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January 24, 2025

SHORT CUTS

DOL finalizes fit standard for PPE

WASHINGTON, D.C. – The U.S. Department of Labor announced Dec. 11 that its Occupational Safety and Health Administration has finalized a revision to the personal protective equipment standard for construction. The final rule explicitly requires the PPE to properly fit any construction worker who needs it, improving protections from hazardous conditions.

"I've talked to workers in construction, particularly women, who have spoken of personal protective equipment that didn't fit or was simply unavailable at the jobsite in their size," said Assistant Secretary for Occupational Safety and Health Doug Parker. "PPE must fit properly to work. I'm proud of the broad support from both employers and unions for OSHA's efforts to make clear that employers must provide the right PPE for each worker who needs it."

The revision to the standard adds specific language requiring that employers provide PPE that properly fits construction industry workers. The change aligns the construction industry standard with the standard already in place for general industry.

Many types of personal protective equipment must be sized to fit a worker properly. Improperly sized PPE can be ineffective in protecting workers; create new hazards for the worker, such as oversized gloves or protective clothing being caught in machinery; and discourage use because of discomfort or poor fit. The matter has been a longstanding industry safety concern, particularly among some women as well as among physically smaller or larger workers.

Get jobless benefit tax forms online

LANSING – If you collected unemployment benefits in 2024, money you received is taxable, and your year-end tax statement is available online.

Claimants can now go into their Michigan Web Account Manager (MiWAM) accounts to view and download their individual 1099-G tax statement, also known as "Certain Government Payments" form.

Anyone who requested a paper copy of the statement to be mailed to them should expect to have it delivered by the postal service before the end of January.

The Michigan Unemployment Insurance Agency (UIA) said it is generating more than 261,000 tax statements for 2024.

To view your tax statement online, log into MiWAM, www.miwam.unemployment.state.mi.us/

- Click on "I Want To"
- Click the "1099-G" link.
- Click on the 1099-G letter for the 2024 tax year and save a copy for your records.

Two things to keep in mind about information on your 1099-G, according to the UIA:

- If the total benefit amount listed on the form is higher than what was actually received, it may be due to automatic deductions, such as to repay an overpayment or to fulfill court-ordered payments.
- If you believe your 1099-G is incorrect, request a revised statement by downloading and submitting a "Request to correct Form 1099-G" at their website.

Quotable

"How many lessons of faith and beauty we should lose, if there were no winter in our year!"

—Thomas Wentworth Higginson (1823-1911)



SETTING UP an electric vehicle charging station at Huntington Place in Detroit are (l-r) electricians Scott Reinbold and Michael Monterosso. The IBEW Local 58 members, employed by Freeman Electric, are working to set up the Detroit Auto Show. The chargers would be used to power up vehicles used on a track as part of the show.

Trades assemble smaller auto show

By Marty Mulcahy
Editor

DETROIT – Compared to the pre-Covid years, the auto show held this month at Huntington Place was a diminished affair, with fewer automakers attending, downsized displays, and less vehicles to see.

Most importantly to the building trades workers who set up the displays, the Detroit Auto Show offered fewer job opportunities and reduced hours in the weeks leading up to the Jan. 10-20 event. Still, the task of (mostly) filling up the venue's 723,000 square-foot exhibition space for the show provided a welcome, climate-controlled environment during some chilly winter weeks in the Motor City.

"I like being here, I like being inside, I like the cars, I like the people," said Iron Workers Local 25 steward Billy Middleditch, working to set up the auto show for Convention Show Services.

Middleditch sets up numerous shows throughout the year at Huntington Place. Three days before the event opened, he said about 13 iron workers were employed setting up the show – compared to about 100 that worked prior to the Covid years when it was the North American International Auto Show. "It's also a bit more of a slower pace with the set up," he said.

The show was canceled last year, and saw diminished attendance the prior two years. This year, the show returned to its roots from decades ago as a place for

car buyers to scope out new cars, with a still-solid roster of 22 brands representing a range of vehicle segments. Four indoor tracks for driving vehicles took up significant floor space.

