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Serving the highly skilled men and women in Michigan's building trades unions

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SHORT CUTS

Soo Locks upgrade now fully funded

The \$1.2 trillion Infrastructure Investment and Jobs Act signed by President Biden on Nov. 15 includes at least one prominent feature for Michigan: enough money to fully fund, finally, the upgrade of the Soo Locks.

The total \$1.5 billion project would twin the 53-year-old Poe Lock, which is the only lock at the Soo which accommodates 1,000-foot-long freighters. A second lock of the same size will allow for a backup in case of a mechanical malfunction or sabotage.

The Poe Lock is so vital to the U.S. economy for the movement of products like agricultural, coal and iron ore that some estimates say a lengthy failure could lead to an economic recession.

Passage of the Infrastructure Act will allocate a final \$480 million to the project, which has already been taking place with preliminary aspects of the project the past two years. The money is expected to fully fund the project for completion by the end of the decade.

Michigan's Congressional delegation had been pushing for a new lock for the past two decades. President Trump finally moved the project forward in 2018, when the first allocation of money was made by Congress to the U.S. Army Corps of Engineers, which has jurisdiction over the locks.

U.S. construction starts up 12% in '21

Total U.S. construction starts were flat in December with a seasonally adjusted annual rate of \$879.3 billion, according to a report by the Dodge Construction Network, released Jan. 19.

Still, 2021 overall was an improvement: During last year, total construction starts rose by 12 percent compared to 2020. Residential starts moved 20 percent higher, and nonresidential building increased 12 percent. Nonbuilding (usually infrastructure) starts were flat in 2021.

"The increase in construction starts was impressive given the many challenges the industry faced during the year," said Richard Branch, chief economist for Dodge Construction Network. "Higher material prices, labor shortages, and multiple waves of COVID infections threatened to dampen the recovery."

"However, construction remained resilient and persistent throughout the year in the face of these difficult issues. While these challenges will remain in 2022, the industry is well-positioned to make further gains fed by a growing pipeline of non-residential projects waiting to break ground and the infusion of money directed towards infrastructure."

December's numbers landed with a thud only in the nonbuilding sector, which fell 12 percent that month vs. November. But both residential construction starts (up 4 percent) and nonresidential starts (up 3 percent) ended the year on an upswing.

Quotable

"What you leave behind is not what is engraved in stone monuments, but what is woven into the lives of others."
—Pericles (d. 429 B.C.)



Hudson's site buildings rise

WHAT WILL BE MICHIGAN'S second-tallest building continues to rise on the site where the former Hudson's building was located along Woodward Avenue in Detroit. Development company Bedrock's Hudson's site project has seen iron workers and operating engineers put up structural steel 228 feet above the street on the lower "Block" portion of the project in the photo above, at right, while the 685-foot tower's concrete core, at left, is rising at a lower level. Barton Malow is managing the project, which has proceeded at a slower-than-expected pace due to Covid, manpower availability and foundation issues. Completion of the project is expected in 2024. When it is

complete, only the 727-foot-tall GM Renaissance Center will be taller in Michigan. Bedrock's redevelopment of the Hudson's site will include 1.5 million square feet of office, retail, food and beverage, hotel, residential, event and meeting and parking and activated open spaces.



A WOODWARD AVENUE view of the Hudson's project.

The 'union advantage' – yeah, it's a real thing, researchers find

By Marty Mulcahy
Editor

"Live better. Work union." That slogan, which has been around for decades, is as relevant now as it's ever been.

Especially in the U.S. construction industry, where "the low wages and exploitative practices" imposed by nonunion construction contractors "cause profound hardship for many workers and their families also cost the public."

That summary comes from the University of California Berkeley Labor Center, which released a paper on Jan. 10 titled, *The Public Cost of Low-Wage Jobs in the U.S. Construction Industry*. The researchers pointed out the socio-economic disparity of the high-road path taken by union workers and their contractors, vs. the low road course taken by nonunion workers and their employers.

"The construction industry is bifurcated into low-road and high-road sectors, which have strikingly different working conditions," the paper said. "For many non-college-educated blue-collar workers in many parts of the country, the construction industry provides a high-road, viable path to the middle class: workers are paid family-supporting wages and benefits, receive

(Continued on Page 14)

Your health and safety matters



The Covid effect:

Worker injuries fall, illnesses rise in 2020

By Nick Fox
Laborers Health and Safety
Fund of North America

In most years, the annual release of injury and illness data from the Bureau of Labor Statistics (BLS) doesn't bring many significant changes. The total number of injuries, injury rate and days away from work tends to stay fairly consistent from year to year. At first glance, that ap-

pears to be the case for 2020 as well, with the total number of non-fatal injuries and illnesses going from 2.8 million in 2019 to 2.7 million in 2020.

(The BLS statistics take months to compile and were announced in December 2021 by the BLS for the year 2020).

However, when we look beyond this total at the data, there are big shifts from the year prior.

Almost all of them can be directly tied to the COVID-19 pandemic. So how exactly did the pandemic and the widespread closure of many businesses affect workers in 2020?

Combined injuries and illnesses went down slightly, yet the share of injuries vs. illnesses shifted dramatically. Injuries went from 2.7 million in 2019 to 2.1 million in 2020, a decrease of 23 per-

cent. Meanwhile, illnesses quadrupled from 127,000 to almost 555,000.

These same changes were consistent for injury and illness rates per 100 full-time workers. The injury rate dropped 15 percent, from 2.6 in 2019 to 2.2 in 2020. The illness rate soared 350 percent, from 12.4 to 55.9.

The average number of days (Continued on Page 4)

Supremes halt rule for larger employers to mandate Covid-19 vax

By Marty Mulcahy
Editor

WASHINGTON, D.C. – The U.S. Supreme Court on Jan. 13 blocked the Biden Administration's enforcement of the OSHA Vaccination and Testing Emergency Temporary Standard.

The 6-3 High Court decision halts implementation of a Sixth Circuit Court ruling, which allowed OSHA to begin enforcing the standard. The rule applied to U.S. companies with a workforce greater than 100, including construction, and affected workers unwilling to get the Covid-19 vaccine. The standard called for those employers to develop, implement and enforce either:

- A mandatory Covid-19 vaccination policy, or
- A policy allowing employees to choose whether to be fully vaccinated or undergo weekly Covid-19 testing and wear a face covering in the workplace.
- The standard said each employee not fully vaccinated must be tested for Covid-19 at least weekly.

The Supreme Court's majority killed that rule, and said OSHA took on too much authority in implementing the standard. Expo-

sure to the virus, the justices said, while it occurs in many workplaces, "is not an occupational hazard in the most." The justices ruled that OSHA can issue such emergency standards only when employees are "exposed to grave danger from exposure to substances or agents determined to be toxic or physically harmful or from new hazards." Further, the court said public health "falls outside of OSHA's sphere of expertise."

An analysis of the Supreme Court ruling by Melissa Bailey and John Martin, occupational safety and health attorneys writing for the *National Law Review*, said: "Although Covid-19 is a risk that occurs in many workplaces, it is not an occupational hazard in most. Covid-19 can and does spread at home, in schools, during sporting events, and everywhere else that people gather. That kind of universal risk is no different from the day-to-day

(Continued on Page 14)

Covid hinders, but hardly halts, U.S. construction prospects, survey finds

By Marty Mulcahy
Editor

Despite ongoing affects of the pandemic, workforce availability and supply chain issues, 2022 should be another good year for building in the United States.

U.S. construction contractors expect the economy to shrug off those challenges, as they see increasing demand for numerous types of projects in 2022, and most firms plan to add workers this year.

That's according to survey results released Jan. 12 by the Associated General Contractors of America and Sage Construction and Real Estate.

"Contractors are, overall, very optimistic about the outlook for the construction industry in 2022," said Stephen E. Sandherr, the AGC's chief executive officer. "While contractors face challenges this year, most of those will be centered on the need to keep pace with growing demand for construction projects."

The survey revealed that optimism about growing demand for many types of construction projects. Seventy-four percent of respondents expect their firms will expand headcount in 2022, compared to just 9 percent who expect a decrease. Forty-seven percent of firms expect to increase their headcount by 10 percent or less. However, 22 percent say their employee count will grow by 11 to 25 percent and 5 percent anticipate an increase of more than 25 percent.

At this time each year the AGC surveys its member firms, which are comprised of both union and nonunion companies, about their expectations for the coming business year. More than 1,000 U.S. firms participated in the *2022 Construction Hiring & Business Outlook*, which queried contractors between Nov. 9 and Dec. 13. The contractors represented a broad range of firms in terms of size, business volume (Continued on Page 2)

Trades help bring new spirits to historic Nordic Theater

By Marty Mulcahy
Editor

MARQUETTE – There's new life in the building that once housed the Nordic Theater.

No, the future doesn't involve the movies, which played at the Nordic from 1936 to 1994. Instead, the future will feature distilled spirits: Gundlach Champion

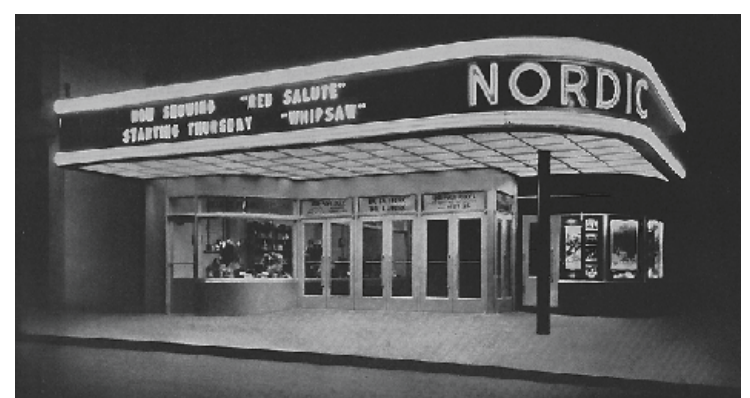
is currently managing the renovation of the building at 136 Washington Street into the home of the Honorable Distillery, whose owners pledge to "uplift the soul through honorably crafted distilled spirits."

Owners and partners Ann White and Scott Anderson plan to produce vodka, gin, bourbon, rye and whiskey in the former Nordic Theater building, which will be significantly transformed for its new purpose but include several nods to its history, such as a modern version of its glorious Streamline-Moderne-styled marquee on the front of the building.

"Craft distilleries have done THE GUTTED THEATER gets a new concrete floor.
Photo credit: Mike Smith

really well around the country," said White, a Marquette native living in Knoxville, Tenn. who will be moving back to the Upper Peninsula to manage the facility. "The

downtown core on this side of the street in Marquette needed something, and we think what we're doing with this old theater (Continued on Page 14)



THE NORDIC THEATER in Marquette, about the time it opened in 1936. A modern version of the wonderful marquee will be part of the building's renovation.
Photo credit: NordicTheater.com

Viewpoints



A tornado, Amazon & unions

Old-school home-improvement contractors have a piece of folk wisdom they love to share with prospective clients. "Listen," they like to say. "I can do this job fast, I can do it cheap, or I can do it well. But I can't do all three."

This wisdom has been around forever. But not everyone gets it—take billionaire Jeff Bezos. As CEO his Amazon empire prides itself on delivering good results fast and cheap.

That works well enough for Bezos, now worth around \$200 billion. And Amazon consumers, the company PR maintains, can get almost whatever they want quickly and cheaply. But for Amazon workers—and our broader society—Amazon's empire building has been anything but good.

That became disastrously apparent in December when ferocious winds swept through Edwardsville, Illinois, leaving six Amazon warehouse workers dead. Debris from their workplace turned up "tens of miles" away, the National Weather Service reported. Unfortunately, this tragedy should not have taken anyone by surprise.

Why did Amazon locate its Edwardsville operations right in Tornado Alley? No mystery there. Edwardsville's plentiful acreage and easy access to interstates, airports, and other transport offered Amazon the promise of speedy delivery times and lower delivery costs. Check: fast. Check: cheap. But the warehouse went up with no special attention to tornado safety. That would have raised the cost.

OSHA—the federal occupational health and safety agency—has now begun an investigation. Since the deaths in Edwardsville, Amazon workers throughout the Southern Illinois area have been ripping the company for failing to conduct tornado drills and expecting workers to keep working even after alarms ring out.

Amazon's "storm shelter" spaces for Edwardsville workers turned out to have another name: bathrooms. Moments before the tornado's arrival, Edwardsville worker Craig Yost told local news, Amazon supervisors were directing people into their worksite's bathroom "shelters."

"The walls caved in, and I got pinned to the ground by a giant block of concrete," Yost said. "On top of my left knee was a door from the bathroom stall, and my head was on that with my left arm wrapped around my head. I could just move my right hand and foot."

Meanwhile, the company has been actively exercising its considerable power to prevent the one turn of events that could reliably keep Amazon on its safety toes: a union. Earlier this year, Amazon quashed a union drive at its Bessemer, Alabama warehouse so egregiously that the National Labor Relations board has ordered a do-over on the election.

But the problem goes beyond Amazon. Our nation's corporate giants have been on a ferocious 50-year offensive against collective bargaining.

In the mid-20th century, over a third of America's private-sector workers belonged to unions. Now only 6.3 percent of private-sector workers carry union cards, despite polling data showing that the share of nonunion workers who want a union at their worksite has increased markedly.

Corporate America's squeeze on unions has kept wages low, share prices high, and compensation for top executives at stratospheric levels. Earlier this year, Institute for Policy Studies research revealed that CEOs at America's 100 largest low-wage employers saw their personal compensation jump by \$1,862,270 in 2020.

Over the past year, Amazon CEO Jeff Bezos has seen his wealth soar by over \$4 billion—seven times the annual budget of OSHA, the agency investigating the disaster at his Edwardsville warehouse. So here's an idea for lawmakers in Washington: A five percent annual federal wealth tax on those Bezos billions could quadruple the annual OSHA budget—and then quadruple it again.

Amazon's relentless quest to sell goods fast and cheap has rewarded Bezos tremendously, but it's come at a huge cost for the rest of us. If the company rebuilds its Edwardsville warehouse, Bezos should listen to his handyman.

Sam Pizzigati
via otherwords.org

Targeting safer jobs

Data published last month by the U.S. Bureau of Labor Statistics show that workers face preventable hazardous working conditions and disparities continue to grow. In 2020, 4,764 workers died on the job and the job fatality rate was 3.4 fatalities per 100,000 workers, the first decrease in years. That is an average of 13 workers dying each day.

The decline in fatalities does not capture the staggering number of workers who so far have lost their lives from Covid-19—tens of thousands and growing—and does not capture the nearly 120,000 workers who die each year in the U.S. from preventable occupational illnesses, largely work-related cancers.

"We need a more targeted approach to address significant disparities in who has access to a safe job and who is treated with dignity and respect at work. Safe jobs are a fundamental right for every worker," said AFL-CIO President Liz Shuler. "We are working with the Biden Administration to hold employers accountable and to rebuild our workplace safety agencies to strengthen job safety protections and enforcement. Working people are standing united to ensure workplace hazards are addressed and that workers can speak up without retaliation."

Overall, fewer people worked in person in 2020 due to the COVID-19 pandemic. This meant fewer people were in direct contact with preventable hazards, production priorities shifted and businesses were forced to do more prevention planning. The labor movement knows that when employers plan with workers, there are fewer job deaths and injuries.

Workers deemed essential in 2020 had no choice but to show up in person, risking their lives, and continued to disproportionately bear the brunt of workplace fatalities. The racial disparities are stark: The job fatality rates for Hispanic or Latino workers and Black workers continue to be higher than the overall rate at 4.5 and 3.5 per 100,000 workers, respectively, and Latino workers now account for a larger percentage of all worker fatalities than in 2019.

In 2020, falls, workplace violence and transportation incidents continued to be major causes of job deaths. Women workers died in 16 percent of workplace homicides even though they represent 8 percent of all worker fatalities. The number of workplace deaths caused by unintentional drug overdoses continued to surge to 388, up from 313 in 2019 and maintaining its upward trend since 2012. Job deaths in construction (1,008) continued to be one of the highest figures, as it has been since 2007. Older workers experienced a job fatality rate more than 2.5 times the national average. (From the AFL-CIO)

The Building Tradesman welcomes your letters to the editor. We reserve the right to edit for clarity and to shorten them. Please sign the letter and include a way to contact you.

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Caring for the Care House

MOUNT CLEMENS—Building trades union representatives on Jan 14 donated \$9,350 to the operations of Care House, a facility that helps women and children who are victims of domestic violence. The money was donated in the form of \$25 Meijer gift cards, which are distributed throughout the year for clients at the facility to use for food, gasoline and personal items.

This is the 22nd year the union reps have made a similar donation, and the gift cards are in a particularly useful form for the Care House staff to distribute.

"We use them for a variety of things, they help more than you can imagine," said Care House Volunteer Coordinator Cora Ciraulo. "It's especially helpful because donations really fall off this time of year."

Located in an old home on Market Street, Care House's mission is "to prevent and reduce the incidence and trauma of child sexual and physical abuse in Macomb County through collaborative, multidisciplinary and

effective family-centered activities." Since it opened in 1996, Care House has coordinated more than 8,500 forensic interviews of children who were suspected victims of sexual abuse, physical abuse or were a witness to a violent act. Care House has also provided support services to more than 11,500 families, all at no cost to the families they serve.



MEETING TO DELIVER AND RECEIVE A \$9,350 DONATION to Care House in Mount Clemens are (l-r) Nicole King, Care House; Rob Williams, Sprinkler Fitters 704; Jeremy Haviland, Michigan Painters District Council 1M; Tony Parker, Michigan Painters District Council 1M; Cora Ciraulo, Care House; Jim Ritchie, Bricklayers and Allied Craftworkers Local 2; Rich Stricklin, Iron Workers Local 25; Raul Zamarron, BAC Local 2; Dave Hartsuck, Sheet Metal Workers Local 80; Don Stepp, Glaziers and Glassworkers Local 357, and Kevin Zimmerman, Operating Engineers Local 324.

Covid hardly halts construction

(Continued from Page 1) and geographic distribution.

Adding workers to a contractor's headcount is expected to be a challenge. An overwhelming 83 percent of the surveyed contractors report they are having a hard time filling some or all salaried or hourly craft positions, compared to only 8 percent who say they are having no difficulty. And about 75 percent of respondents say it will continue to be hard to hire or will become harder to hire this year.

The survey also revealed:

- A more scarce workforce is a costlier workforce. Base pay rates for employees were increased by 62 percent of respondents in 2021, no doubt at least in part due to a worker retention strategy. That's compared to 23 percent that provided similar or smaller increases. Additionally, one-third of firms provided worker incentives or bonuses.

- The pandemic has been a significant obstacle for construction firms, nearly two years after its onset. The survey found that 84 percent of respondents report costs have been higher than anticipated, while 72 percent say projects have taken longer than anticipated.

As a result, 69 percent have put higher prices into bids or contracts, while 44 percent have specified longer completion times.

- Supply chain bottlenecks are also impacting construction. Only 10 percent of firms report they have not had any significant supply chain problems. Meanwhile, 61 percent have turned to alternative suppliers for materials and 48 percent have specified alternative materials or products.

- Rising construction costs and slowing schedules have contributed to a significant number of project cancellations. Forty-six percent of contractors report having a project delayed in 2021 but rescheduled, while 32 percent had a project postponed or canceled that had not been rescheduled. The main reason for these delays and cancellations was rising costs, cited by 48 percent of contractors. And 11 percent said a project was cancelled or postponed because of a delay in the likely completion date.

- Passage of the bipartisan infrastructure bill in Congress last year is fueling some of the optimism. Contractors are most optimistic about the market for highway and bridge construction, which has a net reading of

positive 57 percent. They are similarly optimistic about transit, rail and airports projects, with a net reading of 51 percent, and water and sewer projects, with a net reading of 50 percent.

- Specifically in Michigan, 22 contractors responded to the survey, and 73 percent of respondents were exclusively union contractors, with 65 percent of them performing \$50 to \$500 million worth of work every year. The survey found that 74 percent of those Michigan construction contractors said they plan to increase their workforce this year, with 43 percent expecting a 1-10 percent increase in jobs. Only 4 percent forecast a decrease in headcount.

- A whopping 83 percent agreed that "we are having a hard time filling some or all" salaried and hourly craft positions.

- Correspondingly in Michigan, 82 percent of contractors said they have increased workers' base pay rates more in 2021 than in 2020.

The pandemic has hit Michigan as hard as any state. The survey said 82 percent of respondents agreed that "costs have been higher than we anticipated."

Another 82 percent said "project have taken longer than we anticipated." No surprise here: 68 percent agreed "we have put higher prices into our bids or contracts" and 64 percent agreed that "we have put longer completion times into our bids or contracts."

- Michigan contractors have their share of worries, and they're consistent. Nearly 80 percent of all the contractors listing their "biggest concerns" cited no less than five issues: "continuing impact of the pandemic on projects, workers or supply chain," "availability/supply chain disruptions, impact of vaccination requirements on workers," "material costs," and worker shortages.

And not far behind, 67 percent are concerned with "rising direct labor costs" and "subcontractor availability or quality."

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Michigan has generally done a spotty job of promoting its robust automotive heritage.

But Ford Motor Co. – through a nonprofit group’s support of the company’s Piquette Avenue plant in Detroit, where the moving assembly line was initiated – and General Motors have done a great job of paying homage to at least their respective early histories.

GM took more than a century since it was formed on Sept. 16, 1908, to procure and renovate the property that it formally recognizes as its corporate birthplace, the Durant-Dort Factory One at 303 W. Water Street in Flint.

On May 1, 2017, General Motors opened its union trades-renovated Durant-Dort Factory One, “where bold, innovative visionaries William ‘Billy’ Crapo Durant and Josiah Dallas Dort helped put the world on wheels and the city of Flint on the map,” the company said. Located on the Flint River near downtown Flint – in the aptly named Carriage Town neighborhood – parts of the single and two-level 30,000-square-foot factory date to 1881, when it was built by the Flint Woolen Mills Co. as a short-lived venture into cotton textiles. In 1886, Durant and Dort leased the then-empty facility to build horse-drawn carriages.

The company, GM said, would become known as the Durant-Dort Carriage Co. and one of the world’s largest carriage makers. In 1900 the Durant-Dort Carriage Co. became the No. 1 producer of horse-drawn carriages in the country, making both owners millionaires.

