Harris, others went to Trump or sat it out entirely.

Of course, racism and sexism play a role in this as well, and we need to continue challenging our members (and the rest of our country) on these issues. But Vice President Harris' loss this election was too large for us not to take a cold, hard look at the Democratic Party's failures and where we go from here.

Most union members voted Harris. As the elected leader of 140,000 painters, glaziers, and other skilled tradespeople, I will always work to make sure our members vote their union values first. And that's what they did this election—union members, including members of the IUPAT, showed up for Vice President Harris. Exit polls are pointing to a nearly 20 percent increase in union turnout for Harris in 2024 over Biden in 2020.

But we can't carry the entire election for the Democratic Party. There's simply not a large enough labor movement to do it.

The message that the majority of voters gave is that it's up to the Democrats to change course if they want to be the party of the working class. Let's hope they

(From LaborNotes)

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<u>Outdoors</u>

50 years of protecting wildlife



By Casey Warner Michigan DNR

What if bald eagles or Kirtland's warblers or lake sturgeon no longer existed?

Fifty years ago, this hypothetical question could have become a reality. Populations of these iconic wildlife species - and many others - were dwindling and in danger of disappearing.

In the mid-1900s, with unregulated overharvest of species like the passenger pigeon, which went extinct earlier that century, and the effects of the pesticide DDT decimating other species like bald eagles and peregrine falcons, concern for the future of wildlife was growing in Michigan and around the county.

Conservation efforts grew from this concern, and a need to protect wildlife species emerged. In 1973, Congress enacted the provided protection to important and non-game species – those that aren't hunted for sport, fur or food – like the Kirtland's warbler, which was known to rely on Michigan's jack pine for breeding

On Sept. 1, 1974, Michigan enacted its own endangered species law, Part 365, Endangered Species Protection, as it is called

The primary difference between the federal and state laws is their geographic scale. For instance, a plant or animal rare in Michigan may be common elsewhere in the United States, so it could be on the state list of threatened and endangered species but not the federal list. Part 365 was enacted to help protect plants and animals listed as federally endangered and to develop programs to protect and conserve Michigan's rare species. It provides protections for plants and animals by prohibiting take of species listed

as threatened or endangered. To take fish or wildlife means "to harass, harm, pursue, hunt, shoot, wound, kill, trap, capture, collect, or attempt to engage in any such conduct." To take a plant means "to collect, pick, cut, dig



Endangered Species Act, which A KIRTLAND'S WARBLER is shown in its Michigan jack-pine habitat. The species is one of the state's biggest recovery success stories.

up, or destroy in any manner."

The state law protects listed species wherever they are found in Michigan, on both public and private lands, to help conserve the diversity of plants and animals across the state. It also allows for conservation, protection, restoration and propagation of endangered and threatened species of fish, wildlife and plants in cooperation with the federal government and for the establishment of programs and acquisition of land or aquatic habitat for managing endangered or threatened

Threatened species are those in danger of becoming endangered. Endangered species are those in danger of extinction or extirpation, or disappearance from a specific region like Michigan.

"The law is really about keeping the cool plants and animals that are native to our state here – because it is what makes Michigan unique," said Amy Derosier, Planning and Adaptation Section supervisor for the Michigan Department of Natural Resources Wildlife Division.

The Kirtland's warbler was one of the first species to be

recognized as being so rare and dependent on Michigan habitats for its survival that conservation efforts for this bird started in the 1950s, years before Michigan's threatened and endangered species law. The songbird was listed as endangered on Michigan's first list and was among the first species to be listed under the federal Endangered Species Act.

Due to significant habitat management efforts and decadeslong collaborations, Kirtland's warbler was federally delisted in 2019. As a conservation-reliant species, it remains on the state list as threatened, but was moved down from endangered in 2023.

Other notable species on the first list included peregrine falcon, lake sturgeon, marbled and small-mouth salamander, Indiana bat and several freshwater mussel

There were 78 plants and animals on Michigan's first threatened and endangered species list.

Today, there are 407 listed plant and animal species - nine mammal, 12 amphibian and reptile, 22 fish, 25 bird, 30 insect, 35 mollusk and 274 plant species that are native to the state. Last updated in 2023, Michigan's list gets revised approximately every 10 years. "The list is longer today partially because we know more and have done a lot of work to understand how native fish, wildlife and plants are doing and where they are," Derosier said.