A full spectrum of nameplates put cars in the show, including Alfa Romeo, Buick, Cadillac, Chevrolet, Chrysler, Dodge, Fiat, Ford, GMC, Jeep, Kia, Lincoln, Ram, Toyota and Volkswagen.

Adding to the mix of brands for visitors to explore and "shop" were dealer-supported vehicle displays representing BMW, Honda, Hyundai, INEOS, Mazda and Mercedes-Benz.

Absent from the show were new vehicle introductions (Continued on Page 2)



LOOK OUT FOR HI-LOs buzzing around the aisles of Huntington Place moving crates during the set up of the Detroit Auto Show. This one is operated by Allen "Aldow" Martinez, and with him (l-r) are steward William "Billy" Middleditch and Charles Hall. The Iron Workers Local 25 members are employed by Convention and Show Services, helping set up the auto show, which ran from Jan. 10-20.

Bill package seeks to curb 1099 fraud

By Marty Mulcahy
Editor

LANSING – On the first day of the 2025-26 legislative term, a trio of Democrat lawmakers introduced a package of bills aimed at penalizing businesses for improperly treating an employee as an "independent contractor." The bills also would set state rules governing the payment of minimum wage, tipped wages, and employee sick leave.

The "independent contractor dodge," is a decades-old issue that has plagued the state's construction industry and other employment sectors. Misclassifying a worker as an independent contractor required to use tax Form 1099 puts the onus on the individual worker to pay workers' compensation, unemployment insurance, medical insurance and Social Security taxes. Meanwhile,

unscrupulous employers not only evade paying those worker taxes, they can avoid paying overtime premiums, while enjoying a tremendous financial advantage over legitimate contractors when submitting construction bids, for example.

"The vast majority of business owners are good actors here in the state of Michigan, but there are bad actors who basically use loopholes within the law to take advantage of workers," said state Sen. Kevin Hertel (D-St. Clair Shores), who introduced

Senate Bill 6 on Jan. 8. "People work because they need to support themselves and their families, and (there) should be a respectful relationship between the employee and the employer, whoever that is."

According to Senate Democrats, Senate Bills 6 and 7 "seek to strengthen the state's laws regarding wage theft, which poses a significant risk to Michigan workers. Currently, minimum wage, overtime, and other payroll fraud violations cost Michiganders who have the hardest time making ends (Continued on Page 2)

Good vibrations in 2025 for U.S. building outlook

By Marty Mulcahy
Editor

Looks like more of the same for the U.S. construction industry in 2025.

"2025 offers quite a few bright spots for the construction industry even as the outlook for some private-sector segments remains quite dire," said Jeffrey Shoaf, the Associated General Contractors' chief executive officer. "Firms expect regulatory relief will help drive demand and they will continue to hire, when they can, and boost investments in technologies, particularly artificial intelligence."

His comments were based on the Jan. 8 release of an AGC/Sage construction industry survey, *A Year in the Balance: The 2025 Construction Hiring and Business Outlook*. The 2025 survey, based

on 1,109 responses from U.S. construction contractors, was released after numbers showing a strong 2024 for the industry started rolling in.

The AGC said the net reading of the survey – the percentage of contractor-respondents who expect the available dollar value of projects to expand compared to the percentage who expect it to shrink – is positive for 15 of the 17 categories of construction included in the survey.

The glad tidings in the AGC's industry survey were matched by other industry forecasts.

Jay Bowman, a partner at FMI Consulting which serves the building industry, told the *Engineering News Record* he feels "fairly positive" about the market for next year. "I know (Continued on Page 3)

ABC to ally Trump: time to scrap pro-union PLAs

WASHINGTON, D.C. – President Trump was still 11 days away from getting sworn in to his second term as president when the Associated Builders and Contractors reminded him of their strong support for his candidacy – and of the first favor they want fulfilled.