“In Flint alone Durant-Dort manufactured 56,000 (carriage) vehicles in 1906, the peak year,” wrote Lawrence Gustin in *Billy Durant, Creator of General Motors*. “That year the company had a factory force of 1,000 and was building up to 480 vehicles a day. It also produced up to 200,000 sets of wheels, 75,000 sets of axles and 60,000 gallons of varnish a year.”

In 1904 Durant would take control of another company – the troubled Buick Motor Co. – and leverage his Durant-Dort resources to grow the young automaker into one of the most successful car companies in the country.

“Flint meantime was booming as Buick drew labor from all

BUILDING MICHIGAN: GM’s Factory One HISTORY IN THE MAKING By Marty Mulcahy



GENERAL MOTORS was the largest corporation on the planet for decades. And the company sees its birthplace – Factory One – as the modest 30,000-square-foot former factory along Flint’s riverfront that dates to 1881. It’s the lone manufacturing building remaining that became an epicenter for building horse-drawn carriages, starting in 1886, for the Durant and Dort Carriage Co. William Durant took control

directions,” said *The Turning Wheel, The Story of General Motors Through 25 Years, 1908-1923* by Arthur Pound. “Responding to the pull of high wages, men hurried there from all quarters of the compass, from other industrial cities, from the farms of southern Michigan and the forest areas further north. Tool makers came from Providence and Hartford, The population of the city doubled in five years. House-building could not keep pace with the flood of new arrivals.”

Durant used Buick’s success to found General Motors in 1908 and turned to his friends from Flint’s carriage industry to form Chevrolet in 1911.

“Factory One sparked the global auto industry and was a catalyst in the formation of General Motors,” said GM President Mark Reuss, who championed the project. “It preserves the stories of the early visionaries who built a brand-new industry in this city, within the very walls of

of Buick Motor Co. in 1904, and used his expertise to build that company and found GM in 1908. “Only a few of the buildings associated with the development of



Photo credits: General Motors

where it happened.”

In those walls carriage sales eroded with the rise of the automobile. The Durant-Dort Carriage Factory ceased production in 1917. Dort then formed the Dort Motor Co., which closed in 1924, just before Dort’s sudden death.

Other buildings grew up nearby, but they were destroyed by fire between the 1930s and 1980s. After Durant and Dort left the remaining Factory One building, it later housed numerous other businesses, including a wholesale grocer, paper and stationary company and a furniture warehouse. It was renovated in the 1980s before falling into disrepair. Kevin Kirbitz, a GM engineer, automotive historian and Flint native, was involved in the project since 2012, when GM – and Reuss – first became interested in the building.

GM purchased the property

industry here in Flint actually remain,” said Kettering University President Robert McMahan, “with Factory One being the most important building among them.” The building below is undated.

in 2013 and stabilized it with a four-year, \$3 million-plus renovation project. The building received new, period-accurate windows and doors, as well as a new roofing system, with the goal of preserving and showcasing the original architecture. According to GM, the original walls, as was the custom at the time, are



THE RENOVATED interior of GM’s Factory Zero.

three-bricks-thick with no insulation. Mason contractors replaced 17,000 bricks color-matched to the original, as well as 20 percent of the mortar on the building. The foundation, damaged by flooding and grade changes over time, was repaired and waterproofed.

Trades workers removed interior partitions added for contemporary offices and medical exam rooms, and discovered original pre-industrial architecture that Paul Urbanek of SmithGroup architects calls “remarkable wood structure and joinery.”

The last phases of the restoration included all-new heating/cooling, electrical, plumbing, fire-suppression equipment and additional interior renovations. And despite numerous interior renovations over the years, many of vintage architectural elements such as the wooden beams, brick work and more were preserved and restored. The building features 17 identical hand-built, 16-foot-tall wooden columns supporting a wooden ceiling.

Across Water Street from the former carriage plant is the Durant-Dort Carriage Co. Office. Built in 1895, it is today a small museum open to the public and a National Historic Landmark. It features historic photos, furniture, carriages and automotive artifacts and documents. The Durant-Dort building served as the focal point for promotional activities in their carriage and automobile businesses from 1896 to 1913 and is credited with being the 1908 birthplace of General Motors. “Many of the decisions that led to the birth of General Motors, now the world’s largest automobile

manufacturer, took place here,” wrote Matt Mitroka in *Flint’s Early Contributions to the Auto Industry*, via Michigan State University.

Today Kettering University’s Archive at Factory One is available to the public by appointment and contains about 100,000 historical documents, photos and other artifacts related to carriage-building and early automobile manufacturing in the Flint area, as well as GM history. Among the documents in the archive is a 1908 attorney’s letter to Durant suggesting the name “General Motors” for the soon-to-be-established corporation. The new research library relocates archives from nearby Kettering University (formerly the General Motors Institute).

In addition, Factory One offers conference and event space that can accommodate groups of up to 300.

Now Factory One Operations Manager, Kirbitz told the *Carriage Journal* a year ago that “We wanted to maintain and preserve the building’s classic structural design – that in the historical piece. However, we also want to showcase the building with a modern and functional office layout. We are not looking to duplicate the time period for the office arrangements. Even though this is an authentic historical building, it is now a modern, high-tech functional facility – and it co-exists beautifully.”

Billy Durant, the *Carriage Journal* said, “was often quoted throughout his business career when he frequently mentioned: ‘...if it wasn’t for all my time and experiences in Factory One, there never would have been a General Motors.’”

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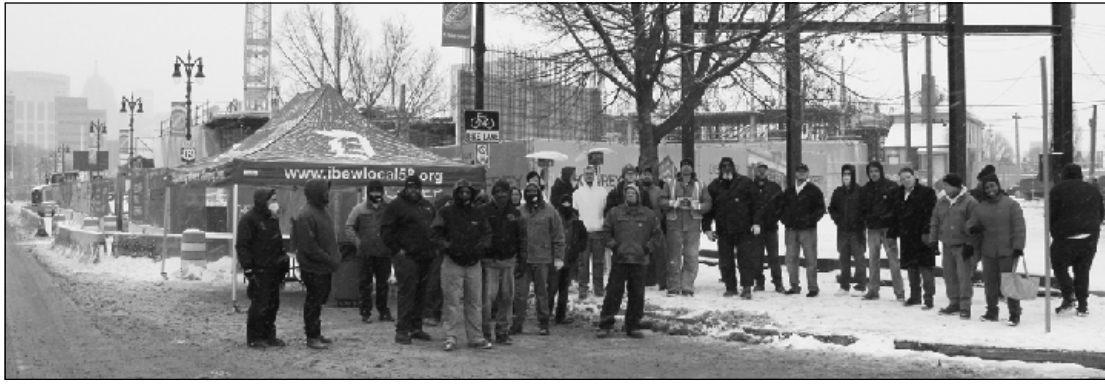
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Godfrey Hotel handbilled

THE GODFREY HOTEL, a \$70 million-plus project going up along Michigan Avenue in Detroit's Corktown neighborhood, has the attention of the union trades – for all the wrong reasons.

Union trades have held several handbilling sessions in front of the hotel along Michigan Avenue in recent weeks, protesting the hiring of out-of-town contractors holding out-of-town job fairs and the payment of sub-standard wages and benefits to some of its workforce. Some trades on the project are union.

The seven-story Godfrey Hotel will have 227 guestrooms and a ballroom capable of hosting 350 people. Ground was broken on the project last fall. Led by IBEW Local 58 Business Rep. Byron Osborn, the hand-billing

effort explains that the hotel's owners received more than \$10 million in local development tax credits, but are not hiring Detroit-based contractors or holding job fairs based in Detroit.

"Contractors from outside Detroit have held construction job fairs outside Detroit and hire

workers who will be paid lower wages and less benefits than IBEW Local 58 has negotiated for electricians in Southeast Michigan," the flier says. "How are we building our community together when local workers and contractors are being left out of the picture?"



IBEW Local 58 bought space on a billboard that's located adjacent to the Godfrey Hotel project, as a constant reminder to the owners.



BAC Local 2

WARREN/LANSING - The SEMI-ANNUAL UNION MEETING will be held on Saturday, Feb. 12, 2022 at 10 am at BAC Local

#2, 21031 Ryan Rd. Warren, MI 48091.

ALL CHAPTER MEETINGS ARE CANCELED (EXCEPT FOR THE MARQUETTE CHAPTER MEETING LISTED BELOW) FOR THE MONTH OF FEBRUARY 2022 DUE TO THE SEMI ANNUAL MEETING

FEBRUARY 2022 CHAPTER MEETINGS.

MARQUETTE CHAPTER: Monday, Feb. 21 at 7 PM, 119 S Front Street, Marquette, MI 49855

ATTENTION: ALL BAC LOCAL 2 MI UPPER PENINSULA MEMBERS. A post-holiday get-together has been set for all BAC Local 2 Upper Peninsula members. Please join us for drinks, hors d'oeuvres and fellowship. Info is below:

Time: 5:00 PM – 8:00 PM, Date: Saturday, Feb. 12, 2022

Place: The Vierling Restaurant – Sampling Room, 119 S Front St., Marquette, MI. Purpose: To connect and socialize!

This special event is for members only! Feel free to contact John Kleiber with any questions: 906.458.2711 or by email john.kleiber@bricklayers.org

SPECIAL RECOGNITION. BAC Local 2 would like to recognize the work and dedication of Romeo Amat. He has been a member for 62 years and worked his entire career with one contractor, Central Tile & Terrazzo. He is a true artist of the trade.

Congratulations to 3rd year Brick Apprentice, Nick Sobczak! He competed in the MCAA's Masonry Skills Challenge in Las Vegas on Jan. 19. He was one of 8 people competing. Although he didn't place, he did an excellent job! We look forward to seeing what your future holds!

DEATHS REPORTED. Our sincere condolences to the family and friends of Brother Richard Radgowski (Brocklayer) who passed away on Aug. 17, 2021. Brother Radgowski had been a member for 73 years.

Our sincere condolences to the family and friends of Brother Gregory Weaver (Bricklayer, CM & PCC) who passed away on Dec. 27, 2021. Brother Weaver had been a member for 5 years. He was only 58 years young and left behind many family and friends. He was well respected in the PCC craft.

2022 – BAC LOCAL 2 SCHOLARSHIP. The Bricklayers and Allied Craftworkers Union, Local 2 Michigan is proud to announce the 2022 BAC Local 2 Scholarship. This scholarship is open to ALL dependents of good standing members, statewide, from all of the trades. In order to be eligible, the following information must be submitted to the BAC Local 2 WARREN OF-

Bricklayers and Allied Craftworkers

office located at 21031 Ryan Rd., Warren MI 48091 and received by 12 pm Friday, March 18, 2022:

1. Applicant must be a legal dependent of a good standing ACTIVE member. The member must have their dues paid up to date. They may also be a dependent of a recently deceased, formally working member, who has passed away after Jan. 1, 2020. A dependent will be defined according to the guidelines of that member's insurance fund summary plan description.

2. Applicant must be attending an institute of higher education: college or university. High school students are not eligible for this scholarship.

3. Applicant must be a full-time student, enrolled in 12 or more credits, during the Winter 2022 Semester. A copy of the Class Schedule showing full time status must be submitted.

NOTE: Classes listed on the Official Transcript will not be considered as a class schedule. A class schedule lists the classes, dates, times, instructor and location where the class meets. Student's name, semester and the name of the college/university must be on the schedule.

4. Applicant must submit an Official Transcript, showing their grades from the Fall 2021 Semester. An Official Transcript comes directly from the registrar's office in a sealed envelope. Please allow ample time for the registrar's office to prepare and mail the official transcript; to be received at BAC Local 2 by March 18, 2022. If your institution participates with the National Student Clearinghouse Transcript service, transcripts may be sent to: colleen@bricklayers.org.

5. Applicant must submit a typed information sheet which will include: Applicant's name, applicant's address, applicant's email address and telephone no., college/university attending, course of study – major & minor and anticipated graduation date of applicant. They must also include the name of the member, members I.U. number, relationship to member, address and telephone number of member and members branch of trade.

6. All information must be submitted by 12 pm on Friday, March 18, 2022 to the BAC Local 2 Warren office: 21031 Ryan Rd., Warren, MI 48091.

7. Incomplete or late applications will not be considered for this scholarship. We are not responsible for late, missing or lost documents. It is the applicant's responsibility to ensure all documents are received by 12 pm on Friday, March 18, 2022.

The winners will be selected by the BAC Local 2 Management Committee and announced at the April 2022 Detroit Chapter Meeting.

CRAFTWORKERS NEEDED. We need Skilled Bricklayers, Restoration workers and Caulkers in Metro Detroit. If you are available for work, or know anyone who is skilled in our crafts, contact your Field Representative on their cell phone. You can also have those who are interested call either the Warren

office (586) 754-0888 or the Lansing office (517) 886-9781.

SIGNING BONUS FOR SKILLED CRAFTWORKERS. Local 2 will pay up to \$2,000 as a Signing Bonus for skilled Journey Level craftworkers who come to work for one of our Union Contractors. Also, Local 2 members working with the tools and non-supervisory members can get the same amount as a Finders Referral Bonus for each new skilled craftworker who they refer, if they work for at least a month for our Union Contractors. For more details and information, call your Field Representative or either the Warren office (586) 754-0888 or the Lansing office (517) 886-9781. You can view the full Signing Bonus policy on our website.

IMPORTANT CHANGE Regarding Union Dues All Local 2 Members are eligible for a Union Dues discount, regardless of what month you are paid through currently. This offer is a great way to catch up on your monthly window dues by taking advantage of this annual dues discount. We are making available to ALL Local 2 members the opportunity to pay for 6 months of union dues and receive credit for 12 months. An entire year for half the price!!

UPDATE - BAC LOCAL 2'S TRAINING CENTERS. Both Local 2 Training Centers are open to our members. Please contact our Training Centers at the numbers listed below for an appointment for annual RESPIRATOR FIT TESTS and other services.

DETROIT IMI TRAINING CENTER. To schedule appointments at the Metro Detroit Training Center, contact Howard Hipes directly at (517) 749-1102.

METRO DETROIT APRENTICE WORKSHEETS AVAILABLE FOR DOWNLOAD: Turning in monthly worksheets is a requirement of your apprenticeship. Metro Detroit Apprentice Worksheets are available for download at http://bit.ly/Apprentice_Worksheets. If you do not have a printer, you can pick them up during our monthly meeting or contact Howard Hipes at (517) 749-1102 to request them by mail. For more information on the Detroit Training Center visit: detroittrowel.com

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

Go to <https://www.michiganbricklayers.org> to view the Lansing Apprenticeship and Training website and register for future 2021 online training classes.

MEMBERSHIP ASSISTANCE. During this COVID-19 pandemic, the IUBAC Member Assistance Program has a number of services available for free or at a discounted rate to BAC members and their families. These confidential services can be seen at <http://bit.ly/MAP-BAC> and are also available via telephone at (888) 880-8222 and ask for membership assistance Monday –

(Continued next column)



BELOW ONE OF THE SIZABLE ducts they helped install at the Heritage Hall project at the State Capitol Building in Lansing are Jason Ashley and Garret Medler of Sheet Metal Workers Local 7. They're employed by Limbach. The trades are creating a below-ground welcome center and meeting area at the State Capitol Building.



Local 514 Cement Masons & Plasterers

Operative Plasterers' and Cement Masons' Local 514

DETROIT – The next membership meeting is scheduled for Feb. 15, 2022 at 7 p.m. for a Telephonic meeting. Please feel free to call the Business manager or any agent with questions on how to sign up.

The local is closed due to the current uptick in Covid cases. Please call with any business you may have.

Our deepest condolences go out to Bro. Rodolfo Salazar-Rodriguez family. He passed away on Dec. 31, 2021. Please keep his family in your thoughts and prayers.

Our deepest condolences go out to Bro. Pietro Vitale family. He passed away on Nov. 24, 2021. Please keep his family in your thoughts and prayers.

Please Welcome Parrish Hill our new Business Representative! His number is 313-220-7840 and can be reached by email: parrishhill514@yahoo.com

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

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

Attention all Apprentices

BAC Local 2

Friday 8 am – 8 pm. These services were established and are intended to help get us through difficult life situations.

E-MAIL ADDRESS, Local #2 wants to use every means possible to communicate with you. Sometimes we have time sensitive information (such as job openings, picket lines, funeral arrangements and other such communications) that would be most efficiently done via e-mail. Please submit your address by sending an e-mail to information@bricklayers.org and in the subject line place "Local #2 e-mail address" then type your name, phone no. and e-mail address in the body of the communication.

BAC 2 MI TEXTING PROGRAM. We have been communicating by text message more frequently with our membership lately. We encourage our members to sign up to receive our text messages by

- texting 2MI to 877877
- You'll receive a confirmation text asking for your member number (IU#)
- Respond with your six-digit IU number and you will receive Local 2 Text Messages going forward!

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

Detroit & Vicinity Health Insurance (800) 435-4080 or (248) 828-6000 (dvtt.org)

BAC Holiday/Vacation Fund (248) 813-9800

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

Cement Pension & Holiday Funds (248) 645-6550 (detroitcementmasons.org)

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

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

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

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

The Local's website is: www.opcmiami.org. Please refer to website for updated information.

O.P.C.M.I.A. Local 514 has a satellite office in Flint. We welcome Member and Contractors in the Flint area to handle their business transactions at: 2630 Grand Traverse, Flint, MI 48503. Appointments may be made by contacting Business Agent Mike Stanfield at (517) 719-2316, or the Business Manager Henry Williams at (313) 215-5063.

Members working for non-signatory commercial contractors are having a negative impact on our market share. The work forecast this year looks better than last. Members working non-union will be brought up on charges and fines will be enforced.

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

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

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

PLASTERERS AND CEMENT MASONS: It is your responsibility to fill out reciprocity forms if you plan on working out of the local 514 area. This will ensure that your hours are sent back to your home fund. If you have any questions, or need any forms, please contact the Local. Please make sure your beneficiary information is up to date. Any changes to your beneficiaries can be made at the Local.

If you have questions concerning your pension benefits, ROAD BUILDERS can call: Toll Free at 1-877-876-9357 or (517) 321-7502. PLASTERERS' AND COMMERCIAL CEMENT MASONS can call: (248) 645-6550 for pension and annuity, and Toll Free 1-877-876-9357. All Plasterers and Cement Masons can contact (517) 321-7502 for health & welfare information now through Outstate Michigan Trowel Trades Blue Cross/Blue Shield of Michigan.

Worker injuries fall, illnesses rise in 2020

(Continued from Page 1) away from work jumped from 8 to 12. COVID-19 was responsible for roughly one third of all incidents involving days away from work. (BLS data doesn't have a specific reporting code for COVID-19. Instead, virtually all of the illnesses were reported in two related categories: "respiratory illness" and "other diseases due to viruses not elsewhere classified.")

In short, illnesses made up only about five percent of all non-fatal incidents reported by employers in 2019. In 2020, the share of illnesses jumped to 21 percent of all incidents.

"Many illnesses caused by exposures in the workplace don't show up until years later, so it's often difficult to connect the two and get an accurate picture of the true toll on workers," says LIUNA General President Terry O'Sullivan. "With COVID-19, symptoms that show up quickly and the wide availability of testing allowed cases to be confirmed and recorded. These factors also allowed LIUNA signatory contractors to respond quickly and limit the number of COVID-19 cases in the construction industry."

Another broad change included the industries where these incidents were occurring. From 2019 to 2020, the total number of injuries and illnesses decreased in every industry except the health care and social assistance sectors. These two groups of workers bore the brunt of workplace COVID-19 infections, accounting for 74 percent of all cases.

In past years, injury and illness numbers for most age groups remained flat or declined, with more incidents among workers age 55 and older. That trend ended in 2020. All age groups saw a jump in the number of days away from work, showing the impact of COVID-19 across all working adults.

In construction, total injuries and illnesses decreased 13 percent to 174,000, the lowest total since 2014. The combined injury-illness rate also dropped, from 2.8 to 2.5. Many construction workers were clearly affected by COVID-19, as the number of reported illnesses spiked from 600 in 2019 to 8,700 in 2020. Still, injuries continued to make up the vast majority of reported incidents, with 95 percent of incidents being injuries and only five percent being illnesses.

When construction workers did get hurt on the job, it was largely due to the same causes as in previous years. Struck-by incidents, slips, trips and falls on the job, overexertion and repetitive motion injuries and exposure to harmful substances remained the most common injuries suffered by construction workers. Sprain and strain injuries continued to make up 25 percent of all days away from work, with fractures, cuts and lacerations making up another 25 percent.

These common injuries are a reminder that construction is a physically demanding and potentially hazardous job no matter how many hours workers are putting in. Within the industry, COVID-19 led to an increased focus on sanitary work conditions and adequate ventilation as well as education about respiratory protection. Yet even during the pandemic, other jobsite hazards were still present on a daily basis.



Local 25 Iron Workers

Iron Workers 25

NOVI – January’s Union meeting will be Monday, January 31, 2022 at 7:00 pm. (in-person & via Zoom).

BY-LAW(S) Proposals will be due in the Novi Union Hall ON OR BEFORE 4:00 pm Feb. 28, 2022. If you plan to mail in a proposal, please make sure it arrives several days earlier than Monday 2/28/2022. We’ve noticed mail has been slow in Michigan, so please be aware!

February’s Union meeting will be Monday, February 28, 2022 at 7:00 pm. This union meeting will be the first Reading of any proposed by law(s). PLEASE MAKE A NOTE OF THIS.

The second Reading of any proposed by law(s) will be during March’s Union meeting Monday, March 28, 2022. The third Reading will be during April’s Union meeting Monday April 25, 2022.

The 2022 Dennis O’Dowd SCHOLARSHIP Rules & Application form is available. All COMPLETED applications must be turned in by March 15, 2022.

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.

The 2022 John H. Lyons Sr. Scholarship and/or The Eric S. Waterman Scholarship is available online from the International Website, www.ironworkers.org. Complete information & rules online and the deadline is May 15, 2022.

Steward meeting(s): The Lansing Hall Steward Meeting will be Monday, February 7, 2022 at 6:30 pm. The Flint Hall Steward Meeting will be February 16, 2022 at 5:30 pm. The Saginaw Hall Steward Meeting will be February 24, 2022 at 6:00 pm. All are welcome.