Another reason the list has grown so much is that Michigan has a lot of unique plants and animals that rely on rare ecosystems, due to the diversity of the state's natural systems.

There are also more threats to wildlife than there were 50 years ago. Habitat continues to be fragmented, new pollutants continue to be released into the environment and our climate is changing. More details about threats to the state's vulnerable species, and work to conserve wildlife and their habitats, can be found in Michigan's Wildlife Action Plan. "Even with increased threats, we can be successful in recovering species when we focus on them," Derosier said.

These uncommon fish and wildlife also provide valuable information about the health of Michigan's water, land and air. "Endangered species are great canaries in the coal mine – they

tell us the health of our environment might be compromised," Derosier said.

In that way, this law and the work being done to conserve threatened and endangered wildlife also support the clean air, water and land people rely on.

Continuing need. Fifty years after it was first enacted, Michigan's threatened and endangered species law is still very relevant.

'Michigan has an amazing diversity of wildlife, fish and plants that we want to keep around for future generations," said Jennifer Kleitch, endangered species specialist for the Michigan Department of Natural Resources. "The species on the state list of threatened and endangered plants and animals need our help to persist."

Some of the species are on the list because they have very specific habitat requirements and are naturally rare. Others are rare because Michigan is at the edge of their range or because they face serious threats such as disease, climate change and loss of habitat to invasive species or development.

"When a species becomes threatened or endangered, it indicates that the balance of nature is being disrupted. When species rise to the level of being endangered, it is often a sign that an ecosystem may be at risk of collapse or is declining in health," Kleitch said. "Healthy ecosystems are the foundation for clean air, water, and land, which are essential for human health. Endangered species can also serve as indicators of environmental health."

For example, declining raptor populations in the mid- to late- 1900s indicated that the environment had been contaminated with DDT. As a result, DDT was banned in 1972, and the result over the past five decades has been an increase in species like bald eagles and peregrine falcons. Without those protective measures, those bird species could have disappeared, and human health would have suffered from effects of the pesticide as well.

When a species is recognized as having population declines significant enough to list it as threatened or endangered, conservation efforts are needed to ensure those species do not suffer further declines or, worse, go extinct. "Once a species is lost to extinction, it is gone forever," Kleitch said.

Michigan added 58 species to its threatened and endangered list during the most recent update last year, including the northern long-eared bat, little brown bat, tri-colored bat, wood turtle and eastern box turtle. Conservation efforts for these species are already underway. These efforts include the Bat Habitat Conservation Plan and development of best management practices for wood turtles on state lands.

"Part 365 gives us the legal authority to create management and conservation programs aimed at assisting listed species and helps bring us together as a community to get on-the-ground conservation work done through partnerships," Kleitch said.

Success stories. Some animals that have recovered after being placed on the Michigan threatened and endangered species list include pine marten, double-crested cormorant, black rat snake and several raptors once affected by DDT bald eagle, Cooper's hawk, merlin, osprey and red-shouldered hawk.

The 2023 update saw 36 species removed from Michigan's threatened and endangered species list because populations have recovered or more locations of hard-to-find rare species were discovered through surveys. The DNR has also worked closely with partners on conservation efforts that have helped increase the quality of key habitats.

Others have moved off the list to being species of special concern those that, while not protected by law, are plants and animals we want to continue to watch to make sure they stay recovered. These species include smokey shrew, which went from threatened to special concern because new populations were found through dedicated survey efforts, and trumpeter swan, which went from threatened to special concern due to considerable restoration efforts.

Once extremely rare in Michigan due to unregulated harvest, trumpeter swans are now found statewide. "Michigan doesn't have huge reintroduction programs right now because we've done a really good job of keeping rare species on the landscape. We have been good stewards of some of our rarest plants and animals, and they haven't been extirpated," Derosier said. "When we put effort toward recovery and conservation, we can be successful."

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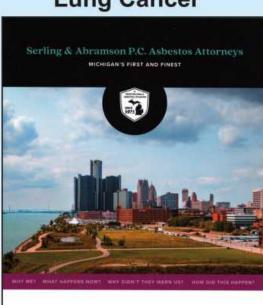
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