The anti-union contractor group, along with their like-thinking associates in the construction and business communities, sent the president-elect a letter urging him to rescind Biden-imposed, union-friendly project labor agreements on federal construction contracts exceeding \$35 million. The letter also called for the repeal of additional Biden administration policies pushing PLA mandates and preferences on federally assisted construction projects procured by private developers and local and state governments.

"Experienced, quality, union-free contractors and their skilled employees who do not belong to a union have delivered exceptional federal and federally assisted projects for decades without government PLA requirements," said Ben Brubeck, ABC vice president of regulatory, labor and state affairs. "This coalition

looks forward to working with President-elect Trump to rebuild America's infrastructure with commonsense and inclusive policies that benefit all of America's construction industry and deliver savings to taxpayers without sacrificing quality or safety."

If he hadn't already done so as this went to press, Trump is almost certain to issue an executive order to comply with the ABC and cancel this and other (Continued on Page 3)

Added payments to illegally fired workers tossed by appeals judge

PHILADELPHIA (PAI) – In a setback for the National Labor Relations Board, particularly for making illegally fired workers whole, the Third U.S. Circuit Court of Appeals tossed out added payments the board OK'd for workers financially harmed by company labor law-breaking.

The case involved two Starbucks baristas in Philadelphia, whom the firm illegally fired for their pro-union activities. A three-judge panel of the appellate court backed the workers, saying Starbucks broke labor law, formally called unfair labor practices.

The court ordered Starbucks to rehire Echo Nowakowska and Tristan Bussiere with net back pay, i.e., what they would have earned after being fired, minus earnings they gained while awaiting justice.

But Appellate Judge Thomas Ambro, a Bill Clinton appointee, limited the ruling, and wrote that added reimbursement for illegally fired workers "exceeded the board's authority." The added money would have covered not (Continued on Page 3)

On-the-job injuries, fatalities see welcome decline

By Marty Mulcahy
Editor

WASHINGTON, D.C. – Fatal U.S. workplace injuries declined 3.7 percent from 2022-2023, while non-fatal on-the-job injuries hit a 20-year low.

That's the word from the U.S. Bureau of Labor Statistics, whose annual "National Census of Fatal Occupational Injuries" report – which takes months to compile and was released on Dec. 19 – said there were 5,283 fatal workplace injuries reported in 2023. That year the fatal work injury rate was 3.5 fatalities per 100,000 full-time equivalent (FTE) workers – down from 3.7 in 2022.

"Every worker's death is a

profound tragedy that leaves a lasting void for families, friends, co-workers, and communities. We can and we must do better," said Doug Parker, assistant secretary of labor for occupational safety and health, in an OSHA statement.

"Today's report from the Bureau of Labor Statistics is more positive news for worker safety and health," he continued. "In November, the bureau reported a 20-year low in the rate of non-fatal worker injuries and illnesses in 2023, and we are further encouraged by the news that the number and rate of fatal worker injuries also dropped in 2023."

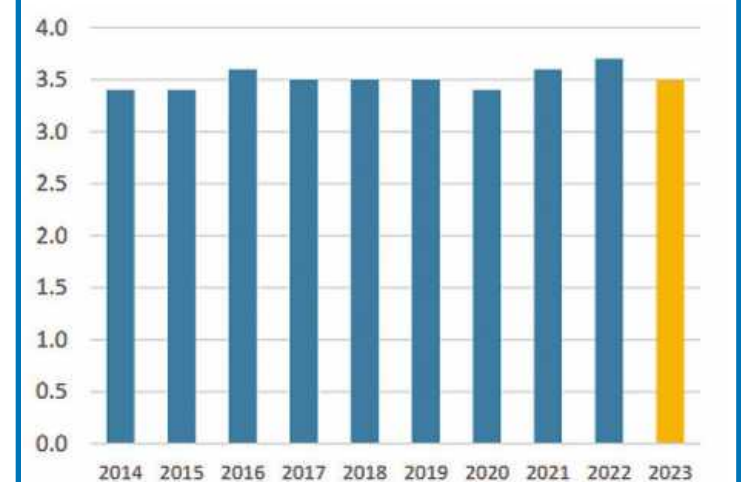
Parker cited "meaningful declines" in fatal injury rates for

Black and Latino workers, but he admitted there are still "high rates among these populations" and "a disproportionate impact of work hazards on workers of color." He urged employers to recognize that trend and combat it. The death rates for Black and Latino workers were 3.6 and 4.4 deaths per 100,000 workers, respectively.