Travel Service Dues: Doby increased to \$10.00 per week effective January 1, 2022 for all IW Unions. This is per the International Circular Letter No. 873 and per the 44th Convention of the International.

Stewards’ Notes: 1) The link for Online Steward Report forms is found in the upper right-hand corner of our website www.ironworkers25.org. LOG-IN DIRECTIONS will follow once you click the link that reads “Electronic Steward Reports.” These forms are much easier than the paper forms, we encourage you to give it a try if you have not yet done so. 2) PLEASE be sure to check dues for members and boomers too. ANDBESUREALL BOOMERS HAVE SIGNED BOTH THE RECIPROCAL AND THE ASSESSMENT-TARGETING 3) All members please be sure to keep your Union dues paid up to date as it is criteria for working. You can be asked to leave the jobsite if your dues are not current.

Ironworkers Local 25 APP - Sign up for our Alerts & E-mails via our website (www.ironworkers25.org). We continue to communicate through the PUSH NOTIFICATIONS – download the APP if you haven’t done so yet!

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.

Pay union dues with personal check or money order and mail to: Iron Workers Local 25 – P.O. Box 965 – Novi, MI 48376-0965. Pay union dues in person at the Novi Union Hall (M-F) from 8 am to 3 pm (NO Cash).

WE ARE STILL TRYING TO BE SAFE & A FACE MASK IS NECESSARY IF YOU ARE STILL NOT VACCINATED & VISIT ANY UNION OFFICE OR UNION HALL.

FRINGE BENEFIT OFFICE: 800-572-8553 or 248-347-3100 and follow the prompts. Hours 7:30am to 4:30pm. The mailing address for member BENEFIT related matters is: Iron Workers Local 25

“Nobody got anywhere in the world by simply being content.”

–Louis L’Amour (1908 - 1988)

“Mistakes are the portals of discovery.”

–James Joyce (1882 - 1941)

Fringe Benefit Funds, PO Box 99219, Troy MI 48099-9219. Blue Cross Health Claims and Customer Service 877-790-2583. Delta Dental Claims and Customer Service 800-482-8915.

BENEFIT FOR NEW CHILD: Any member who has a new born child, or a new dependent child through marriage MUST NOTIFY the Fringe Benefit Office of your new dependent within 31 days; otherwise wait until the next open-enrollment period (April 1-April 30).

BENEFIT FOR LIFE CHANGE: Any member experiencing a divorce or a new spouse MUST NOTIFY the Fringe Benefit Office within 31 days; otherwise wait until the next open-enrollment period (April 1-April 30).

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

Apprentices: Mandatory Apprentice Meeting (CHANGE), Saturday, March 12, 2022 @ 10:00 am at the Novi union hall. Fill out your monthlies online at the website or mobile app located under the apprenticeship tab “Monthly Report Sign-In” this gives you the ability to electronically submit your monthlies. Also located under the apprenticeship tab you will find “Evaluation Form” Journeyman/Supervision can use this to submit apprentice evaluations using computer/cell phone and submit electronically. Please also note, you must check your email for your pay raise slips.

To view classes at the Local 25 Apprenticeship School, please go to the ironworkers25.org to view the block schedule. The 2022 Raising Gang Training schedule has been added to the website. Please call the school to make up days.... Do not just show up and expect to be allowed to stay.

The Iron Workers’ Local 25 Retirees’ Club: The Novi Chapter Board of Directors will meet on Tuesday, February 1, 2022 at 9:00 am. The Retirees meeting will be Tuesday, February 15, 2022 at 10:00 am in Novi. All are welcome. The Retiree Club Scholarship Fund applications are available. Contact John Miller for rules, application, and deadline 734-812-8036 or email jlmiller@time50@yahoo.com

The West Michigan Chapter Retirees breakfast will meet Tuesday, February 1, 2022 at 9:00 am at Red Rock Grille & Café, 228 N. Ball Creek Rd, NW, Kent City, Michigan 49330. Future meeting scheduled for the 1st Tuesday of each month. All are welcome.

The Bay City Chapter Retirees quarterly meeting will be Thursday, April 21, 2022 at 1:00 pm at the Bay City American Legion Post 18, 700 Adams Street, Bay City, Michigan 48708. All are welcome.

The Downriver Chapter Retirees breakfast will meet Friday, February 25, 2022 at 9:00 am at Mom’s Restaurant, 2691 Fort St., Trenton, Michigan, 48183. Future meetings scheduled for the last Friday of each month. All are welcome. Watch for updates at (www.ironworkers25.org) or the Local 25 app that you can download by searching “Iron Workers Local 25” to stay informed on union matters.

In Memory: Lifetime IW Daniel MacIntyre # 765655 passed away January 11, 2022 at the age of 78. He was a 55-year member who started his career with Local 340. He had many friends in the IW industry who will miss him!

Anne C. Pente passed away January 6, 2022 at the age of 93. She was the mother of James “Jimmy” Pente #1104213 and the grandmother of Caleb Pente #1614262. 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 (1/24/2022 12:00 pm E.S.T.).

“Whenever I hear anyone arguing for slavery, I feel a strong impulse to see it tried on him personally.”

–Abraham Lincoln (1809 - 1865)

“The hardest thing in the world to understand is the income tax.”

–Albert Einstein (1879 - 1955)

LiUNA! LOCAL 1191

Feel the Power

Laborers 1191

DETROIT – Monthly Membership Meetings: Union meetings are held on the first Friday of every month at 7:00 pm at the Union hall (except for holidays), the next membership meeting will on the February, 4th 2022.

Retirees: Retiree Council’s meetings are the last Friday of the month. The meetings are held 11:00 a.m. at the Local Union Hall, located at 2161 West Grand Boulevard Detroit Michigan 48208.

Union Dues For 2022: Effective January 1, 2022 regular monthly dues are \$35.00 for active members. Retiree monthly dues will remain the same \$8.00.

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

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

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

Save Time & Money: We urge members to make their payments timely to avoid additional costs! Monthly dues can be deducted from your vacation check and sent directly to the Local Union. Please stop by the Local Union office to get one of the “Vacation Monthly Dues Deduction” forms or you may call the Local Union office at (313)-894-2241 to have one mailed to you.

Members who sign up for Vacation monthly dues deduction and pay (6) months at a time will receive a 1-month rebate!!! To better serve our membership, we are accepting Credit & Debit payments.

Vacation Monthly Dues Deduction Authorization: Members may revoke vacation monthly dues authorization at any time by signing a vacation deduction cancellation form. This cancellation form must be sent to the Local Union 1191 office, however understand that Local 1191 needs to have this form on file at least 60 days before the next vacation checks are distributed for the months of May or November.

Vacation Check Direct Deposit: If your mail delivery is slow or your mail is getting lost, then it is highly recommended to get your vacation check direct deposited into your bank checkings or savings account. A Payee Deposit Agreement must be completed and signed, and the member must return the payee deposit agreement at least 60 days before the following vacation distribution for the month of May, or November to Michigan Laborers Vacation Fund, 6525 Centurion Dr. Lansing Michigan 48917.

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

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

Training: Check out the training classes available to you at no cost. Journeymen and apprentices may still obtain training through MLTAI’s online training at https://lms.mlta.org.

“To establish oneself in the world, one has to do all one can to appear established.”

–Francois de La Rochefoucauld (1613 - 1680)

“In great affairs men show themselves as they wish to be seen; in small things they show themselves as they are.”

–Nicholas Chamfort (1741 - 1794)

“A committee is a cul-de-sac down which ideas are lured and then quietly strangled.”

–Sir Barnett Cocks (1907 - 1989)

“If a man does not make new acquaintances as he advances through life, he will soon find himself alone. A man should keep his friendships in constant repair.”

–Samuel Johnson (1709 - 1784)

Types of training you can take include: Asbestos Awareness-Silica Awareness-Infectious Disease Awareness-Respirator Awareness-Hazard Communication-Blood borne Pathogens Awareness-Covid-19 Awareness-Lead Awareness.

NOTE: Classes & Certifications contractors have been asking for are: OSHA 30, Asbestos & Lead Awareness, Hoisting & Rigging, Pipeline Safety, Class A Cdl License, Asbestos Removal Supervisors Licence, Confined Space Permit Required, Grade Checking Blueprint Reading & Measuring Tools, Gps Location.

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

FYI: By taking the OSHA 30 your 18 MUST Safety modules are updated as well. If you are not able to go to the Training Center for MUST Safety Modules contact the Local Union to assist you with making arrangements to complete them.

Referral List: Every member who is looking for work must call, or come to the Local Union office on Mondays between 1:00 pm and 4:00 pm and put their name on the out-of-work list. You must have an out-of-work skills sheet filled out and on file in order to be referred out for work by the Local Union. Also be sure to Check & Update your Skills regularly.

Roll Call: All members on the out-of-work list must re-register every quarter within the first five days of the following months March, June, September and December. Your failure to do so will result in your name being removed from the referral list. *Example: If your name is on the list in April and or May and you don’t re-register by June 5th your name will be removed from the list.

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

CONTACT NUMBERS. Michigan Laborers’ Fringe Benefits Funds (Annuity, Insurance, Pension & Vacation)

Telephone: (877) 645-2267
Fax: (517) 321-7508

Website: www.michiganlaborers.org

Delta Dental: (800) 524-0149
Metropolitan Detroit Laborers’ (Pension)

Telephone: (248) 641-4942
Fax: (248) 813-9898

Metropolitan Detroit Laborers’ (Healthcare)

Telephone: (800) 228 0048
Metropolitan Detroit Laborers’ (Vacation)

Telephone: (877) 645-2267

Web Site: www.metrodetroitlaborers.org

BENEFICIARY REMINDER: Please remember to designate or update your beneficiary choice especially after a divorce on all of your LIUNA Local 1191, American Income Life Accidental Benefit, Pension and Healthcare funds. The law requires that in the event of an untimely death your benefits go to your estate and may be taxable. Each individual benefit needs to have a designated beneficiary.

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

Scholarships. LIUNA members can apply for scholarships for university, college, trade school and technical trainings through Union Plus. Learn more information about Union Plus scholarships at www.unionplus.org/benefits/education/union-plus-scholarships



Local 36 Elevator Constructors

Elevator Constructors 36

DETROIT - ALL MEMBERS ARE INFORMED that our next regular Membership Meeting is planned for Monday, Feb. 28, 2022, at 5:30 pm. As of this printing we are having a Radio meeting at hall, with only Officers in the building. Keep watching your email for possible changes!

Attention all Apprentices, monthly OJL forms are now online at NEIEP which must be completed before the 9th day of the next month. If you are working out of our jurisdiction, laid off or a probationary, OJT forms must be filled out and turned into the Hall. This is a requirement of the Department of Labor.

Reminder to All that the NEIEP website is available to All interested in Reviewing and Continuing Education. Any apprenticeship certifications missed, or non-current can be retaken if we can build a class as part of continuing education program through NEIEP. CPR/First-aid OSHA, Scaffolding, are available to all members though some classes may require fees. Go to the NEIEP website for the status of your apprenticeship.

Continue to watch your NEIEP and personal emails for further information, this is a responsibility of your apprenticeship. The Local is seeking Instructors for NEIEP, anyone interested please contact the Hall.

Attention all Members, a Motion was made at our October meeting to have a picnic this summer and was passed by the body at the November meeting, save the date of July 30th, 2022. There is a need for members to assist with the Picnic from start to finish as this will help all enjoy the time with families and friends. The Local also has some committees that NEED members to run/assist. Safety, Organizing, Golf outing and Picnic, please call the hall! Local elections are coming in the new year, members participation keeps the Local moving in a positive direction.

The Local’s Constitution and By-Laws has changes that will be read starting at our February meeting with 3 consecutive readings at Monthly meetings. Per Article XIX (Amendments) of the Locals Constitution and By-Laws.

All Testing must be done according to Code and your Companies Maintenance Control Program. Document all tests that are due and only tasks you have completed. Keep all job logs current with this information. When you need assistance, technical or for safety, request, receive and

document. Check your paystubs weekly, are you getting what you put in? Paper copies can be requested as stated in Article XI, Par. 2. Forms are available at the Hall. Check your recent pay stubs for proper Holiday pay and hours.

All Members, Local 36, Local 85 and the EIWP are holding outreach sessions on Monday nights, 6:00 – 8:00 pm. Reviewing and answering any questions pertaining to Michigan and Detroit Elevator Codes. Contact the Hall if you are interested. The link will be sent to you for either online or phone participation. We are holding code book layout sessions monthly, call the hall if interested.

Maintenance Control Programs (MCP) reference the Codes, are you being Code compliant? Know what the MCP is referencing for you the Licensed Journeyman. If anyone is interested in a class for QEI training, please call the Hall so we can build a potential class list.

Reminder, Keep your State of Michigan, and City of Detroit licenses current. Sign up to receive Safety Alerts at IUEC.org for safety and product alerts to your phone. All Construction and Modernization work is Teamwork. Cab work complete is the work of our Elevator Constructors, Article IV Par. 2(j), cross the threshold and it’s our work! Keep the hall informed of all jobs and have permit if required before starting. Inform the hall on any employment status changes as we need to inform the International. When your Company Assignment takes you outside our jurisdiction it is your responsibility to report in to that Local before you start, as stated in the International Constitution and By-Laws.

All Members, you are obligated to keep current with the Local your contact information, including address, phone, and email information, notify any changes including company phone numbers. Your company should take care of all business during regular working hours, after hours phone calls are not acceptable.

The Hall passes on our condolences to the family and friends of Billy Hammonds who passed on Jan. 15, 2022. Get well wishes are extended to all our Brothers and Sisters who are on our sick list. Be Safe and Be Healthy!

BUILDERS LICENSE TRAINING

MIDDLETON Real Estate Training Inc.

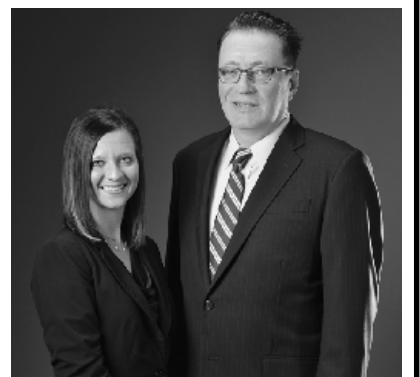
901 Tower Drive, Suite 120
Troy, MI 48068
www.middletontraining.com
248-885-8311

SOCIAL SECURITY DISABILITY

REPRESENTING BUILDING TRADES BROTHERS & SISTERS OVER 35 YEARS

BIESKE & ASSOCIATES

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



Attorneys J.B. Bieske and Jennifer Alfonsi have 55 years combined experience

representing only Social Security disability clients. And they personally meet with all clients and appear themselves at all court hearings. Many large firms assign inexperienced attorneys to your case. And some of these firms are located thousands of miles away and only fly the attorney in the day of the court hearing. Attorneys Bieske and Alfonsi have vast experience before local Michigan judges.

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

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

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

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

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

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

www.ssdfighter.com



Plumbers Local 98

Plumbers 98 DETROIT – Membership of Plumbers Local 98.

Brothers and Sisters, Please note the Retiree Meetings are currently cancelled. Also, in case you haven't heard, you can now get free at-home COVID-19 tests. More information on both below. Much of our information is now online and also tied to our Training Center at ualocal98.com.

MEETINGS & Union Hall. The next Union Meeting will be held on Thursday, Feb. 10 at 7 pm. The meeting will take place indoors at our Union Hall and all Covid restrictions in place will be adhered to. Masks are required WHETHER OR NOT YOU ARE VACCINATED.

Retiree Meetings. THE RETIREE MEETINGS ARE CURRENTLY CANCELLED for at least the next couple of months. Your Retiree Association Board will reassess in the spring to decide when they can safely restart the meetings.

UA New Contractor Seminar. On March 23 & 24 the UA will be holding a New Contractor Seminar at the Union Hall for current UA members who are interested in becoming signatory contractors in the future. You must be vaccinated to attend in person or there is an option to attend virtually. You must RSVP by sending an email to jlewis@uanet.org.

By-Law Updates. As required by the UA Constitution, we have to update our by-laws to reflect the changes from the International Convention. President Jimmy Cools and the By-Law Committee will be meeting regarding these changes. If you have any suggestions regarding new by-laws please contact President Jimmy Cools at 734-307-9841, or you can write your idea down and drop it off at the hall. All ideas must be submitted by Feb. 10 in order for the committee to have time to review the suggestions.

Education Opportunities. For continuing education opportunities or classes, you can contact Training Center Coordinator Ryan Lyle at 248-585-1435.

COVID-19 Information – Vaccine - Tests. In our industry, we have many Brothers and Sisters working in hospitals, surgical centers, and other healthcare facilities. Any facility that is a Medicare/Medicaid facility is required to comply with the Centers for Medicare and Medicaid Services Interim Final Rule. The CMS Rule requires all staff, including anyone contracted to work in the facilities, to be vaccinated against COVID-19 and the flu. We have received confirmation letters from Ascension, Henry Ford, and Trinity Health Systems.

More are soon to be added. You must get vaccinated in order to work at these places, as well as many others. This has nothing to do with the recent Supreme Court ruling. And even with the Supreme Court ruling, many companies outside of the healthcare industry have implemented their own rules and guidelines that include vaccination. It is still your choice; all I can suggest is contact your doctor and educate yourself. The contractors are running out of options to place non-vaccinated members to other jobs they may not have, eventually a lay-off will be harder to obtain.

You can now get 4 free at home COVID-19 tests per residential address. Go to COVIDtests.gov to request yours today.

Please visit ualocal98.com/covid-update-3 for the most current COVID-19 updates.

SUB Apps/OOW/Benefits. You have 48 hours to report being out of work and to fill out a SUB app. Once you have proof of unemployment, please send that to the hall at SUB@ualocal98.org so we can set you up in the SUB system. We are now able to offer Direct Deposit on SUB Pay. You should have received a letter in the mail with the form for Direct Deposit on SUB Pay. Please return that to the hall and note that it takes 30-60 days to set up.

It is your responsibility to check your location on the Out of Work List. Make sure your contact information is up to date as well as MUST and other certifications. If you have any problems with state agencies involving unemployment, or questions on MUST models and staying current, please contact Gary Glaser or Dan Nixon and hope-

fully they can help you get that resolved.

Dues. There's still time to make your Yearly Dues Payment and receive your Free Gift! The 2022 gift is your choice of either a Full Zip or Pull-over Hoodie in either Hi Vis Green or Black. Retirees receiving a pension from Local 98 are eligible if they are currently on or sign up for the Pension Auto Deduct Dues Program. To pay your dues or for any questions please call the hall at (248) 307-9800 or, after hours, call Jon DeRoo at (248) 762-9238. Hoodies are here and can be picked up during regular business hours.

Note on Disability/Retirement. If you are filing for Social Security Disability you will need to file for your Local 98 Disability Pension at the same time in order to make sure you get all of your pension checks. Social Security normally takes at least a year and sometimes a lot longer. If you file for your Local 98 Disability Pension at the same time, when you receive your award from Social Security, we will be able to pay you all the retro money owed. If you are less than a year from retirement, we suggest you set up a meeting with Jon DeRoo prior to your retirement date.

Retirees. Congratulations to Brothers Darryl McDonald, Donald Tonneli, Kevin Kairunas, Michael Morin, Steven Semrau, William Allard, Robert Bullock, Michael Mastracci, David Morin, John Rogers, and Richard Martens, all who recently retired. Wishing you all endless days of relaxation.

In Memoriam. Our condolences go out to the family and friends of John Udvare who passed away on Dec. 30, 2021 and Cornelious Moore who passed away on Jan. 14, 2022.

Good/Welfare. We are currently looking for Residential and Service Plumbers. This is a great opportunity to expand and grow, as many members are looking to retire. If you know anyone working Non-Union or is a past member that may be interested, have them call Organizer Rob Moses at 248-763-2187.

In solidarity I remain, Carlo Castiglione Business Manager Plumbers Local 98

TRAINING CENTER NEWS. Phone # 248-585-1435

Check out The Training Center's website www.Plumbers98tc.org

The Apprenticeship Application process is currently closed.

The Training Center is open. The mask mandate has been lifted. We are asking that people still practice social distancing while in the building. Please call Ryan Lyle at 248-585-1435 ext. 122 if you have any questions.

CALL THE TRAINING CENTER TO REGISTER FOR ANY OF THE FOLLOWING CLASSES OFFERED IN 2022. All classes are register and pre-pay by check or money order only. Deadlines for registration and prices are listed with each class.

6010 Medical Gas Installer Recertification- *All current Med Gas certification holders are required to take this update. **Final classes scheduled** \$130.00

Medical Gas Installer (Full 40 hour): Spring Class: March 10th – May 19th Deadline is February 18th \$206

Medical Gas Installer (Full 40 hour): Fall Class: September 1st – November 10th Deadline is August 12th \$206

Steam Fundamentals for the Repair Plumber- 40 hour class- March 7th - May 9th Deadline is February 18th \$50.00

Monthly Code Class – Next class is Feb. 16, 2022 at 4:30 pm. Open to any member looking to have discussions about the interpretation of the Michigan Plumbing Code. Great refresher for anyone wanting to take a state plumbing exam. Please call Paul at the Training Center at 248-585-1435 ext. 123 to register.

ASSE Backflow Tester Recertification: 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. \$75

4 hour update class April 26 & 27 Deadline is March 25th

4 hour update class July 26th and 27th Deadline is June 24th

4 hour update class October 25th and 26th Deadline is September 23rd

ASSE Tester (Full 40 hour): Spring Class: March 8th – May

(Continued next column)



Sprinkler Fitters Local 704
DETROIT – The next regular business meeting will be held Wednesday, Feb. 9 at 5:30 P.M. at the Union Hall. The Executive Board will meet the same evening at 4:30 P.M.

Official results from the Election of Officers held Dec. 8, 2021.

Business Manager/Financial Secretary/Treas.: Greg Herman
Business Agent: Robert Williams

President: Glaine Stewart,
Vice-President: Jeff Gray,
Recording Secretary: Joe Troutt

Inside Guard: Mike Blair
Executive Board: Kevin Ryal, Francisco Rodriguez, Tim Bieber, Alex Wilson,

Finance Committee: Jason Watterworth, Chris Styla, Dan Lesner
Examining Board: Tim Gregory, Dan Delbecke, Kevin Hill

Joint Apprenticeship Committee: Scott Ryal, Robert Williams,

Supplemental Unemployment Benefit Trustee: Scott Ryal, Robert Williams,

Defined Contribution Pension Fund Trustee: Robert Williams, Glaine Stewart,

Michigan State Pipe Trades Delegate: Kevin Ryal, Jason Watterworth, Jeff Gray, Robert Williams

Michigan Building and Construction Trades Delegate: Joe Troutt, Kevin Ryal, Jason Watterworth, Robert Williams.

COVID-19 vaccinations may become mandatory on certain jobsites in the Detroit area. No company can compel a member to receive the vaccine, it is completely a member's choice. Just be aware that if you choose not to get vaccinated, you will not be allowed on sites that mandate this stipulation.

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

Article IX, Section 4 of Local 704's Constitution, By-Laws and Rules of Order states: Members shall report all job starts to its local union office.

NFPA All Access is available for all 704 members. Please contact the Local 704 Training Center for username and password.
Phone numbers to remember: NAsi is 1-800-638-2603 for information regarding Health and Welfare or Pension fund questions.

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

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

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

Local 98, con't

17th Deadline is February 4th

ASSE Tester (Full 40 hour): Fall Class: August 30th – November 8th Deadline is August 5th

ASSE Repairer: Prerequisite: Must hold a current 5110 Tester Certification Spring Class: March 9 – April 13, Deadline is Feb. 25, \$75

ASSE Repairer: Prerequisite: Must hold a current 5110 Tester Certification Fall Class: Aug. 31 – Oct. 5, Deadline is Aug. 12, \$75

***OPEN WELDING* -** Our welding shop is currently closed for a new ventilation system. We are still available to help. Please call Chris Opalka 248-585-1435 ext. 146 for any welding related inquiries.

If your brazing or welding certs are ready to expire, call to schedule an appointment. The next WELDING Tests will be pending until shop is complete. You must call to schedule your welding tests at least 3 days prior to the class. The next BRAZING Cert Session will be Friday, March 4, 2022. Please note: All members must be dressed appropriately to be in the shop area.

2022 Course Hour reimbursement forms are available at the Training Center. You must have 8 hours (approved hours credited may vary from actual hours attended) of verifiable approved classes/training from Jan. 1 - Dec. 31, 2022 to be eligible for the \$80 reimbursement. 2021 forms must be submitted by deadline of March 31,

(Continued next column)



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

Plumbers and Pipe Fitters 190
ANN ARBOR – UNION MEETING: A monthly union meeting will be held on Monday, Feb. 14 starting 6 p.m. at 7920 Jackson Rd. Ann Arbor, MI. Members are urged to attend and take an active part in the proceedings.

AT THE 40TH GENERAL U.A. CONVENTION THAT WAS HELD AUGUST 2021 IT WAS VOTED EFFECTIVE JAN. 1, 2022: Members who achieve 40 years of continuous membership in the UA and who have retired will be required to pay \$8 in per capita tax to the UA (monthly union dues)

Forty-year members must be in good standing in order to receive this reduced rate.

The reduced per capita tax rate will be applied the month the member achieves 40-year status.

Please feel free to contact the office if you have any questions or need to check your dues balance.

APPRENTICESHIP OPPORTUNITY: Applications will be available for the Plumber/Pipefitter and HVAC Technician Apprenticeship Programs, starting Tuesday, Jan. 4, 2022 through Friday, Jan. 28, 2022. Applicants can personally pick-up and return the completed application, the necessary documents and pay a \$50 testing fee, to Greater Michigan UA Local 190 Training Center located at 8040 Jackson Rd., Ann Arbor, MI, during office hours. Applicants may also apply on-line at www.ua190.org. All applications, payment of \$50 testing fee, and necessary documents must be turned into the Training Center, by the applicant, on or before January 31, 2022.

Training Center office hours are Monday through Thursday, 7:30 a.m. until 4:30 p.m. and Friday from 7:30 a.m. until 3:30 p.m.

Qualifications required to apply:

1. Applicant must be at least 18 years of age, at the time of acceptance into the program

2. Applicant must have a high school diploma or GED

3. Applicant must have a valid, unrestricted Michigan driver's license

4. Applicant must be a resident of the County of Washtenaw or the Townships of Green Oak and Hamburg in Livingston County, or the Townships of Clinton, Tecumseh and Macon in Lenawee County.

Applications are available to all who are interested without discrimination because of race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, age (18 and above), height, weight, marital status, genetic information or disability.

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

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.

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

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

MICHIGAN GAS DISTRIBUTION

2022 for reimbursement.

OSHA Training - OSHA 10, available as an online class for \$25 at www.careersafeonline.com This OSHA 10 class is not affiliated with the UA or our Training Center. OSHA 10 and 30 Hour Training is also offered online through the MUST website. Go to www.mustonline.org.

****Be sure to take the Construction Safety courses; not the General Industry courses.**

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

If the person you are trying to reach at the Training Center is unavailable, please leave a message to ensure we can return your call.

TION -E-Mail: 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 RE-NEWAL: 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.

ATTENTION MICHIGAN GAS DISTRIBUTION & OHIO GAS DISTRIBUTION & BUILDING TRADES MEMBERS - UA LOCAL 190 WEBSITE: If you have not already done so, please log in and look at our website www.ua190.org *Current members will be able to log into the "Members Only" section using your last name and UA card number.*

NEW ON THE WEBSITE: Members can now view and sign up for job calls. The same procedure will be used as the call-in line. If you are laid off or go back to work, there are forms available to fill out on the website that will inform the hall.

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

LAI D OFF OR BACK TO WORK – IMPORTANT REMINDER TO ALL MEMBERS: All members who get laid off or report back to work *please immediately contact Karen (734) 424-0962 Ext. #210. 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" and fill out a "back to work" form or "laid off" form.

INFORMATION - FRINGE BENEFIT OFFICE:

2021 HEALTH COSTS: Just a reminder to all members if you have paid 2021 health costs personally, you must submit information to our fringe benefit office by Feb. 15, 2022. If you have any questions contact Bernadette, 1-888-390-7473.

NEW VISION PROGRAM – DAVIS VISION: Please be advised of the change to your vision benefits. Effective Jan. 1, 2021, your vision benefits are now being offered through Davis Vision. Welcome letters and cards, detailing your new benefits, were mailed during the month of December 2020. If you have not received this information, please contact the Fund office at 888-390-7473. You can also go to the Local 190 website www.ua190.org and go to the benefit section for more information.

NEW BLUE CROSS BLUE SHIELD APP FOR YOUR SMART DEVICE: Attention all members you can download the free Blue Cross Blue Shield APP on your smart device. This will allow you to see a copy of your BCBS card, review your claims, explanation of benefits and much more. **Download: BCBSM**

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

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

The Training Center is open to members wishing to update any certifications, licenses, or qualifications. We are following CDC, OSHA, MIOSHA, MDHHS, and Washtenaw County Health Department guidelines. **Masks are required in the Training Center at this time. Check your Certifications to make sure that you are current!**

Lead/Asbestos/Blood-borne Pathogens Training (4 hrs): 2022 Schedule - Mondays - April 4, 2022, July 18, 2022 and Oct 3, 2022. All classes start @ 5:00pm.

First Aid/CPR Training (4 hrs): 2022 Schedule - Mondays - April 18, 2022, July 25, 2022 and Oct 17, 2022.

Welding Lab: The welding is now open. The schedule is Mondays, Wednesdays and Thursdays from 4:30pm-8:30pm,

until May 5, 2022. Weld tests will be scheduled as needed. The welding lab will be closed on Union meeting days.

Pipefitter Class (32hrs): This class will show participants how to properly set up torches, cut, bevel, and fit-up pipe. You will also be taught how to read welding procedures, proper flange tightening procedures, how to figure offsets, change in direction offsets and rolling offsets. This course will start on Tuesday, March 1, 2022 at 5pm. It will run for 8 weeks from 5pm-9pm. Class size is limited to 8 participants.

ASSE Backflow Certification (40hrs): This is a 40-hour class, to become an ASSE Certified Backflow Tester (5110). 2022 Schedule: 2nd course starts Sept 13 at 5 pm. Next course runs on Tue and Wed for 5 weeks and are limited to 8 participants. Call Retha to secure your spot.

ASSE Backflow Re-Certification (8hrs): Re-certification for the ASSE Backflow Tester (5110). 2022 Schedule: 1st course Feb 15 - 16, 2022, 2nd course Feb 22 - 23, 2022, 3rd course Oct 18 - 19, 2022.

Courses are on Tue and Wed and start at 5 pm. Each course is limited to 8. Check your expiration date and call Retha to be put in the appropriate course.

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. 2022 Schedule: 1st course starts Mar 22 at 5 pm. 2nd course starts on Aug 23 at 5 pm. Courses run for 5 weeks on Tue and Thu. These courses are limited to 16 participants. Call Retha to secure your spot.

Med Gas Installer Up-Date (8hrs): Call Retha to be put into the next class. 2022 Schedule: 1st course April 19 & 21 at 5 pm. 2nd course Sept 27 & 29 at 5 pm. Courses are on Tue and Thu and are limited to 24 participants. Call Retha to be placed in the course that keeps your certification current.

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). Call Retha to sign up for this class. Once we have enough to put it on, we will schedule it.

EPRI Rigging and Signal Person Re-certification (8hrs): This rigging re-certification will now include the EPRI Signal person certification. Class will be 2 days and then the written exam. Call Retha to put on the list for the next class.

ICRA Certification (16hrs): Looking to put on another ICRA certification class. Class is limited to 12 participants. Call Training Center to get put on the list for the next class.

CONDOLENCES: Our member Elvin Lee Roberts Sr. passed away Jan. 9. Elvin initiated Nov. 28, 1949. To all family members and friends may our friendship, sympathy and heartfelt condolences bring all of you comfort.

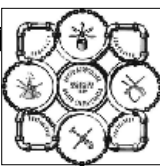
Our member Don Premo passed away Jan. 11. Don initiated May 22, 1968. To all family members and friends look back on all the good memories you were able to have and smile at the fact that you were able to share these before he passed away. To all family members and friends we are truly sorry for your loss.

Our member Paul Robertson passed away Jan. 15. Paul initiated Nov. 13, 1972. To all family members and friends may the love of those around you provide peace. Our heartfelt condolences go out to all family members and friends.

Our lifetime member Charles Delano passed away on Jan. 17. Charles initiated on Nov. 26, 1962, retired on Oct. 1, 1992 and became a lifetime member Nov. 26, 2012. May our sincere condolences bring comfort to all family members and friends.

RETIREE MEETINGS – PLEASE JOIN US: Our next Spades meeting will start at 9 a.m. and be held on Thursday, Feb. 3, at the Union Hall. Come and join us for card games, pastries and a warm cup of coffee.

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



Local 357
Plumbers,
Pipe Fitters &
HVAC Service

Plumbers, Pipefitters & HVAC Service Local 357

KALAMAZOO – UNION MEETING: The next regular Union Meeting will be on **Tuesday, Feb. 8 at 6:30 pm.** Other meetings that day will be Finance Committee at 4:30 and Executive Board at 5:30.

K-WINGS HOCKEY NIGHT: Local 357 will be participating in a “night out” K-Wings Hockey Games on **Saturday, Feb. 19 at 7:00 pm.** Tickets will be at the WILL CALL window. Please call Lori at (269) 679-3708, or email her at lhatfield@ualocal357.com on or before **Friday, Feb. 18**, to reserve your tickets.

TAX PREP INFORMATION: Dollar amounts WILL BE available Feb. 15, 2022 for 2021 withholdings & dues paid. If you sign up for the e-mail on the website, you do not need to call the Hall for your deductions because you can view and print out your own information. The information that we have is what the contractors have reported on the fringes. If you think there is a discrepancy, then you should check your own pay stubs.

NOTE: HEALTH INSURANCE IS PAID BY THE CONTRACTORS AND IS NOT DEDUCTIBLE.

APPRENTICESHIP APPLICATIONS: The Apprenticeship application process is starting for 2022. Applications must be picked up by the person who is applying starting on Tuesday, Feb. 1 from 8:00 am to 4:30 pm, Monday thru Friday. Masks are not mandatory but would be appreciated as Covid is still an issue. The completed application along with various documents must be returned, by the person applying, no later than Monday, Feb. 28 at 4:30 pm. Call the Union Hall if you have any questions.

RETIREE MEETINGS: On the 1st Tuesday of every month, there will be a retiree meeting for **LUNCH.** The lunch will commence at 11:30 am at Travelers Café & Pub at 5225 Portage Rd, Portage, MI. The phone no. for the location is (269) 775-1775.

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

WEBSITE INFORMATION – FRINGES – TIC: Check out the website at www.ualocal357.com and the **FACEBOOK** Page @ www.facebook.com/UALocal357/. You should sign up for access to your fringe reporting done by TIC via the Union website. To gain access, click on the Member Resources, then click on MRA / TIC Intl Information and then Register. This is where you will type in your Name, Email Address, UA Card # and create your own password. Once you have completed all the information – click on the LARGE REGISTER button that is surrounded by a Blue Box. Your User Access will be granted the next business day. To access your account, once it is set up, all you need to do is access the Membership Button again – type in your email address and password – and all your information will be presented. As a member via the website, you will be able to keep track of all your hours and receive an e-mail when hours are posted to your account. **This is very important as it is up to you to keep up to date on the hours being paid on your behalf by ANY CONTRACTORS.**

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

There seems to be a continuing problem regarding notification of divorces. Note that you, the member, will be responsible for any bills incurred and paid on claims of an ex-spouse or dependents. (See Pages 6 and 27 in the Summary Plan Description Booklet for clarification)

(Continued next column)



Plumbers, Pipe Fitters & HVAC Service Local 111

Plumbers and Pipe Fitters 111 UPPER PENINSULA – The next Union Meeting will be in **Escanaba on February 24, 2022 @ 7:30 p.m. EST.**

Condolences: To the family of Local #111 member, Robert Kowalski who passed away on December 30, 2021.

Also, to the family of Local #111 member, Donald Thennes who passed away on January 19th.

MRA CARD: Please note, after using your MRA card, you will still need to “substantiate” your claim by sending in your Explanation of Benefits (EOB) or an itemized bill with receipt of payment. Remember, when using your MRA card, your date of service must be within a year of the date you use your card. If you are having trouble, please call Zenith American at (866) 823-4730 ext. 1 and they will assist you.

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

Swag: Don’t forget to pick up your Hoodies, T-shirts, hats, knife or flashlight in stock now at either hall.

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

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

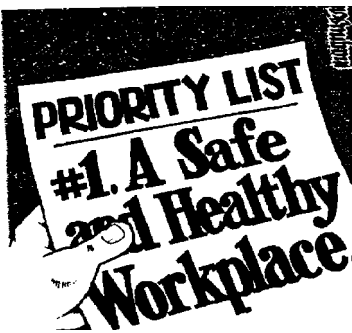
Reminder to Welders/Welding Forms: The UA Welder Qualification Continuity Report forms are available on our website under Training or at the hall. Certifications expire every **6 months** and it is **YOUR** responsibility to get your welding forms turned in on time.

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

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

Safety Training on Local 111 Web Site: When taking the on-line safety training, go to our web site ua111.com and click on Safety Links. Members must take these safety trainings for each site to work at each mill. Please take note they are valid for 1 year.

MSHA Training: The 2022 MSHA schedule is on our web site & our Facebook page. 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. MSHA expires in one year.



Local 357, con’t

CASH - ONLINE PAYMENTS: Cash is now 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.

CONGRATULATIONS: Congratulations to the family of Brandon Smith on the birth of a baby boy, Miles.



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

Pipe Fitters 636 **DETROIT** - Please email all SUB requests to subpay@pipefitters636.org Sub checks will be mailed on Fridays of each week until further notice.

We do appreciate your patience and understanding.

Direct phone numbers and email addresses for the officers are as follows:

Business Manager- Sam Cadena: 248-939-8636. email: scadena@pipefitters636.org

Financial Secretary Treasurer- Theresa Danko: 248-939-5636. email: tdanko@pipefitters636.org

New Business Agent Contact information is as follows:

Larry Krisniski: Western Wayne County & Downriver Area 248-939-7636 email: lkrisniski@pipefitters636.org

Jake Regits: Macomb, St. Clair & Sanilac Counties 248-939-6636. email: jregits@pipefitters636.org

Tony Sievert: Oakland County 248-939-3636. email: asievert@pipefitters636.org

Bill Holsomback: Service Members 248-939-9636. email: bholsomback@pipefitters636.org

Rick Fast: Eastern Wayne County & Detroit Area 248-939-2636. email: rfast@pipefitters636.org

Pipefitters 636 would like to inform the Local 636 members of the current Office Administrative Changes they are as follows (please notice the changes in the SUB FUND correspondence):

Receptionist/Dues/Address Changes/General Inquiries: Craig Harmon email: charmon@pipefitters636.org 248-538-6636

Sub Fund Office: Please send all SUB Fund Requests to subpay@pipefitters636.org or fax 248-538-7065. PLEASE NOTE THE NEW SUB REQUEST EMAIL ADDRESS.

Account Management/Death Notice: Kim Kavanaugh kkavanaugh@pipefitters636.org 248-538-6636 x102

During this transition period, we would like to extend a BIG “Thank you” to Rosanne Romero and Nina Volk, they have both come out of retirement to help Local 636, so, if they happen to answer the phone, welcome them back.

The Next Union Meeting will be held on Feb. 15, 2022, at St Georges Romanian Cultural Center, 18405 W. Nine Mile Rd. Southfield MI 48075. Meeting starts at 7:00pm.

Pipefitters 636 extends our deepest condolences to the family of Brother Jerome “Jerry” Helka who passed away on Jan. 4, 2022.

Please contact Kim at the Pipefitters Local 636 Training Center 248-585-0636 for upcoming classes or look on their website www.pipefitters636tc.org for information.

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

The application process for the construction apprentice class is currently closed.

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. Any member that is Retiring contact Benesys at those numbers as well for your Retirement paperwork or if you want to meet with, Theresa Danko, Financial Secretary Treasurer, please give her a 7-to-10-day notice so that he can get all of your paperwork in order.

Financial Advisor Jason May with Merrill Lynch Wealth Management has a new contact number 248-655-4048 or email him at jason.may@ml.com

Dues: If you do not pay your Dues by the end of each quarter: After 2 quarters go unpaid you will then be Expelled and have to be Re-Initiated and pay a \$200 Re-Initiation fee.

Defined Contribution Pension Plan: For those members who use the Voice Response Unit, VRU to obtain balance information and transfers funds in your Defined Contribution Pension,

the number has changed. The new no. for the VRU is 877-410-9984. Plan provider no. is 7526.

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

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

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

If anyone is interested in playing softball for the 2022 season, please contact Jeff Selph at 269-598-6942. Softball Fundraiser Gun Raffle tickets are on sale now. Contact a Softball player or pick them up at the Union Hall. 1st Place \$700 Cabelas Gift Card, 2nd Place \$200, 3rd Place \$100, 4th Place \$25, and 5th Place \$25. Drawing will be held at the February Union Meeting.

If you are interested in attending a Stewards Class, please contact Sam Cadena via email scadena@pipefitters636.org or 248-939-8636

UA PASSWORD: INFRA-STRUCTURE

Reminder to all Local 636 Members-Local 636 does not have a sanctioned Facebook and/or any other social media sites. We are working on putting together a social media site. If you require information regarding Local 636, please refer to our website www.pipefitters636.org or any paid officer for further information.

Training Center News. Call Kim at the training center for FIRST AID online class @ 248-585-0636

Please send all emails and weld continuity’s to info@pipefitters636tc.org

WELDING-4 PM TO 8 PM on Mondays & Thursdays. Cost is \$50 for 40 hrs.

DOWNHILL WELDING- Call Kurt to sign up. 6 Saturdays, cost is \$75.00.

G MAW-Sat’s Call Mike to sign up, cost \$50.

ORBITAL-3 Sat’s Call Mike to sign up, \$50.

Starting the week of Feb. 14th, the following night classes will be offered:

Call Kim now to sign up, cost is \$50 each.

Controls- Monday, 5 weeks

Ammonia safety – Mon. 5 weeks

ASSE Water Quality Class- Mon. 5 weeks

HDPE Cert. Class- 2 Saturdays

RIGGING/Signal- Thursdays 5 weeks

Weishaupt Burner class, Mondays 5 weeks.

Brazing Class: Mon. and Thur. 2 weeks.

Tube bending: Mon. and Thur. 2 weeks

CWI: 6 Saturdays

“Historically, the claim of consensus has been the first refuge of scoundrels; it is a way to avoid debate by claiming that the matter is already settled.”
—Michael Crichton (1942 - 2008)

“We are inclined to believe those whom we do not know because they have never deceived us.”
—Samuel Johnson (1709 - 1784)

“Sometimes when we are generous in small, barely detectable ways it can change someone else’s life forever.”
—Margaret Cho

“Science may set limits to knowledge, but should not set limits to imagination.”
—Bertrand Russell (1872 - 1970)



Local 370
Plumbers, Pipe Fitters
and HVAC Service

Plumbers, Pipe Fitters And HVAC Service **FLINT** – The next Membership Meeting is scheduled for **Tuesday, Feb. 8, 2022, at 7:00pm.**

Sub Pay. Unemployment Sub Pay has increased to \$150 a week. Remember to qualify for Sub Pay when you are laid off, you must sign the out of work list and be receiving Unemployment Benefits from the State. You can also collect when you are on Jury Duty and miss work. If you are traveling, call Karla to see if you need to make sub-fund self-payments. All members were sent a Sub-Pay manual. If you did not receive one, please call TIC at (517) 321-7502 and ask for the 370 Sub Pay Fund Summary Plan Description (SPD)

We have great news for all 370 active DB pension plan participating members and retirees. Effective Aug. 1, 2021, all pension credits earned from Aug. 1, 2001 thru Aug. 1, 2018 have been increased from \$87 each to \$100 each. All current retirees who were active when they retired and had any of these credits will also receive the increase. The benefits increase for retirees will be calculated and you will receive a check by March 1, 2022, for the balance. Going forward after that your monthly retiree deposit will show your increase. The new yearly pension statements will show the increase for all active participating members.

The reasoning behind this decision was the fact that all members had to contribute most of their raises to the pension plan during that period of time and should be rewarded now that the plan is 100 percent funded. The plan is still projected to be over 150 percent funded in 10 years and future increases may be considered in the years to come. Happy New Year from all the trustees on the Pension and Healthcare Funds. *Harold Harrington, Dan Gaudet and Todd Collins.*

Upcoming Night Class Schedule

MedGas. Jan 17th - March 3rd, every Monday and Thursday @ 4:30 pm - \$85 book fee

BackFlow. March 7th - April 21st, every Monday and Thursday @ pm 4:30 pm

First Aid/CPR. Wednesday, March 16th @ 4:30 pm

Welding B. February 7th - March 9th, every Monday and Wednesday @ 4:30 pm

Welding C. March 14th - April 13th, every Monday and Wednesday @ 4:30 pm

EPA 608 - Safe Handling of Refrigerants. Feb. 7th -10th @ 5pm

To sign up for night classes call Kaylin at 810-720-5243 ext. 15. If there is a book fee, bring a check on the first day of class made out to “Local 370 JATC”.

Weld Test Schedule. Members can sign up for UA welding tests by calling Kaylin at the hall extension 15.

Members must have a current UA weld cert or have made a pre-qualifier weld to be eligible to test. Weld tests begin at 7:00 am on the following **Saturdays 2-5-22, 3-12-22, 4-16-22**

Condolences to the family and friends of Brother Carl Wilson. Carl passed away Dec. 20, 2021, at the age of 45. Carl was a member for 16 years. Rest in Peace Brother.

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, February 8, 2022, at 4:00pm

FMR Committee – Tuesday February 8, 2022, at 4:00pm

PAC committee – Tuesday February 8, 2022, at 5:00pm

Executive Board – Tuesday February 8, 2022, at 5:00pm

Building Committee – Tuesday February 8, 2022, at 6:00pm

Finance Committee -Tuesday February 8, 2022, at 6:15pm

JATC Committee – Tuesday March 9, 2022, at 3:30pm

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 MUSTSAFE.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. Member’s present must have dues paid to date to claim award. Monthly award is \$150.

Attention All Active Members in Good Standing The Joint Apprenticeship 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 Riggering, Med-Gas, Back flow or any work-related training or certification expense. Members will be reimbursed after successful completion and verification of the cost. Lost wages will not be covered by the JATC. Plumbing license renewal is still the responsibility of the member. If you have any questions, please contact Local 370 JATC.

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

Our web site is up and running. Check it out at ualocal370.org We are now able to accept Visa, Master Card, Discover and American Express for window dues. If you want to take advantage of this service there will be a \$1.00 per month charge added to the monthly window dues fee and a 3% fee for all other transactions.

Plumbing, Mechanical and Residential Code Books are now available at the hall. The books are \$75.00 each.

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

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

Local 370 ball caps and winter fleece caps are available at the union offices. Ball caps \$10.00 and fleece caps \$5.00. Pocket Tee shirts are available for \$10 dollars each. Hooded sweat shirts and long sleeve pocket tee shirts are available. The sweat shirts are \$30 and the long sleeve tee shirts are \$15. Golf polo and golf wind shirts are available for \$25.

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

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

CASH FOR \$CRAP METAL

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

<p>McNichols Scrap Iron & Metal Co. 6500 E. McNichols (near Mt. Elliott) mcmicholsscrap.com (313) 365-6100</p>	<p>Detroit Iron & Metal Co. 8300 Dix (corner Lonyo) detroitironandmetal.com (313) 841-5100</p>
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Plumbers and Steamfitters 85
SAGINAW – The next Union Meeting will be Wednesday, Feb. 23, 2022 at the Union Hall, 3535 Bay Rd. starting at 7 p.m.

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

ALL NON-CRITICAL INTERACTIONS are cancelled until further notice. Please utilize email and phone calls when possible.

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

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

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

Clint Steele, Business Agent (231) 499-7330
csteele@ualocal85.org

Bobby Anderson, Organizer (989) 799-5261 x 8512
rjanderson@ualocal85.org

Kristin Tuthill, Office Professional (989) 799-5261 x 8511
ktuthill@ualocal85.org

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

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

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

JATC News: Congratulations to our newest Journeymen: Bryan Keast!

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.

RETIREE LUNCHEON: All retiree luncheons are postponed (Continued next column)



Plumbers and Pipe Fitters 671
MONROE – The next Regular Union meeting is scheduled for Feb. 3, 2022 at 7 p.m. The Executive Board will also meet in person on Feb. 3, at 5:00 p.m. If any Member wishes to see them, please contact the Hall prior to the meeting.

Until further notice due to the rise in Covid-19 cases, apprentices are NOT required to attend union meetings

Until further notice all members attending the Union Meeting will be required to wear a face mask.

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

Bylaws: President John Steinman would like to inform all officers and members that we will be having a Bylaws meeting on Feb. 3 at 6pm immediately following the E-board meeting. If any officer is interested in serving on the Bylaws Committee, please reach out to President John Steinman. If any member would like to attend and give their input at the Bylaws meeting, they are welcome to attend.

Training: There will be UA New Business Seminar with Tom Bigley, the UA Director of Plumbing, hosted by Local 98 Detroit on March 23rd and 24th. If any member is considering opening your own business this class has a lot of great information on how to get started. If anyone is interested, please contact Mike or Vinnie at the Union Hall so we can get you signed up. All members attending this seminar MUST be fully vaccinated. If you are not vaccinated and still wish to participate, we are making arrangements to attend virtually.

Retirees: We still have ongoing issues with our new insurance. If you are a Medicare retiree and are having any issues with United Healthcare and its coverage; Please contact Mike or Carly at the Union Hall or Labor First on the help line (734-234-6496).

Union Promotion: Congratulations to our newest members of Local 671. We swore in four new Building Trades Apprentices in the January Union Meeting. Brothers Claudius Brown, Michael Caswell, Brandon Ultery and Brandon Sortman. Welcome to the Brotherhood my friends and good luck on a long and healthy career.

We now have Local 671 hats at the Hall for \$22. We also have Hi-Vis long and short sleeve shirts and black short sleeve shirts as well.

Mobile App: Our Mobile App titled "UA Local 671" is available in the App Store for iPhone or Android. The Username for Local 671 Members is your last name and your book number (UA Card Number). The Password is just your book number.

Congratulations: This month we congratulate Cameron Barron and his wife on the birth of their Son, Everett Barron on Jan. 6. I am told that Mom and new Baby are home and doing well.

We would also like to Congratulate Brother Jon Prajzner and his wife Jessica on the birth of their Daughter Caroline Rose on Jan. 21. Congratulations and Happy Birthday to the two newest members of the Local 671 family!

In Closing: Please assist all of our Travelers who have come out to help us at Fermi for our refuel outage. As you all know we cannot get this job done without the help of our Travelers. We have skilled UA craftsmen represented from all over the country and its an honor to have them all here. Please join me in welcoming them and help them feel at home.

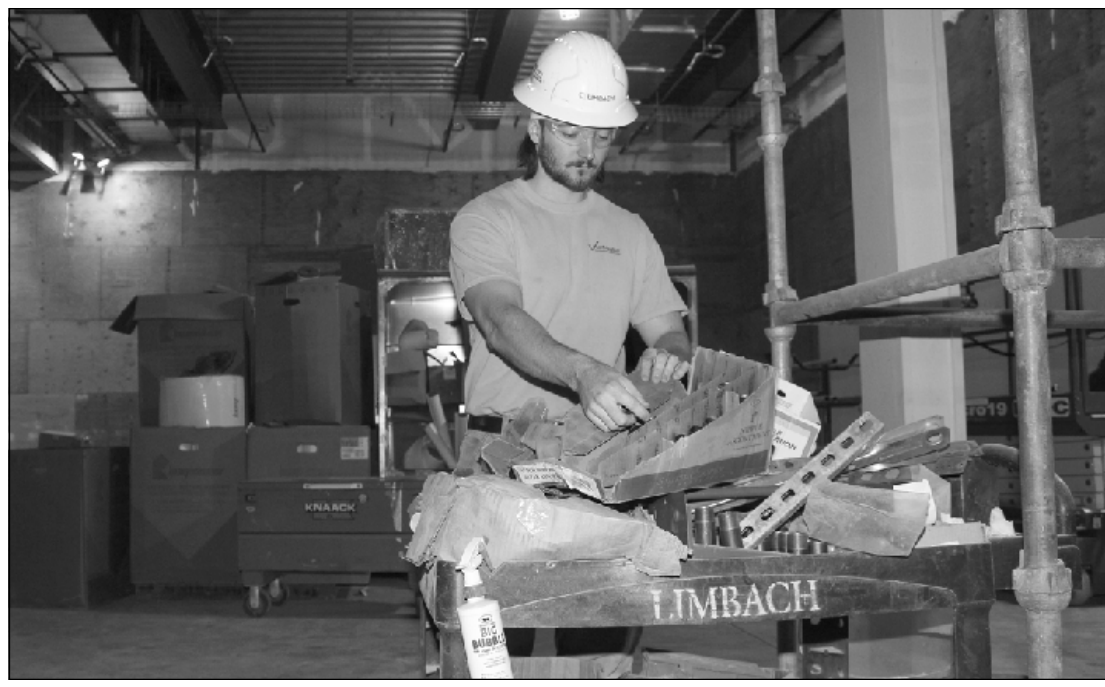
Mike Jewell: Cell (419) 262-8503 email: mike@ualocal671.com
Vinnie Fenech: Cell (734) 693-4082 email: vinnie@ualocal671.com

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

Local 85, con't
until further notice. Please check the ualocal85.org or Facebook for all up-to-date information.

CONDOLENCES: Our thoughts and prayers go out to the family of Peter Pucilowski who passed away on Dec. 28, 2021.

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



Local 174 Plumbers, Pipe Fitters & Service Trades

West Michigan Plumbers, Fitters & Service Trades Local 174 COOPERSVILLE – Meeting

Notice: *****DATE CHANGE:** At the January meeting the members voted to move the February meeting to FEB. 8 to allow the JATC officers to attend a UA Training Seminar. The meeting will take place in the Assembly Hall at 1008 O'Malley Dr in Coopersville at 7pm. The front office will remain open until 6:55pm.

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

Contract Negotiations: Our current CBA is set to expire June 30, 2022. Our bargaining committee will begin contract negotiations in the coming months. We will be gathering feedback on our current CBA at every monthly meeting from now until the new agreement is in place. Please attend the Union meetings and join in the discussions.

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.

Jimbo Loyselle Award Winner: Congratulations to Brother Eddie Bouchard on being named the 2021 Jimbo Loyselle Volunteer of the Year Award Winner. Brother Bouchard has a history of volunteering and recently served as President of the Apprentice Student Council.

Aetna/Trinity: Aetna and Trinity Health have reached a new multi-year agreement. Trinity will remain an "in network" provider with Aetna.

Covid Test Reimbursement: If you purchase an at home COVID Test please save your receipt. Effective Jan. 15 the health fund will reimburse the cost of up to 8 tests per month. We are still working on setting up the reimbursement arrangement. Once that process is in place you will receive a letter with instruction on how to obtain reimbursement. You can order 4 free tests per household at www.covidtests.gov.

New Contractor Seminar: The Michigan Pipe Trades is hosting a New Contractor Seminar for any members interested in learning more about starting their own business. The seminar will take place on March 23 and March 24 at Local 98's office, 555 Horace Brown Dr #1 Madison Heights, MI 48071. There will also be a virtual option to attend remotely. The members voted to reimburse expenses (hotel, meals, mileage) for any Journeyman members who attend both days of the conference in person. There is no cost for the training, but space is limited. All attendees must prove that they are fully vaccinated. Please contact Cami at the Local for more info and to sign up.

Retiree Breakfast: DATE CHANGE since the membership meeting was moved back to Feb. 8 the retiree breakfast will be held on **Feb. 10 at 9am** at New Beginnings Restaurant in Coopersville.

Member Update: Business Manager Ryan Bennett will host a member update on the Facebook members group on Thursday, **FEB. 10 at 5pm.** Brother Bennett will provide a recap of the Union meeting and answer questions.

COVID Vaccine Incentive: Local #174 Health Fund will provide a \$50 Visa gift card for any member who gets their COVID vaccine or provides a doctor's letter saying they cannot get the COVID vaccine. This is for working participants only, not family members. Please provide that information to Cami in person or via email to cburris@ua174.org. Cami will submit a list weekly to TIC and TIC will mail out the gift cards.

DHE Plumbing and Mechanical: We would like to talk to DHE's workers. If you know of a jobsite where they're working please contact Chris Pelton.

Contract Information: If you have a change in contact information or to verify your contact info PLEASE CONTACT CAMI so we can keep our system up to date.

TIC, Aetna, Labor First: If you have issues with any of our fund service providers please contact Ryan Bennett at rbennett@ua174.org. Please try to remember who you spoke with, this will help the company fix the problem.

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

Medicare Retirees: Effective Jan. 1, 2021 your insurance premiums will be reduced by approximately 12.5%. New rates are as follows: Single Medicare: \$262.55 * Retiree and Spouse Medicare: \$525.09 * Retiree and Non-Medicare Spouse: \$677.55

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

Dispatch: We will be splitting up the dispatch responsibilities between the business agent and the assistant business manager positions. Each person will be on dispatch for 2 weeks. There is a dispatch email: dispatch@ua174.org which both offices have access to. There is a dispatch phone extension that will switch between the two offices depending on who is on dispatch.

New insurance carriers: Active & NON Medicare Retirees Aetna: (888)290-7241 Save-Rx: (800)228-3108 Medicare Retirees Labor First: (616)345-0788

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

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

Metal Trades, Helpers, and Trainees: Please remember that if you are working as a Metal Trades, Helper, or Trainee your raises are based on the day you were first dispatched to work at that classification. If you are not sure of your dispatch date, please contact the Union office. It is up to you to let the Union office know.

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

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

All members are encouraged to become active in our area Labor Councils. Please contact a

Union Officer for details.

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

(517) 321-7502 Phone
(855) 40-PLUMB Toll Free
(517) 321-7508 Fax

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

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

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

Out of work list: Please remember to call extension 17 when you are laid off. You must call line 17 to be put on the available to work list. When you leave a message, please speak clearly. Any member who goes to work without a referral is in violation of our Collective Bargaining Agreement and Article XXXI of our Constitution and By-Laws. Please contact the Union Hall to find out your position on the out of work list.

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

Training News: **FIRST AID: First Aid/CPR/BBP class** will be the second Thursday of the month, from 5-9 pm. The next classes will be held Thursday, Feb. 10, 2022 and Thursday, March 10, 2022.

ASSE BACKFLOW: Backflow Tester class is scheduled to begin on Wed, Feb. 16, 2022, 5p-9p. The class dates are as follows: Feb 16, 19, 21, 23, 26, 28, Mar 2, 5, and 7 (Exam). Saturday classes are scheduled 8a-4p.

WELDING: The next weld test event will be Saturday, Feb. 12, 2022 @ 8 am. The capability demonstration will be on Thursday, Feb. 10, 2022, 5-9 pm. Please call and sign up if you plan to test.

Open Welding on Wednesday nights is currently cancelled until further notice.

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

Please contact Jeff Rumsey or Nicole Schumaker if you have questions. Call the Training Office @ (616)837-0222 x16 (Jeff) / Nicole @ (616)837-0222 x30. Or via text Jeff (231)923-8140 / Nicole (231)206-4213.

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go but where they ought to be."

– Rosalynn Carter (1927 -)

GRABBING PARTS from a tray while working at the Michigan Capitol Heritage Hall project in Lansing project is Brett Lowe of Plumbers and Pipe Fitters Local 333. He's employed by Limbach.



Plumbers and Pipe Fitters 333
LANSING – February's union meeting will be held on Wednesday, Feb. 16, 2022 at the Lansing Training Center, 16180 National Parkway, Lansing, MI. 48906, at 7:30pm.

March's union meeting will be held on Wednesday, March 16, 2022 at the Lansing Training Center, 16180 National Parkway, Lansing, MI. 48906, at 7:30pm.

Effective Jan. 1, 2022, Retirees dues will be \$10 a month.

PLEASE NOTE: For all General Motors work you must be current on your MUST Safety Modules and drug test. If you have questions or concerns please contact the Lansing office. (517)393-5480

Weld Classes: Weld classes will begin Jan. 3, 2022. If you're interested in taking the weld class please sign up at www.ua333.org or call Trent or Diana at 517-323-0333. There is a \$25 fee, please call your respective hall to pay for the class.

Lansing: (Tuesday's & Thursday's) Lansing Training Center, 16180 National Parkway, Lansing, MI. 48906.

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

Battle Creek: (Monday's & Thursday's) (KCC) RMTTC, 405 Hill Brady Rd. Battle Creek, MI. 49037.

Weld Tests are the second Tuesday of each month at the Lansing Training Center.

Masters test prep is Monday's and Wednesday's every week at the Lansing Training Center.

If you are interested in signing up for classes go to our website, www.ua333.org or call the Training Center (517)323-0333.

PLEASE NOTE FOR ALL CERTIFICATIONS: Per the UA, as of January 2019, all Braze and Weld Certifications shall be updated within 120 days of their expiration date, or you will lose your certifications. Check the date(s) of your Certifications, if they have expired please contact Diana at 517.323.0333. Though we send out everyone's continuities to be renewed; between changes in addresses and the Post Office, there is plenty of room for error. Ultimately it's the member's responsibility to make sure their certification(s) are current and updated.

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

Pocket knives are available at all three halls; the cost is \$60.00.

"Study without desire spoils the memory, and it retains nothing that it takes in."
–Leonardo da Vinci (1452 - 1519)

"That's the worst of growing up, and I'm beginning to realize it. The things you wanted so much when you were a child don't seem half so wonderful to you when you get them."
– L. M. Montgomery (1874 - 1942)

"Here's a rule I recommend: Never practice two vices at once."
–Tallulah Bankhead (1903 - 1968)

"It is fortunate to be of high birth, but it is no less so to be of such character that people do not care to know whether you are or are not."
–Jean de la Bruyere (1645 - 1696)

"A kiss is a lovely trick, designed by nature, to stop words when speech becomes unnecessary."
–Ingrid Bergman (1915 - 1982)

"Do thou restrain the haughty spirit in thy breast, for better far is gentle courtesy."
– Homer (800 BC - 700 BC)

"To win without risk is to triumph without glory."
– Pierre Corneille (1606 - 1684)

WE ASKED HEAT AND FROST Insulators Local 25 members Brad Platek and Eric Sauve to pause what they were doing and take a photo while working at the Michigan Capitol Building Heritage Hall project in Lansing. They're employed by Stoney Creek Services.



Heat and Frost Insulators Local 25

Heat & Frost Insulators Local 25 SOUTHFIELD-UNION MEETING: The next scheduled Membership Meeting will take place Thursday, February 10, 2022 at 6 p.m. at the Union Hall, 21353 Bridge St., Southfield, MI 48033.



APPRENTICE APPLICATIONS: We are currently accepting applications for the Apprenticeship Program. Please find all the necessary information on our website: heatfrostinsulators.org under the apprenticeship tab.

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.

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

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

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

LAY OFF/HIRE: Please be reminded, all members shall notify the Business Manager within forty-eight hours after accepting a job or upon termination of employment. Failure to report will result in an automatic fifty dollar fine.

S.U.B. FUND: Please be reminded, in order to receive a S.U.B. Fund check on Friday, all paperwork must be submitted to the Office no later than 2:00 p.m. on Thursday.

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

BENESYS: When calling the Fund Office, Benesys, please be sure to **get the name of the person providing you information.** Lately, we have been experiencing some incorrect information being provided to our members. In order to make sure the correct information is provided, it helps to have a name so the Union Office can call Benesys, correct the person providing incorrect information and find out why they are providing our members with incorrect information.

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



Local 47 Heat and Frost Insulators

Heat and Frost Insulators & Allied Workers Local 47

LANSING - *The next Regular Union Meeting will be held on Friday, Feb. 11, 2022 at 7:30 p.m. This is a Mandatory Meeting for All Apprentices. The meeting will be held at the J.A.T.C. Training center, 906 Terminal Rd., Lansing, MI 48933.

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

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

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

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

Members must notify the office before ANY overtime is worked.

Contracts are available at the Union Office or at the Union Meeting upon request.

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

To ensure all Active Members and Retirees are receiving their Robo calls please make sure you have not blocked the following number: (804) 441-8365. There are several members who have the number blocked and therefore are not receiving the Robo Calls. These calls are only used for Important Notifications from the Local Union Business Manager and Funeral Notifications. If you are not receiving these calls, please contact the Local Union Office and we will double check to make sure we have the correct number in the system or if you may have blocked the number.

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

The JATC will be hiring two new Instructors for the 2022-2023 school year. If you are interested please send a letter to the Local 47 office by Friday, Feb. 25, 2022. If you have any questions regarding the JATC Instructor position please contact Phil Wilson at (616) 466-8736.

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 Number: (800) 323-8079

Telephone Number: (517) 321-7502

Fax Number: (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 TIC.

JATC Coordinator Phil Wilson (616-466-8736)

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

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

Good and Welfare:
Get well to all our sick and/or injured members



Local 149 Roofers & Waterproofers

Roofers Local 149

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

Regular Membership Meeting. The regular membership meeting is scheduled for Tues, Feb. 1, 2022 at 7:00 p.m.

Executive Board Meeting. The next Executive Board meeting is scheduled for Tues., Feb. 1, 2022 at 6:00 p.m.

Vacation and Holiday Check Direct Deposit. Members will have the option to have their Vacation and Holiday check direct deposited in their bank account starting with the April 2022 payout. This includes all 3 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., name of Financial Institution, address, and telephone number.

Union Dues. Make sure you pay your monthly dues before the end of every month to stay in good standing. You can pay dues at the Hall with a cash, money order, credit, or debit card. Union dues can be paid over the phone with a credit or debit card. Monthly dues can be taken out of your vacation check by filling out a form at the Hall (active Members only). The mailbox is only to be used for checks and money orders do not put cash in the mailbox. To be eligible for the International Union Burial Benefit, a member must be in continuous good standing. If you have any questions please call the Hall at 313-961-6093

Thank you to the members who have paid their Union Dues a year in advance. By paying your Union Dues a year in advance, you are saving our union money. To pass these savings along to our members, we will be giving a "I paid my Dues" t-shirt to anyone who's dues are paid up to 12/31/2022 and beyond. In order to be eligible, members must pay their 2022 dues in full by February 28, 2022.

Detroit Training Center Information

The next term for all Detroit Apprentices will be as follows:

Apprentice 2 & Single Ply 1- Monday, January 17, 2022
Apprentice 1 & Single Ply 2- Tuesday, January 18, 2022
BUR 1 & Steep Slope 1- Wednesday January 19, 2022
BUR 2 & Steep Slope 2- Thursday, January 20, 2022
Apprentice 7 & 8 Hands On + Safety & Health- Thursday, January 20, 2022

All classes begin at 6:30pm
Journeyworkers upgrade classes to improve your skills, your worth, and our Brotherhood/Sisterhood is available at no cost to all Detroit LU 149 members.

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

If you are interested in any of these classes, contact Thomas Jaranowski at the Training Center, 248-543-3847, or TJaranowski@DetroitRoofers.org to make arrangements.

SHAME ON THE CARPENTER'S UNION LEADERSHIP! The Carpenter's Union (UBC) has targeted the Roofer's & Waterproofers' Union and other union trades in an attempt to destabilize and bypass the jurisdiction of not just our industry, but other unionized construction trades as well, to raid our Pension Funds.

If you are on a jobsite and any RAT Carpenter Agent approaches you or anyone in your crew about monopolizing the Roofer's & Waterproofers' Union, PLEASE NOTIFY THE UNION IMMEDIATELY at 313-961-6093! Tell the RAT Carpenter to go out and organize the carpentry market that is currently unrepresented.

We stand in solidarity with all sincere Trade Unions and with the Rank and File members of the Carpenters Union, who should openly condemn these heinous actions by their leadership in their name.

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

Moving? If you have a new address please make sure to let the Union Hall know. We will take care of your account with the Union Hall that includes the Building Tradesman Paper, International Union, and Trust Fund.

Reminder. Members please call the Hall when you see a roofing project whether it is one of our signatory companies or not. The Hall needs this information for recruitment purposes, and hopefully to get a picture of our members for Facebook.

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

MID-MICHIGAN AREA - Clio Office. The next Mid-Michigan regular membership meeting scheduled for Tue., Jan. 11, 2022 at 6 p.m. at 810 Tacoma Ct. Clio MI, 48420.

Notice of Election - Mid-Michigan Negotiating Committee
The following members are running for the committee: Robert Coats, Jesse Wangler, Frank Ostrander, Douglas Heyd. 3 to be elected.

The election will take place at the Mid-Michigan Union Hall, 810 Tacoma Ct., Clio, MI 48420, on April 12, 2022, from 4pm thru 6pm. You must be a member in good standing to cast a ballot.

Mid-Michigan Training Center Information. 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, or midmicroofers149@gmail.com to make arrangements.

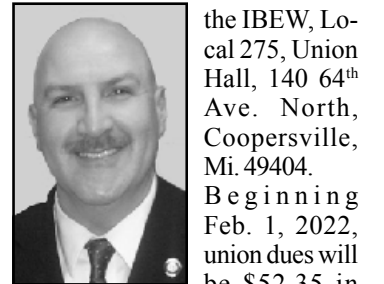
Notice. When contractors call the Union Hall for help, we need to know who is available, and have an up to date phone number. All Mid-Michigan Area members who are out of work need to call the Hall at (810) 687-1368 to be put on the out of work list.

The publication above is as 1/24/2022, 12:00p.m.

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



Local 169 Boilermakers



Boilermakers Local 169 ALLEN PARK - The next Union meeting will be on Friday, February 11, 2022, at 8:00 pm in Area Two at the IBEW, Local 275, Union Hall, 140 64th Ave. North, Coopersville, MI. 49040. Beginning Feb. 1, 2022, union dues will be \$52.35 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.

Retirees: Retiree luncheons have resumed. The Area One Retiree luncheon is held on the first Wednesday of every month at 11:00 am at the Brown Derby Bar, 10661 West Jefferson, River Rouge, MI.

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

The new date for the Boilermaker Dinner Dance is tentatively, March 19th, 2022, at the Athenium in Detroit, Michigan. Further details regarding room reservations will be forthcoming.

Apprentice indentures and advancements are scheduled for the week of February 14th, 2022. Apprentices will receive notification by mail regarding times and locations.

Hoodies have been restocked and are available in sizes ranging from medium through 3XL. Cost is \$40.00. Payments can be made with cash, check or credit. If you live out 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.

Due to continued demand, the Boilermakers Local 169 Welding Committee will be holding a stainless steel and Inconel weld certification test with B&G Processing. All carbon steel, certified tube welders are encouraged to participate. Boilermaker signatory contractors are seeing an increased demand for these welding skills as we continue working in emerging industries. As our industry changes, we must continue to develop the skills that make us the best choice for our owners and contractors, just as we have done for over 125 years. Further details will be forthcoming.

Mike Boyer passed away in November. Please keep his families in your thoughts during this difficult time.



Over 40 years of quality Administrative Services

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

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- HRA's, HSA's, FSA's
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- Trust Fund Accounting
- VEBA Administration
- Web Applications
- COBRA Administration
- HIPAA Compliance

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| Hagerstown, MD | Riverport, MO | West Covina, CA |
| Las Vegas, NV | San Jose, CA | Youngstown, OH |
| Louisville, KY | Salt Lake City, UT | |

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



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 February 22, 2022 at 5:30 pm. Meetings are held at the union hall, 17100 W. 12 Mile Rd. Southfield, 48076

EXECUTIVE BOARD MEETING: The next Executive Board meeting is scheduled for February 15, 2022 at 5:00 pm. Executive Board meetings are held at the Local 80 Hall, 17100 W. 12 Mile, 2nd Floor, Southfield, MI

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

RETIREE MEETING SCHEDULE: The 2022 retiree meeting schedule is as follows: February 21, 2022, April 18, 2022, June 20, 2022, August 15, 2022, October 17, 2022 (annual party) and December 19, 2022. All membership meetings will be held at the Local 80 hall. Please enter the hall through the ramp entrance. All meetings will start at 12:30 pm. Any questions regarding joining the Retirees Association please contact Steve Murzen at 248-652-0593.

SUB CHANGES: As of May 1, 2021 the sub fund has been raised to \$250 per credit for building trades journeyman. Bereavement & Jury Duty is now \$500 but you must be off 2 days.

Effective immediately you will need to start sending your unemployment proof to smw80subfund@gmail.com or fax it to 248-557-0297. Your unemployment proof needs to be in by 2pm on Tuesdays to be paid on that Friday. Local 80 will be handling all of your proof now. If you have any questions please call us at 248-557-7575.

CONDOLENCES: Our condolences go out to the family of retiree **Harold Fields**. Harold passed away on January 4, 2022. Harold was a member for 50 years and the father of member David Fields.

THANK YOU TO MEMBERS WHO HAVE PAID THEIR DUES A YEAR IN ADVANCE: Dale A. Schmidt, Brennan Seder, Robert Rinna, Tim A. Willis, Justin Tuthill, Patrick Sementkowski, Trevor Young, Shaun Nester, Brendon Barnum, Steve Frohling, James Cupples, Gerald Stephens, Robert D. Clark, Jeff Czerwinski, Charles E. Adams Jr., Robert W. Moore Sr., Roger Clark, Andrew Bennett, Scott Maitland, Darwin Brotherton, Michael Flora, Scott Denver, Jozsef Salamon, David Fields, James A. Walker, Robert Augugliaro, Lawrence Dostillo, Daniel Kojak, David Backers, Keith Root, Robert Lipke Jr., Donald Downie, Charles Houghton, Richard Capek, Joseph Dory, Philip Karl, Thomas Haas, Steven Czebatol, Matthew P. Kelly, Janos Nacsas & Jason Lonsbury.

DUES GIFT: As of October 1, 2021 current, active members who pay for a year of dues at a time will receive a gift from the union hall.

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

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

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

ACCIDENTAL DEATH and DISMEMBERMENT INSURANCE FROM OUR INTERNATIONAL ASSOCIATION: Members who have their dues paid in advance (prior to the month of the accident) are eligible for accidental death and dismemberment benefits up to \$7,500.00. This benefit comes as a dues paying member of SMART International.

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

WORK ASSIGNMENTS: Everyone must obtain a work assignment prior to starting work. If you fail to do so you could be written up on charges.

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

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

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

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

SHORT WORK WEEK SUB PAY: If you work 16 hours or less in a week or have a short work week due to weather you may collect sub for that week but only if it is at the beginning or the end of a layoff. You may NOT collect if you are not laid off. You must complete a sub application at the hall, provide a pay stub for that week and the hall will submit it to the fund office. If you are not laid off and it is due to weather the company MUST provide written documentation that it was weather related.

MEMBERS ASSISTANCE PROGRAM: If you are experiencing problems in your family, marriage or relationships, stress or emotional difficulties, grief or loss issues or problems with alcohol and drug use please contact our assistance program. Ulliance is there to help you with your needs. They can also help you with legal issues, financial concerns, elder care referrals and child care resources. Contact them at 1-800-448-8326 or www.LifeAdvisorEAP.com. **Make sure you mention Sheet Metal Workers Local 80 when calling and not (Continued next column)**



Sheet Metal Workers Local 292

TROY – COVID-19: From the beginning of the COVID-19 pandemic, the highly skilled members of Local 292 have been deemed a key component of the essential workforce. Together we have been able to complete vital projects, while limiting the spread of COVID-19 by following the latest health and safety recommendations from OSHA and the CDC. Unfortunately, with the rise in COVID-19 variants, such as the Delta and Omicron, positive test results are more frequent and affect more members and their families. That is why the leadership of Local 292 is strongly encouraging you and your family to get vaccinated. A vaccinated workforce is vital protection for you and your fellow coworkers. Please be vigilant in keeping yourself, your family and your coworkers safe and healthy. Together we can make a difference.



PAUL GUALDONI

ANNUITY EDUCATION: You are invited to attend an educational seminar given by representatives of Morgan Stanley on **March 9th @ 5:15 p.m.**, this will be prior to the regular membership meeting. Representatives will be available to answer questions regarding our annuity accounts, investment advice and long or short term retirement goals. Appointments can also be made for personal consultations at this time.

MEETING NOTICE: The next general membership meeting will be held on Wednesday, **February 9, 2022.**

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

The **E-Board/Stewards** meeting is scheduled for **February 22, 2022** at 6:00 pm at the Union Hall.

LOCAL 292 ONLINE STORE: We are excited to announce our brand-new merchandise online store. Purchased items will be shipped directly to you. Access through SheetMetal292.com at the online store tab or <https://sheetmetalworkers292.itemorder.com/sale>. **Check it out!**

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

RETIREES NOTICE: What a wonderful time it's been visiting and catching up with everyone. For all those traveling to places warmer, please stay safe in your travels. Everyone staying put here in Michigan, please stay warm! Looking forward to seeing everyone in the new year. Have a safe, healthy and happy holiday season!

Please contact Gary Simon at jsimon49@comcast.net if you would like to be added to the retiree email list.

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

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.

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

SUBSTANTIATION REQUEST: Many members have been receiving Substantiation Request letters from the Local 292 Benefit Fund office. IRS regulations require that every use of the Benny Card be substantiated or validated as an eligible covered expense under the Plan. This validation is required by the IRS, the Fund cannot make exceptions. It is the member's responsibility to ensure all requested documentation be returned to the Fund office in a timely manner. By not responding to the Substantiation Request letter, your Benny Card may be suspended until all requested documentation has been received. If you have any questions, contact BeneSys at 248.641.4992 or the Union Hall.

DUES: Membership dues are required to be paid in advance of the month for which they are due. The union hall is not open on Saturday or Sunday, therefore, if you pay dues on either of those days, it will not be processed until Monday. If you are on suspension warning, your dues are **60 days late**. To avoid suspension, dues must be paid online or at the union hall by **4:00 p.m. on the last business day of the month.** Payments received after **4:00 p.m.** on the last business day of the month will not be processed and you **WILL** go suspended. All members are responsible for making sure any required fees, i.e. late fees or service fees, are included if paying online (sheetmetal292.com).

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

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

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

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

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

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

Attention all Welders! We are looking for any member interested in a Saturday welding classes January 29th, February 12th, 19th, 26th, March 5th, 19th, 26th.

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

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

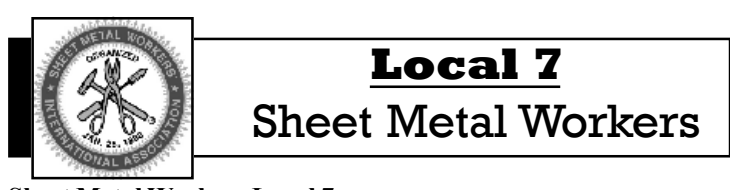
Call the Apprentice School at 248-589-3237, Dave's cell 313-623-9390 or Quintin's cell 248-495-6764 to reserve a spot. Remember we must have the deposit before you will be scheduled in the class.

Local 80 cont'd

the contractor you are working for.

NOTARY: We have a notary public available at the hall at no charge. Please call to confirm availability.

2022 SAVE THE DATES: Local 80 Golf Outing – July 16th
Local 80 Picnic – August 13th



Sheet Metal Workers Local 7

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

The next Statewide Meeting will be, February 10, 2022, at 6:00 p.m.

- *Zone 1 - March 10th -6:00 p.m.
- *Zone 2 -March 15th -6:00 p.m.
- *Zone 3- March 9th -6:00 p.m. (Saginaw)
- *Zone 3- March 17th -6:00 p.m. (Traverse City)
- *Zone 4- March 8th -6:00 p.m.
- *Zone 5 -April 7th -6:00 p.m.

NEWS: Local No. 7 – **Union Hoodies** available through the Lansing office for \$44.00/each (While Supplies last). Hoodies are Red with White logo. **Payment via check, cash or credit card. Payment must be received before shipping.**

Please register on our website at www.sheetmetal7.org for the most up to date information on meeting schedules for 2022. 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 www.labelscantireport.com and download the official app by texting "SMART" to 90975.

ZONE 1 Info: Work in the Zone 1 Area remains steady and is looking to pick up in the spring. Please remember to contact James or Eric with your employment status should you become unemployed. Apprentices, please inform Ryan at the Training Center of your employment statuses as well. If you are experiencing any problems with unemployment or health insurance, please contact James or Eric for further assistance. Any Journeypersons interested in upgrade classes, please contact Ryan at the Training Center (269) 781-7183 (class availability depends on the level of interest).

Zone 1 Retiree monthly meetings: Due to the resurgence of COVID all retiree meetings are on hold until further notice.

In Solidarity, James Callahan and Eric Farrington.

ZONE 2 Info: Work in Zone 2 remains steady, with spring and summer looking even better. Currently we have just a couple of members off. I cannot stress enough to keep up on your address changes and phone number changes, contact myself and the Lansing Hall with those. **Work Safe and Thank You, Mike Adams**

ZONE 3 Info: (Saginaw) Work in the Zone 3 area is still slow at this time. We will be having nomination and voting for are Zone 3 Youth to Youth committee at our March 9th meeting in Freeland if anyone is interested in joining the committee. If anyone is interested in travel work please contact me. If anyone is interested in getting MSHA (mine safety) or taking the 8 hour refresher contact myself or the training center as there may be some work coming that will require it also if anyone is interested in getting some welding certs contact me or the training center if there is enough interest we will set up a Saturday for testing. If you changed your phone number or your address contact me or the Lansing office to make those changes.

Thank you, Joe Dotson
ZONE 3 NOTICE: At the next regular membership meeting in Freeland on March 9th anyone interested in the Youth to Youth committee for Zone 3, there will be nominations and an election at that meeting so please be in attendance if you are interested.

ZONE 3 Info: (Traverse City) Our next meeting is on March 17 at the Mill Pond Event Center at 6pm. Work in our area will still be slow until the end of February but everything is pointing to a very busy rest of the year. Per our Agreement, all members must register to our out of work list within 48 hours of layoff, even if it is temporary. The next retirees meeting will be Feb. 4 at Willies at 9am. If anyone knows of anybody interested in our trade contact me and if you need any assistance, my number is (231) 590-1112 **Regards, John Amalfitano**

ZONE 4 Info: Work in Zone 4 continues to stay steady with 12 members off with 6 traveling. **Your Brother, Larry Kinzie**

ZONE 5 Info: Congratulations to Ken Knapp and Mike Helms on their retirement. Congratulations to Jim Wheeler, Micah Johnson, Joe Occhiotti and Zack Albright for being nominated for the UJCC's Apprentice of the Year for 2020 and 2021. Work in the area is slowing a little bit but should be back to full employment as projects start opening up. If you are laid off please contact me to put your name on the out of work list. Remember we have our first meeting for 2022 on Feb. 3 at 6pm in Gwinn please be in attendance. **Respectfully Greg Faust**

SASMI Information – Zone 3 and 5: Underemployment – Filing for period 2021-B is from July 1, 2021, through Dec. 31, 2021. Eligible members who worked less than 700 hours from July 1, 2021, through Dec. 31, 2021, may receive an underemployment benefit. Health and welfare benefits paid on your behalf will be deducted from your benefit. **NOTE:** Members who received an Emergency Advance Benefit must file for Underemployment to receive the remainder of that benefit for the stabilization period. In addition, you must provide copies of all W-2 forms for the entire year of 2021.

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: All members are required to keep the Financial Secretary informed of their correct address. A noticed mailed to the last address shall be sufficient and legal. If you have moved or changed your telephone no., please contact the union hall to update your records.

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

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

CONTACT US: 4931 Contec Drive, Lansing, MI 48910– 517-882-4064. Local 7 Officers: **Samual Fuller** (Business Manager/Financial Secretary-Treasurer) **517-882-4064**

Eric Farrington (Agent-Lansing/Jackson) **517-242-3223**
James Callahan (Agent-Battle Creek/Kalamazoo) **269-569-9200**

Mike Adams (Agent-Grand Rapids/Muskegon) **616-299-3752**
Joe Dotson (Saginaw) **989-225-0095**

John Amalfitano (Traverse City) **231-590-1112**
Larry Kinzie (Agent-Flint) **810-836-3552**
Greg Faust (Agent-Upper Peninsula): **906-372-9288**

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Michigan Painters District Council

Painters DC 1M
WARREN/LANSING - Dear Members,
DC1M WEBSITE: www.iupatdc1michigan.org
DC1M FACEBOOK: www.facebook.com/iupat1m
DC 1M UNION CARDS*

Any questions regarding a lost, damaged Union cards, or if you have dues inquiries or have not received a card please contact the DC1M offices at:

Warren Office: (586)552-4474 extension 100
Freeland Office: (989) 695-6888

ROBERT GONZALEZ FTI of the GREATLAKES UPGRADE

CLASSES. The FTI will be holding the following Upgrades Classes:

January 29th – Lead Training Lansing FTI School

February 5th – Confined Space Training Warren FTI School

February 19th – Confined Space Training Lansing FTI School.

All classes start at 9am.

Contact D.O.T. Shawn O'Neill to register for these classes or if you have any questions call (517)304-4425 or email at dot@iupatdc1m.org

PAINTERS DISTRICT COUNCIL I M SMART PHONE APP. Painters District Council 1M is pleased to announce its all new APP.

For IPHONE go to IOS store, For ANDROID got to Google Playstore

Search for "Painters and Allied Trades" download APP

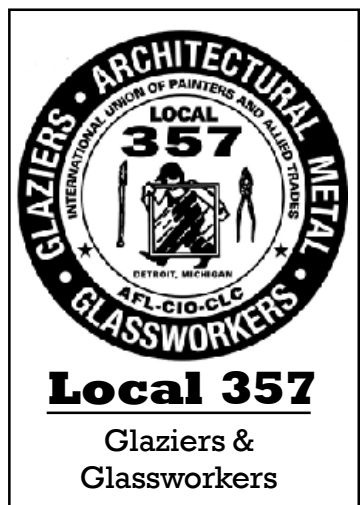
Username: your member id#
Password: painters

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

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

Warren office# is 586-552-4474 or Freeland office# is 989-695-6888. New job starts should be reported to the Union office, please do so.

Get involved. Work smart. Work safe.



Glaziers & Glassworkers 357
WARREN – Our next regular scheduled union meeting will be on Monday, February 7th, 2022 at 6pm.

We hope that everyone had a happy holiday season, and a terrific New Year!

Apprentice School classes have resumed. If you have a question on a class night, or an assignment, please contact your instructor.

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

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

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

When traveling to work out of town, all members are reminded that they must check in with the local that you are working in as per the International Constitution
(Continued next column)

District Council 1M

Business Manager: Robert Gonzalez

Meeting date: 2nd Tuesday of every month at 6:30 p.m., with the Executive Board meeting at 6 p.m.
Place: 14587 Barber Ave, Warren MI 48088 & 419 S. Washington Ave, Lansing MI 48933

Local Union 312

Business Rep: Tim Schwerin
Meeting date: 2nd Wednesday of every month at 6:30 p.m.
Place: 1473 N. 30th St., Galesburg, MI 49053

Local Union 514

Business Rep: Scott Mikulen
Meeting dates: 1st Wednesday of every month at 7:30 p.m.
Place: 7920 Jackson Road, Ann Arbor, MI.
Web site: www.iupat-local514.org.

Local Union 826

Business Rep: Rocky Ackerman
Meeting date: 2nd Thursday of every month at 5:30 p.m.
Place: 3115 Joyce St. Burton, MI 48529

Local Union 845

Business Rep – Fred Frederickson
Meeting date: 1st Thursday of every month at 7 p.m.
Place: 419 S. Washington Avenue, Lansing, MI 48933

Local Union 1052

Business Rep – Jake Fluty
Meeting date: The Fourth Wednesday of every month at 6:30 p.m.
Place: 3115 Joyce St., Burton MI 48529

Local Union 1803

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

Local Union 2352

Business Rep: Jeremy Haviland
Meeting Date: 3rd Tuesday of every month at 6:30 p.m.
Place: District Council 1M, 14587 Barber Ave., Warren, MI.

Local Union 2353

Business Rep: Keith Anderson
Meeting date: 3rd Thursday of every month at 6:30 p.m.
Place: District Council 1M, 14587 Barber Ave, Warren, MI.



Sign, Pictorial & Display Local 591

Sign Pictorial & Display 591

WARREN – The next General Membership Meeting will be held on Tuesday, March 1 at 6:30p.m. Trustees and union stewards meet at 6:20 p.m.

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

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

Any questions on local union issues, please call Jeremy Haviland at 586-899-0183, or Keith Anderson at 586-899-7958, your Business Representatives.

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

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

Local 357, con't

and our local C.B.A.

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

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

-Business Rep- Don Stepp

"I like long walks, especially when they are taken by people who annoy me."

—Noel Coward (1899 - 1973)

"If you would thoroughly know anything, teach it to others."

—Tryon Edwards (1809 - 1894)

SCRAPING A DRYWALL SEAM in what will be lower level event space at the Michigan Capitol Heritage Hall project in Lansing is Tony Thomas of Michigan Painters District Council Local 845. He's employed by Integrity Interiors.



AT WORK AT the Heritage Hall project at the Michigan Capitol Building in Lansing is Summit Electric employee Devin Kora of IBEW Local 665.

NLRB sets rerun union vote at Amazon Bessemer warehouse

BESSEMER, Ala. (PAI) – The National Labor Relations Board set dates for the rerun vote at Amazon's Bessemer, Ala., warehouse, where the Retail, Wholesale and Department Store Union lost last year in an election skewed by massive company labor law-breaking. Ballots will be mailed Feb. 4 and counted March 28.

The agency's Birmingham regional office, which covers Bessemer, mailed out ballots to all workers on the warehouse payroll on Jan. 8, or to those who toiled there an average of at least four hours a week for the 13 weeks before that date.

RWDSU President Stuart Appelbaum said the agency's notice doesn't prevent the monster retailer and distributor from skewing this vote, too. The final vote to organize the Amazon warehouse failed by a significant margin, with 1,798 votes against unionizing and 738 votes in favor of the union.

The union push in Bessemer has been the most consequential labor battle in decades. It is an organizing attempt at a warehouse in the deep South, for decades a place where union drives have gone to die. With a ballooning warehouse workforce, Amazon has grown into the second-largest private employer in the U.S., with more than 800,000 employees. None of its locations are currently unionized.

In the last election, RWDSU lost after Amazon intimidated workers and convinced the U.S. Postal Service to put a big gray mail collection box under an Amazon-embellished tent in the company's parking lot right outside the main entrance to the warehouse, which is the size of several football fields. After Amazon forced enlargement of the electorate, a common employer tactic, some 1,600 workers became eligible to vote.

The big mailbox "created the appearance of irregularity" in the voting, the board's notice said. So did Amazon's illegal polling of workers' views during "mandatory" captive audience – meetings. Both "tainted the outcome" and made a fair election impossible, Appelbaum said.

"We are deeply concerned the decision fails to adequately prevent Amazon from continuing its objectionable behavior in a new election. We proposed to the NLRB a number of remedies that could have made the process fairer to workers," he added, but the board didn't include them in the election notice.

"Workers' voices can and must be heard fairly, unencumbered by Amazon's limitless power to control what must be a fair and free election, and we will

continue to hold them accountable for their actions," Appelbaum said.

Since that first vote, the NLRB also ordered Amazon to post a notice at all its warehouses and other facilities nationwide admitting it broke labor laws by other anti-union tactics – banning conversations in break rooms, for example – and promising not to do so again. The board did not fine Amazon for those violations,

which occurred in Chicago.

The first Amazon Bessemer workers' vote drew national attention. It symbolizes union efforts to crack the hostile South and because it turned into a civil rights and political cause. Most Amazon Bessemer workers, like the city, are Black. And Democratic President Joe Biden, a strong union supporter, openly backed RWDSU's organizing

drive at Amazon.

Workers who toiled for Amazon before the first vote, but don't now, are not eligible to vote this time. That's important because Amazon has high turnover nationwide, forcing RWDSU's organizers and worker activists to almost start from scratch. Analysts say such churn is part of Amazon's business plan to produce high profits.

Why it's harder for unions to make a difference these days

Viewpoint

Unions rarely have been more popular than they are today, but anti-union labor laws are keeping union membership numbers artificially low by making it harder for workers who want to form or join a union to do so.

Indeed, a 2021 Gallup poll found that 68% of Americans approve of labor unions – the highest percentage since 1965. Support is even higher among young adults (ages 18-34), at 71 percent.

That support is translating into action as workers across the country are getting organized and fighting for better wages and working conditions. A group of Starbucks workers in Buffalo, N.Y., made history in December by becoming the first employees of the coffee chain to unionize.

Amazon workers in Alabama will get another shot at forming a union after the company was found to have interfered in the April election there, while workers at four Amazon warehouses in Staten Island are collecting signatures now to win support for a union election there.

Within the government, four unions recently filed suit against the Justice Department arguing that National Guard members mobilized by the governor of Connecticut should be able to form and join a union for service performed while working for the state – a right enjoyed by other civilian state employees.

The union I lead, the American Federation of Government Employees, grew in membership for a record 27 years until the Trump administration gutted federal workers' union rights and made it almost impossible for us to recruit new members. We've seen an uptick in workers voluntarily joining since President Biden restored workers' rights in January, despite challenges from the COVID-19 pandemic. After two years of decline, we recorded our first month of positive membership growth in June 2021.

Yet, despite all this action, there is a huge gap between the share of workers with union representation (12.1 percent) and the share of workers who want union

representation – which has grown from 32 percent in 1995 to 48 percent in 2017, an increase of 50 percent. That's nearly a 36 percentage point gap between Americans who want a union, and those who actually have one.

It's easy to see why Americans would want to join a union. Data consistently show a direct link between growing union membership and declining income inequality. That's because unions raise wages for both union members and non-members – for women in particular – and reduce racial economic disparities.

So what's preventing those Americans who want to join a union from exercising their freedom to do so?

A major reason for the artificially low number of union members in the U.S. is our outdated labor laws that advantage anti-union companies with armies of lawyers over every day American workers. These laws are preventing Americans who want to have a union from joining or forming one in their own workplace, keeping union membership and workers' pay artificially low. That's the untold story that's getting clearer every day.

And it's why we need to do everything we can to make it easier for workers to band together and form a union if they want one.

In the federal workplace, President Biden took action to bolster union membership by forming the White House Task Force on Worker Organizing and Empowerment headed by Vice President Kamala Harris and La-

bor Secretary Marty Walsh. The administration has moved quickly to strengthen union rights for federal workers, directing agencies recently to take concrete steps to bolster union membership in the federal government and ensure workers are fully informed of their union rights.

More broadly, the House approved legislation in March that would protect the right of all U.S. workers to organize, but it's stalled in the Senate.

If we have any hope of improving the economic situation of workers in this country and ensuring that all working Americans have the benefits and support needed to balance work and home life, then we must pass meaningful legislation protecting workers' right to form a union.

Rank-and-file employees like the ones my union represents – VA nurses, TSA officers, FEMA specialists, Social Security representatives, and more – serve their country with honor and distinction and help make America the greatest country in the world. But for many American workers, the goal of true equality and opportunity at the work site is stubbornly out of reach due to anti-union laws.

Tell our elected leaders to reject laws that deny workers the right to organize collectively. Demand that the Senate pass the Protecting the Right to Organize Act and lift the voice of workers everywhere.

(The writer, Everett Kelley, is national president of the American Federation of Government Employees, AFL-CIO, which represents 700,000 federal and D.C. government employees.)

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IBEW Local 692

BAY CITY – Union Meeting. The February monthly membership meeting will be held at 6:00 P.M. on **Monday, February 7, 2022**. Please be prepared to socially distance and also bring a mask.

Executive Board Meeting. The February Executive Board Meeting will be held at 6:00 P.M. on **Monday, February 21, 2022**.

Message from the Business Manager. After much consideration, President Nitschky and I have once again decided to postpone the March 11th scheduled retirement party. Protecting both our active members and our retirees is our number one concern. The number one goal of this celebration is always to honor one of the greatest accomplishments a man or woman can achieve (Retirement). After surveying the 28 retired members we were planning to honor, only 8 planned on attending. Most that were not planning to attend were due to health concerns. The celebration of these members retirement will still occur. The president and myself are working to plan the logistics of this event as you read this.

Work Report. The jobs our signatory contractors are performing in our jurisdiction are as follows:

Work on the two Bay City bridges is ongoing with a large-scale remodel of the Liberty bridge followed by the construction of a new Independence Bridge in the spring. Clements has secured the Liberty Bridge. Master Electric has secured the new Meijer in West Branch as well as the new Isabella County Jail located in Mt. Pleasant. The Meijer project is well underway. The new jail is seeing some delays, we will keep you posted. Master continues work at Wise Guy Farms in Loomis. Ted's Electric was awarded the Bay County lift station project. John's Electric has moved most of their man power over to Mid-Michigan Hospital in Alpena. Countyline is continuing their work at the Cheboygan Wastewater Plant.

Consumer's Energy is in the process of re-bidding the re-lighting project at the service center on Wilder Rd. Consumers is also continuing with some dam work. Northern Valley Electrical has the LaFarge PLC upgrade. They also continue work on the camera system in the "Straits". Nelson Electric out of Local 557 has secured a nice project at two of the high rises in Bay City. Wilkinson Mineral and SK Siltron both have large projects coming up in the local with J. Ranck securing a large portion of that work. Ranck is on site at SK Siltron with rumors that Escan may also have a piece of work out there. As soon as we have an update on manpower for these projects, we will let you know.

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

In Solidarity,

Ryan Charney, Business Manager / Financial Secretary

Organizers Report. 692's Organizing team continues to reach out to unrepresented workers in our jurisdiction about the benefits of joining the IBEW. Zone 2 continues to be a priority as we anticipate larger-scale projects coming to the area over the next few years. The ability to provide adequate manpower to these projects will only strengthen our contractors' chances of securing this work.

Four new contractors have signed letters of assent with 692 to secure work in our northern and southwestern regions. They are Cunningham Electric out of Kalkaska, Northern Power out of Mancelona, Voltage Electric in Clare, and nationwide outfit CR Meyer. We look forward to working with these new contractors to supply them with skilled labor while they perform work in our jurisdiction.

Bay City commissioners recently adopted a Responsible Contracting ordinance that will ensure projects funded by taxpayers are completed by reputable firms. Responsible Contracting language prioritizes criteria such as workplace safety, the utilization of a local workforce, and adhering to licensing and permitting requirements when awarding contracts on larger-scale construction projects and city contracts. No longer will cost be the only criteria when considering contractors looking to secure work in the city.

Please continue to let us know if you have any questions about upcoming work or if you notice any projects that you think we should be aware of.

Brian Klele 989.252.9225
Brendon Baranek 989.327.4131

Union Dues. 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.*
2022 Dues: Monthly \$41.20; Quarterly \$123.60; 6 months \$247.20; Yearly \$494.40

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

Retirees Lunch. The next retiree's lunch will be held on **Thursday, February 17, 2022** at 1:00 PM at Bay City Bill's Bar & Grill located at 1215 Michigan Avenue in Bay City.

Death Benefits. We regret to inform you of the deaths of active Brother D'Forrest 'Woody' Keisler, Card Number 7535696, who passed away on December 10, 2021 and retired Brother Russell Tiedeman, Card Number D612919, who passed away on December 13, 2021.

Brother Keisler was born on March 18, 1972 (49 years old). He was initiated on September 14, 2020. Woody resided in East Tawas, Michigan.

Brother Tiedeman was born on Nov. 14, 1951 (70 years old). He was initiated on March 3, 1980. Russell resided in Coleman, Michigan.

#331 and #332. Local death fund assessment **\$5.00 each** (due within 30 days) payable to: IBEW Local 692, Bay City, MI 48706.

Local 692 Retirement Party. This year's party scheduled for **Friday, March 11, 2022 has been postponed** due to the current covid-19 situation.

Renew. The first annual 692 **RENEW Brotherhood on the Bay** fishing tournament is scheduled for Saturday, February 12th on the Saginaw Bay/River. This event will be open to all IBEW members in good standing. For more information, contact Chris (989.313.1091).

It is the goal of the RENEW committee to increase younger members' involvement in their local union. If you are a member in good standing, 35 years old or younger and would like to participate in 692's RENEW committee, please contact Jacob (989.316.6811) or Cody (989.600.4643) for more information.

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

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

Important links & numbers

IBEW Local 692, 989-684-4510. www.ibew692.org

Health Plan, 517-321-7502. www.mielectricalhealth.org

Michigan Pension Fund, 517-321-7502.

www.michiganelectrical.org

First time logging in, use your Social Security Number in the "ID Box"

NEBF/NEAP: 301-556-4300

IO Pension: 202-833-7000

"The heart has its reasons which reason knows nothing of."

–Blaise Pascal (1623 - 1662)

"The problem is never how to get new, innovative thoughts into your mind, but how to get old ones out. Every mind is a building filled with archaic furniture. Clean out a corner of your mind and creativity will instantly fill it."

–Dee Hock



IBEW LOCAL 58

IBEW Local 58

DETROIT – The next **General Membership Meeting** is pending as of right now due to the spike in COVID cases for Tuesday, February 15, 2022. More information to come.

In light of recent Covid surges, all activates at the Union Hall are suspended until further notice. All Committee meetings will be conducted strictly via ZOOM.

Dear Electrical Workers' Insurance Fund Participants: Effective January 1, 2022, you now have a new benefit called HealthJoy. This service is a health care app for your smartphone and provides to you such things as:

- A detailed breakdown of your medical coverages
- Medical card information
- Concierge services
- Local Provider recommendations
- Medical bill review and advocacy
- 24/7 Telemedicine options
- And more!

Register for free in January 2022 and be eligible for a free Amazon gift card! For more information, please see the mailing that was mailed to you by Varipro at the end of the year, call HealthJoy directly at (877) 500-3212, go to the Benefits Office website (www.ejbt.org), or call the Benefits Office at (586) 575-9200 Monday through Friday 8:30 AM to 4:30 PM. Sincerely, Electrical Workers' Insurance Fund

Electrical Industry Training Center is offering Continuing Education classes. Please check them out at <http://www.detroitetc.org/continuing-education/>. We will start to cancel classes if they don't meet the minimum enrollment requirements, or more hopefully we will order books for those of you who've signed up. Members on the Storm Book must secure their training through the Continuing Education Program offered by the school. If you need assistance in registering for a class, please call the Training Center at 586-751-6600.

Local 58 Dues Information: Dues can be paid on the APP/Website. If you have not enrolled in the new dues payment system – you will need to do so before you can pay. You can call the hall and pay over the phone if you choose to or mail in a check.

Local 58 Motorcycle Group: Group meetings have moved to the 3rd Tuesday of the Month @5pm in the basement classroom before the General Membership Mtg. Open to everyone and all riders are encouraged to join us! Requirements need to be met for patched membership. Visit our Facebook page for planned rides and updates @ IBEW Local 58 Motorcycle Group. Contact Anthony Anderanin @ aanderanin@gmail.com or Grace Trudell @ 517-715-7563 for more info. Join us at our upcoming meetings to plan for next year's events and rides.

Local No. 58 Benevolent Fund: The next Benevolent Fund meeting will be Tuesday, February 1, 2022 5:00 pm via Zoom.

Local No. 58 Benevolent Fund's 19th Annual Ken Fitzhenry Fund Raising dinner party has been **Cancelled**. There is only a Raffle Drawing that will be streamed live via Facebook at 12:00 pm on February 13, 2022. Tickets are \$20.00 each and includes a chance to win televisions, projectors with screens, & sound bars. The Grand Prize is a 65" TV along with a reclining chair. For more information, please contact Gym Mackey 313-727-6269 or Jim Peltier 734-277-6661. Electronic payment options are available and you may contact Mike Bellhorn for this option at 586-612-5964. All prizes are provided by ABC Warehouse in Canton. For a discounted price call Larry Reid at (734) 981-7780. All Tradesmen and families are welcome to receive this building trade discount.

Members of the Community Service Committee: The next meeting will be Tuesday, February 8, 2022 at 5:30 PM via Zoom. The Wobbly Kitchen is up and running again and we are assisting them every 2nd and 4th Sunday with food prep and distribution at Cass Park. We are asking volunteers to show up at the hall at 8:00 am to help with the Wobbly Kitchen program. To get involved with future community service projects contact Mike Conflitti or Rob Z at the union hall. Local 58 is very active with community service in the Metro Detroit area and has a variety of upcoming projects that require the help of volunteers and helping hands. Contact the Union Hall (313) 963.2130 for further information to volunteer or participate.

Members of the Entertainment Committee- The next meeting of the Entertainment Committee will be Tuesday, February 8, 2022, following the Community Service Committee meeting that starts at 5:30 pm via Zoom.

EWMC of Southeastern MI – The next chapter meeting is scheduled for Monday, February 21, 2022 at 6pm via ZOOM only. Please make sure your cell phone number and your email address are up to date. The meeting information will be sent out as soon as available. If you are not receiving the notices, please make sure that your information is updated here at the hall. Please bring any suggestions that you have for EWMC involvement and engagement. What can we safely participate in that continues to promote the IBEW in the community?

The 2022 EWMC Virtual National Education Conference was a success. Thank you to all of the delegates who participated. Please be sure to fill out the Conference Survey. It was emailed to all delegates and will be accessible on the website. We are preparing for our upcoming March Reading month project with DPSCD. Everyone should know their assignment by now. You should have already gotten your volunteer clearance and chosen the books that you want to read. If not, please contact Byron Osbern or Andre Crook as soon as possible.

The RENEW Committee meeting will be on Tuesday, February 22, 2022 at 5:00 PM via Zoom.

The Safety Committee meeting will be on Monday, February 14, 2022 at 5:30 PM via Zoom.

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

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

Local 58's Women's Committee- Our next regular meeting is Thursday, February 24, 2022 at 5:30 pm via Zoom. Please watch for emails with further updates and zoom info.

We still have some of the 2nd coin in our "She needed a hero" set available. Hurry and get yours before they are all gone! They are \$25 a piece, funds raised are for the ARC Scholarship. The 3rd coin in the set will be released very soon! You can Email us at: 58Womenscommittee@ibewlocal58.org, or call committee chairs Angela Panicucci (586) 291-8014 or Kayla Pauli with any questions. Follow us on Instagram @ibewomen58; Check us out on Facebook Local 58 Women's Committee

IBEW Local 58 Retirees Association: As of Jan. 3, 2022 the Union Hall is closed and will only be open for job referrals. We are returning to the original Covid Protocol from March of 2020, which means that ALL BOARD MEETINGS ARE CANCELLED UNTIL FURTHER NOTICE. Luncheons will also be suspended for the time being. With the high cases of covid variant cases, this is the best decision to keep all members, employees and their families as safe as possible. If you have any union business, call the hall at 313 963-3120 for further information. With all of us staying home again, this is a great time to contact fellow retirees and check on them. Winter can be a time of isolation because of the weather and with this spike in covid cases keeping us indoors, it can be daunting, so why not pick up the phone, text or email one another to check on how everyone is

(Continued next column)



IBEW LOCAL 252

IBEW Local 252

ANN ARBOR – BE SURE TO KEEP BENEFICIARY FORM UP-DATED: 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**.

UPCOMING VDV NEGOTIATIONS: The Inside Sound and Communication Agreement is expiring on May 31st, 2022. Any VDV members with contract requests or suggestions please submit them to info@ibew252.org or contact the Hall.

NEW MEMBER ORIENTATION: New member orientation will take place on February 16th at 5pm. All members and significant others are welcome to attend. Please RSVP to the Hall no later than February 14th.

TRAINING CLASSES 2022: ALL CLASSES START AT 5:00 PM.

1. CPR/FIRST AID: **Tuesdays, March 1 & 8, June 7 & 14**
2. Master License Prep: **Every other Thursday, January 20, February 3, 17, March 3, 17, 31.**
3. Instrumentation Part B: **Ten Weeks, Tuesdays, January 25 thru March 29.**
4. Motor Control: **Ten Weeks, Mondays, March 7 thru May 9.**

There will not be a code update required in 2022. We will offer classes as soon as the state adopts a new NEC 2020 or 2023.

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

Apprenticeship Committee Opening: We are looking for another member for the Apprenticeship Committee. If you are interested, please contact the Union Hall for more details at (734) 424-0978.

Union 4 Life Pheasant Hunt: The Union 4 Life Pheasant Hunt will take place on Saturday, March 12, 2022, at the Michigan Wingshooters Hunt Club, located 7 miles North of Ann Arbor. The hunt will include a guided field hunt with a dog, 5 birds 50/50 mix, and lunch and beverages after the hunt. Cost is \$185 per hunter. \$10 optional clays shoot beforehand. A deposit of \$62.50 is required to attend and will be due by Monday, February 7, 2022. The deposit can be dropped off at the hall, training center or to Joe Jarecki (734) 770-5114. The max for this event is 16 people so please register early.

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

Retiree's Breakfast: The Retiree's Breakfast will take place the second Wednesday of each month at 8:00 a.m. at Leo's Coney Island, 160 South Zeeb Rd., Ann Arbor, MI 48103. There is parking and entrances in both the front and rear of the restaurant.

Winter Gathering: The Winter Gathering will once again be held in Lakeland, Florida at the Golden Corral, located at 4705 Hwy 98 North, on Monday, March 14, 2022, at 11:30 a.m. (NEW TIME). If you have any questions, call Ed Allen (734) 883-9429.

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

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

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

AT&T Discount: Union members can save up to 15% on the monthly service charges of qualified wireless plans, or unlimited calling for \$15/mo. for AT&T Wireless Home Phone plans. Visit UnionPlus.org/ATT with discount code 4924966.

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

RETIREMENT: The NEBF and IBEW Pension Benefit Fund applications can 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 months before your planned retirement date.

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

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

CONDOLENCES: The Local sends our sincere condolences to the family of Duane Beuerle who passed away on January 16, 2022.

DUES PAYMENTS – Please look at your dues receipt. If your dues paid through date shows 12/2021, your dues are not current. "A" members pay \$119.25 per quarter for 2022. "BA" members pay \$61.80 per quarter for 2022. Please mail your check to 7920 Jackson Rd., Ann Arbor, MI 48103. Your first quarter dues (January through March) are due now. **Payments for first quarter dues will be accepted no later than 11:30 A.M. on Thursday, March 31, 2022.**

Local 58 cont'd

doing. Consider reaching out, an unexpected call or letter can be a welcome surprise.

The Annual FLORIDA Retirees luncheon will be Tuesday, February 22, 2022, at Old World Restaurant, 14415 Tamiami Trail, North Port, FL 34287. Doors open at 11:30, lunch is served about 12:15. Cost is \$25.00 per person. Menu choices are: Chicken Cordon Blue; Broiled Tilapia; or Pot Roast w/mashed potatoes. Rolls, ice tea, coffee and dessert included. Please make your selection and mail with a check to Syl Ludwic, 3491 Capland Ave., Clermont, FL 34711, for questions contact Syl at (352) 250-1178 or sludwic@gmail.com. Note: Luncheon reservations deadline is Feb. 14, 2022. If you haven't gotten your vaccination yet, get that done! If you just need your booster, get that done too! Let's remember to keep our hands clean and out of our faces! Stay safe and take good care!

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

IBEW Pension: Congratulations to the following members who have been placed on International Pension: Thomas Bessette, Gregory Burns, Reginald Lutes and Cyril Pugh

Members that have Passed Away: Herbert Gray Jr., Pension member, 50 year IBEW membership; Terrence Nicholson, Father to JIW Mark Nicholson, Grandfather to Apprentice Inside Wireman Stephen Nicholson, Brother to the late JIW James Nicholson. We extend our sincere sympathy to the families on their loss.

"Every increased possession loads us with new weariness."

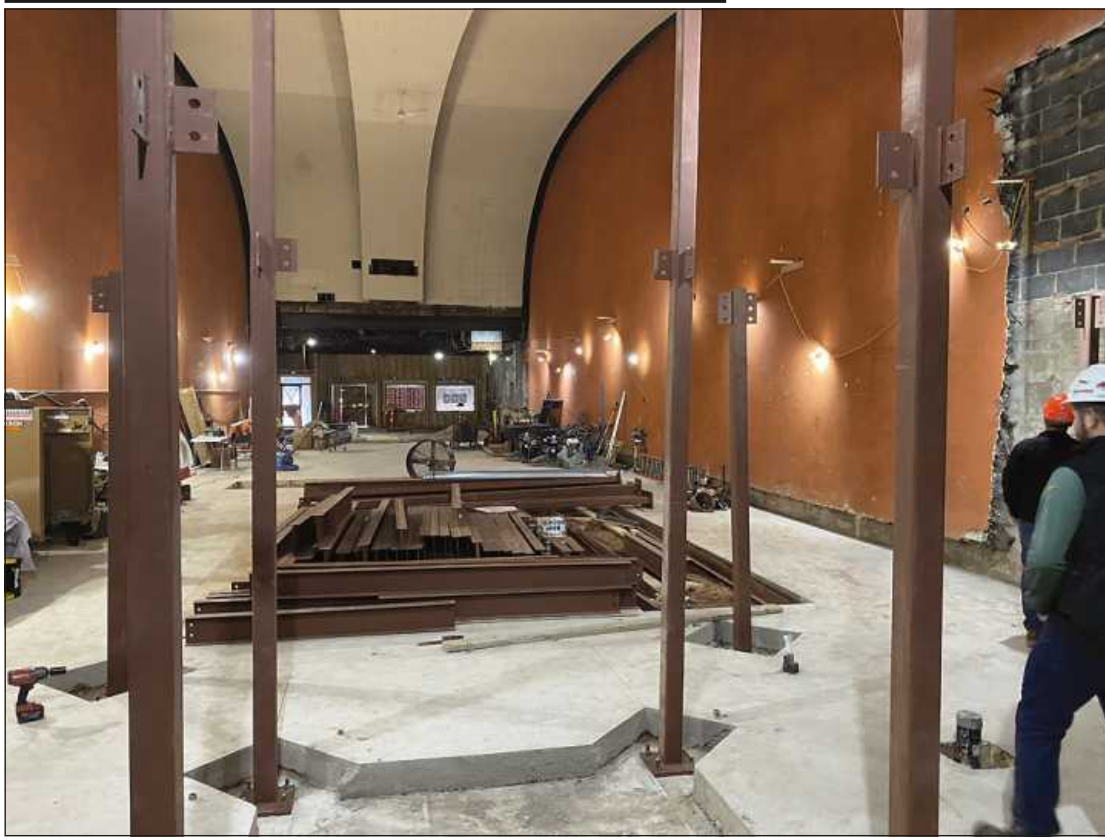
– John Ruskin (1819 - 1900)

"Life is like a game of cards. The hand that is dealt you is determinism; the way you play it is free will."

–Jawaharlal Nehru (1889 - 1964)

"I merely took the energy it takes to pout and wrote some blues."

–Duke Ellington (1899 - 1974)



ONLY 33 FEET WIDE, the narrow footprint of the former Nordic Theater in Marquette has made it a bit of a challenge for the trades to do their jobs without getting in each other's way. This view shows the interior of what will be the Honorable Distillery, looking toward the front Washington Street entrance and the former theater's lobby. The curved ceiling added to the theater's excellent acoustics. The 6-inch concrete floor has been set by Gundlach Champion, and in the foreground will be placed the heavy distillation equipment.

Photo credit: Mike Smith

Trades help bring new spirits to historic Nordic Theater

(Continued from Page 1)

will be a magnet for people. An 'if you build it, they will come' situation."

Originally built to house a library by local businessman and philanthropist Peter White, the building was erected sometime in the 1890s, the exact year unknown. When the building was transformed into the Nordic Theater in 1936, the back of the structure was removed and the theater auditorium added. After the theater stopped showing movies in 1994, a bookstore moved in, and then left a few years ago.

White said when she and Anderson had been looking in Marquette for a property to house their planned distillery, the old Nordic building came up for sale. The 11,000-square-foot building was ideal because it offered 32 feet of height, enough room to house a 20-foot-tall vodka column used in distillation.

Plans call for the back of the property – the theater's former auditorium – to house the distillation works. The front – which housed the theater's lobby, will have a product tasting and seating area.

But first the building's transformation has to happen, and that's now taking place with the good work of Gundlach Champion, its subcontractors, and building trades union workers. Gundlach Champion Project Manager Cody Berg said virtually the entire interior of the build-

ing has been gutted down to the dirt floor, and a new six-inch concrete slab has replaced the old 4-inch slab to support a forklift, barrels and the heavy distillation equipment.

"As the demo progressed and opened things up it was clear that this was going to be a very cool project," Berg said. He said there were no surprises as the building's interior was being demolished, but the team did find some historic theater-related gems in an upper room cabinet. Old ledgers detailed movie times and dates, how much popcorn was sold, and the ticket sales numbers.

Most of the mechanical works will remain exposed as architectural features and to ease any future changes in the building. Berg said the structure of the building, a combination of wood and steel, remains in good shape. The foundations, he said, are also in solid condition.

"Our trades, and subs have done very well," Berg said. "It's been an interesting project, and it's been great to coordinate with them." The project in recent weeks has been focused on plumbing and electrical rough-ins and masonry work.

The exterior was also in good condition, with only some tuck-pointing needed on the brick. White said they are using old photos to help restore and match and scale any lost architectural elements on the front of the building. But the replacement of the long-gone original marquee,

White said, is what is on the minds of most local residents who talk to her about the Honorable Distillery project. "Hell hath no fury like the people who want to see that marquee back," White laughed. "But the people here have made super positive comments and are extremely supportive about what we're doing here."

White, who has a master's degree in nuclear engineering, and Anderson, who has a chemical engineering degree, both currently work in the nuclear waste cleanup business. This isn't her first foray into renovating a bar-related building: she and her sisters employed Gundlach Champion to renovate the Zephyr Wine Bar in Marquette several years ago. She liked working with Gundlach Champion so much that competing bids weren't sought for contractors to manage the Honorable Distillery project. "They're awesome," White said.

"It's great that Ann and Scott are investing in the Marquette community," Berg said. "They're great people to work with, and I'm excited to be a part of the project. This is the first distillery in Marquette that I'm aware of, and I'm proud to work in it. It makes coming to work interesting."

The couple said they plan on using locally sourced grains and other agricultural products in their spirits. White said she anticipates a late June opening to start serving Honorable libations at the distillery.

The 'union advantage' – yeah, it's a real thing, researchers find

(Continued from Page 1)

good training, and are provided with safe worksites backed by workers' compensation protection.

"The low-road sector of construction, however, features some of the worst labor practices in the United States – low wages, no benefits, exploitation, and often illegalities including wage theft and payroll fraud."

Researchers Ken Jacobs, Kuo-chih Huang, Jenifer MacGillivray and Enrique Lopezlira at U.C.-Berkeley said the study looked at construction workers' dependence on "safety net" programs in the U.S. – which ideally would be accessed on a limited basis by workers who are fairly paid and have decent health insurance. The report looked at construction worker participation in Medicaid, the Children's Health Insurance Program (CHIP); basic household income assistance under Temporary Aid for Needy Families; the Earned Income Tax Credit (EITC), and Supplemental Nutrition Assistance Program (SNAP).

Their research found:

- Two out of five families (39 percent) of construction workers in the United States are enrolled in at least one safety-net program to bridge the gap between their wages and the cost of supporting a family. This comes at an annual cost of \$27 billion in public funds.

- Working families in the construction industry are 26 percent more likely than all working families to participate in one or more means-tested safety net programs.

- Nearly one in three construction workers (31 percent) lack health insurance, more than

three times the rate for all workers (10 percent).

"The high usage of safety-net programs and lack of health care for many workers are clear indications of the poor wages and working conditions in a large part of the construction industry," said study co-author Ken Jacobs, chair of the UC Berkeley Labor Center. "It underscores the importance of unions, responsible contractors, lawmakers and state agencies in setting and upholding strong labor standards."

The study pointed out that construction is one of the largest industries in the nation, employing about 10 million workers – about 1 in 16. And in 2019, the industry contributed \$903.6 billion, or 4.2 percent, of the U.S. Gross National Product, plus \$812 billion in personal income. So a low-wage path taken by non-union construction workers is no small matter – but their road has been getting steadily wider over the decades.

In 1971, 42 percent of construction workers were union members; by 2019 the rate had fallen to 12.6 percent. Regionally, building trades unions have enjoyed a relatively strong presence in urban areas of the Northeast, Midwest, and West Coast, but overall populations from those areas have been inexorably migrating to the nonunion South and West. "There are large and growing segments of the industry that are outside the union sphere of influence," the study said.

That loss in union density has led to lower wages: between 1973 and 2006, there was a 17 percent drop in average real (inflation adjusted) hourly wages for

all U.S. construction workers, the study said.

Participation in employment-based retirement plans went from 39 percent in 2000 to 27 percent in 2015. And in 2015, according to the Center to Protect Workers Rights, among production construction workers who were union members, 72.2 percent had health insurance through employment in 2015, compared to 38.3 percent among non-union workers.

Unionized construction workers are in a far better situation than nonunion workers. In 2015, their wages were 42 percent higher, and their total compensation 78 percent higher than their non-union counterparts. A 2017 survey of construction workers in six major Southern cities found that 57 percent earn less than \$15 per hour.

And many nonunion construction workers are misclassified as "independent contractors" so that their actual employers can withhold paying health insurance and retirement benefits. Independent contractors comprise 7 percent of the overall national workforce – but about 20 percent of all independent contractors are construction workers.

"Construction in the United States was historically known as an industry where workers without a college education could find family-supporting jobs," the researchers said. "Now, job quality for some construction workers has deteriorated to the point that they earn wages too low to make ends meet and therefore fall back on the public safety net to make up the difference."

SE Michigan United Way, building trades have made a good match

For more than 80 years, United Way for Southeastern Michigan has worked side by side with union members, including those in the building trades, to improve the lives of families across the region.

From coming together for neighborhood beautification projects to serving meals at Meet Up and Eat Up summer block parties, the men and women of the labor movement have a distinguished history of adding momentum to United Way's community impact work. Donations from union members, coupled with their dedicated volunteerism efforts, support United Way's effort to build a region of stable households and equitable communities where children can thrive.

"The support labor shows for United Way is incredible," said Tiffany Bush, director of labor participation at United Way. "Our partnership is a meaningful one, focusing on philanthropy, advocacy and volunteerism. Together, we're improving the quality of life for families throughout Southeastern Michigan."

The need for action grows stronger as nearly 40 percent of households in Michigan struggle to meet their basic needs. The only way to solve this crisis is to help people out during times of turmoil and tackle the root causes of our state's biggest problems. It's a large feat, and one we can only accomplish through partnership.

"The Building Trades and the United Way have a decades-long history of collaboration in working to improve lives of people who need help," said Patrick Devlin, secretary-treasurer of the Michigan Building and Construction Trades Council. "That partnership, whether it has been building handicap ramps, fundraising or sponsoring food drives, clearly reflects the mission of labor unions, which is to establish a good standard of living for our members and the community at large."

Organized labor's partnership with and support of United Way across the country has roots in Metro Detroit. United Way and labor first collaborated as an innovative way to rebuild the nation after World War II. The shared passion for building a better world was evident from the start, with United Way (then Community Chests and Councils) and labor's umbrella organizations working together to create a mechanism for payroll deduction.

For 80 years, unions have been strong partners in workplace campaigns, encouraging members to give and volunteer. Today, labor occupies an important seat at the board table – leading United Way strategy and impact with a focus on collaborative fundraising and community

development.

Daryl Newman, president of the Metro Detroit AFL-CIO and member of United Way for Southeastern Michigan's board of directors, helps guide the organization's mission and vision for the community forward. He also serves on the Campaign Cabinet, which works with corporate partners to set and achieve ambitious fundraising goals each year.

Creating strong communities requires collective action from organizations and individuals. Daryl sees volunteering as a way to bring both groups together and encourages union members to give back to their communities.

"Volunteering is a way to connect with your neighbors and make meaningful changes in the world around you," he said. "Volunteerism doesn't just build the community; it builds the individual as well."

Before the COVID-19 pandemic limited many in-person volunteer activities, United Way partnered with building trades members on a variety of projects, including building ramps for wheelchair-bound Michiganders. Union members also came together for the largest volunteer project of 2018 – a state-of-the-art 10,000-square-foot playground at Stein Park in northwest Detroit.

Last fiscal year, union members logged 10,810 volunteer hours on 13 United Way projects, which included creating personal protection equipment for the region's frontline workers.

United Way plans to soon grow its volunteer work with labor partners, working on even more projects and implementing new ways of tracking the work to measure the impact.

"Our labor partners are some of the most dedicated and hard-working volunteers out there, and so it's a big priority for us to continue to leverage their skills toward opportunities that move the needle in our communities," said Kristen Cibulskis, volunteer engagement manager at United Way for Southeastern Michigan.

To learn more about the impact United Way and labor are making together, visit www.unitedwaysem.org.

(From the United Way for SE Michigan)

Supremes: employers not allowed to mandate Covid-19 vax

(Continued from Page 1)

dangers that all face from crime, air pollution, or any number of communicable diseases. Permitting OSHA to regulate the hazards of daily life – simply because most Americans have jobs and face those same risks while on the clock – would significantly expand OSHA's regulatory authority without clear congressional authorization."

The Supreme Court did issue an exception, allowing employee vaccine mandates to stand for medical facilities that take Medicare or Medicaid payments.

And, importantly for construction workers, while this ruling eliminates the mandate for vaccines for employers with more than 100 workers, it has no effect on private employers, with any size workforce, who still wish to implement vaccine mandates for their workers.

Counsel for a large Michigan-based general construction contractor summarized: "A private customer or employer can continue to insist that all workers on a project be vaccinated."

The application of language in a collective bargaining agreement – which almost certainly doesn't contain references to vaccines – likely would be unable to stop an employer from requiring a vaccinated workforce, said Michigan Building and Construction Trades Council attorney John Canzano.

He said while religious or medical exemptions can be made, in court, "management rights" clauses to maintain health and safety in an employer's workplace are universal in employment contracts would likely supersede individual arguments against vaccines or mask-wearing. Getting vaccines has for decades been an established requirement for kids to attend schools, he pointed out.

If a union chooses to fight the vaccine/testing mandate, he said it would likely be limited to arguments on duration of an imposed furlough for the affected worker, and when, or if, that employee could get his job back with that company after getting the shot(s).

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Outdoors



Michigan's forest stewardship

By Kathleen Lavey
Michigan Department of
Natural Resources

At the turn of the 20th century, some of Michigan's greatest conservation minds focused on a very important issue: turning vast, logged-over stump fields back into forests. It wasn't an easy sell at first.

Hillary Pine, a historian based in Crawford County at Hartwick Pines State Park – which features an old-growth white pine forest and a logging museum among its 9,762 acres – said the first state forests were founded in 1902.

The Higgins Lake Nursery in Roscommon County was started a year later.

"At that time, there was pushback from locals," Pine said. "They said, 'We're growing crops, what are trees going to do for us? That's useless.'" Despite the opposition, conservationists carried on with their admittedly lofty replanting goal. It came with its own set of challenges.

"They wanted to regrow forests on a monumental scale," Pine said. "How do you plant the seeds? How deep do you plant them? How do you protect them from birds and pests? It was a big experiment in how to do it properly and successfully."

There were a few misses. An attempt to grow eucalyptus trees didn't work out. But there were many successes, and eventually, much of Michigan was successfully planted in jack pine, red pine and other species of trees.

Current conditions. Nearly 120 years later, foresters are still carefully studying Michigan's forests to determine the best ways to help them thrive well into the 22nd Century and beyond.

Today, 20 million acres, or half of Michigan's land mass, is covered with forests, ranging from young aspens to ancient hemlocks. There are nearly 4 million acres of state forest in Michigan's northern Lower and Upper peninsulas. There are also 3 million acres of federal forest land in the state.

That's all because forests are managed to provide for a huge



PLANTING NURSERY-GROWN seedlings is one way to reforest the land; another is known as natural regeneration. Michigan Department of Natural Resources and Michigan State University researchers are looking at various ways to allow forests to regrow naturally, including leaving some wood on the ground to protect tasty seedlings from hungry deer. MDNR photos

range of activities. That includes all types of recreation, wildlife habitat for everything from tiny birds and butterflies to enormous elk, and timber harvests to make products people use every day, from lumber to toilet paper.

"Vigorous and healthy forests would not be here with a hands-off approach," said Jason Hartman, DNR silviculturist. Silviculture is the science of caring for and cultivating trees. "This new era with climate change is going to require a tremendous amount of stewardship," Hartman said. "Everyone seems to want to plant more trees, which is great. We just need to be strategic."

Some important Michigan trees such as aspen and jack pine are at the southern end of their current geographic range and need cool temperatures to thrive. But DNR data shows that mean temperatures in the state rose between 1969 and 2020.

That means Michigan's forests may lose a few iconic tree

species in the next 100 years, but at the same time may gain a few different tree species as southern trees expand their range to the north.

Coping with a changing climate. One of the stewardship tasks the DNR is considering now is a process known as "assisted tree migration."

"We are basically just selecting some species from farther south to plant as tests across different latitudes in Michigan," Hartman said. "For instance, we are planning to plant some hickory trees in Lansing and Gaylord and Shingleton. We want to see which species perform best if assisted migration were to become operational."

Hickory currently thrives in southern Michigan but becomes rare as you head north. It's an important prospect because its hard-shelled nuts provide food for wildlife through the winter.

Other hardwood species under consideration for assisted mi-

gration include yellow poplar, walnut and perhaps some of the southern species of oak or blue ash, which resists the invasive and destructive emerald ash borer.

DNR foresters also are looking at species that could possibly replace red pine and jack pine in the distant future, and additional experiments are likely to include growing short-leaf pine and pitch pine in Michigan.

Short-leaf pine grows in southeastern Ohio, the Ozarks and much of the south. Pitch pine currently grows on the east coast and in portions of the south.

Besides looking at trees that thrive in warmer southern temperatures, the experiments also will include working to improve existing forests. "It's also about selecting genetic diversity from the species we currently have that would be the best performers," Hartman said.

The DNR works closely with Michigan State University on tree genetics, to improve the quality

of seedlings grown for state forests.

Hartman said any species that will be test-planted will be carefully studied to make sure they fit in with the current forest – so that eucalyptus experiment of the early 1900s is unlikely to have a modern repeat.

"We're not going to move any species that have the potential to be invasive," Hartman said.

What is natural regeneration? During the 1930s, the young men of the Civilian Conservation Corps planted 484 million trees in Michigan, twice as many as any other state.

"We may be entering a modern day CCC era due to the amount of reforestation being promoted," Hartman said.

Sending an army of young men to turn fields into forests may not be feasible today, but there are other ways to get more, and healthier, trees into the landscape.

For example, the DNR and MSU researchers have been working on a large-scale project to improve the way that Michigan's valuable hardwood trees, such as sugar maple, regenerate naturally.

They've set up cameras in the woods to watch deer as they browse for tender seedlings to eat and tested different methods of harvesting trees.

They've also studied different ways of disturbing the surface of the ground to allow seeds to set better and treating unwanted species in the understory to allow desirable trees to grow.

Working against invasive species. The DNR has also worked with various other researchers to blunt the devastating effects of disease or invasive species.

One historic success is low-

ering the impacts of *Lymantria dispar dispar*, formerly known as gypsy moth. Although the size of the population cycles from year to year, its impacts on forest health have been greatly reduced by naturalizing the population across the state.

Today, predators, parasitoids, a fungus called *Entomophaga maimaiga* and the nuclear polyhedrosis virus play key roles in limiting moth outbreaks and keeping populations in a regular cycle.

Another effort under way seeks to restore the state's ash trees, which have been devastated over the past 20 years by the bright-green emerald ash borer.

An ash orchard of insect-resistant trees has been established. Restoration work is still a few years away, but the effort has the potential to get resilient ash trees back into Michigan's forests.

The DNR also is working with federal and local authorities to stop the spread of the hemlock woolly adelgid on Michigan's west coast. The adelgid is another destructive insect pest. These efforts include identifying infested trees and treating them to help prevent hemlock mortality, as well as educating people to be aware of the invasive pest and help keep it from spreading.

Michigan's state forests have come a long way in 120 years, helped along by human ingenuity. That will be even more important in the years to come.

"Stewardship is going to increase, it's not going to decrease," Hartman said. "It's getting our hands dirty in nature. It's finding ways to make good effects, planting trees of the right species in the right place, cutting trees at the right time, things like that."



MEMBERS OF THE CIVILIAN Conservation Corps plant rows of trees in the Huron Manistee Forest during the 1930s. The CCC was responsible for planting 484 million trees in Michigan.

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