Some bullet points from the BLS report:

• Construction had the most fatalities (1,075) among all industry sectors in 2023, and has been the highest sector going back to 2011. Falls, slips, and trips accounted for 39.2 percent (421) of all construction fatalities, with transportation incidents accounting for another (Continued on Page 3)

Fatal work injury rate per 100,000 workers 2014-2023



Source: U.S. Bureau of Labor Statistics

Viewpoints



A year for rich to get richer

The new year has begun with old news: The world is continuing to become colossally more unequal – with the United States leading the way. In 2024, wealth trackers at Bloomberg have just reported in a year-end review, “The world’s 500 richest people got vastly richer.”

Of the world’s 15 richest people, Bloomberg data shows, 14 call the U.S. home. The richest of these rich: Elon Musk. He started 2024 with a personal fortune worth a mere \$229 billion. He ended it with a net worth of \$442 billion, the largest personal treasure trove the world has ever seen. Overall, the world’s 500 richest ended 2024 worth a combined \$9.8 trillion.

President Trump himself enjoyed quite a rewarding 2024. His personal net worth last year nearly doubled, to a bit over \$7 billion. A little humbling context for Trump: His new \$7 billion fortune amounts to less than 2 percent of the personal wealth his new good pal Elon now holds. That wealth isn’t the only hold Musk has on Trump: The Tesla, twitter/X and SpaceX plutocrat has a tight hold on Trump politically, as the president’s sudden demand – at Musk’s order – to House Republicans to suspend the debt limit for two years shows.

That suspension would let Trump and Musk push through another giant tax cut for corporations and the rich. But GOP hardliners, plus the Democrats, rejected it. Trump and Musk will have to try, try again this year, saddling their followers with a politically uncomfortable vote.

Musk does, to be sure, have ample American company: 15 American deep pockets now boast fortunes worth over \$100 billion. More context: Back in 1982, the year Forbes magazine began publishing its annual list of America’s richest, only 13 of the nation’s 400 wealthiest held as much as a single billion dollars in net worth.

Simply maintaining a 100-foot-long private yacht today can now run as much as \$2 million a year. But relief for the rich feeling this yacht-maintenance squeeze appears to be on the way. Leaders in the new Republican-majority Congress, *Politico* reports, are already busily debating just how they can most expeditiously lower the already low taxes the richest among us need to pay. Their goal: To at least extend the expiring Trump tax cut originally enacted in 2017. To cover the cost of that tax cut, or any others, they’re going to have to raise the debt limit, though.

In 2025, households in America’s top 1 percent will save an average \$61,090 thanks to that 2017 tax cut. Households in the top 0.1 percent will pocket even more, with an average savings of \$252,300. And households in the bottom 60 percent? They’ll on average save less than \$500 each.

“Extending the Trump tax cuts that expire at the end of 2025 – namely, the law’s individual income and estate tax provisions – would provide further windfall benefits to high-income households,” conclude Center on Budget and Policy Priorities analysts Chuck Marr, Samantha Jacoby, and George Fenton. To make matters worse, Marr and his colleagues add, those windfall benefits “would come on top of the large benefits they would continue to receive from the 2017 tax law’s permanent provisions.”

“Tax cuts for people making over \$400,000,” the Center analysts conclude, “should end on schedule.”

Keeping to that scheduled end – given the new Republican control over the House, the Senate, and the White House – will be exceedingly difficult. Welcome to Trump II.

By Sam Pizzigati
Co-Editor, Inequality.org

The Building Tradesman welcomes your letters to the editor:
By mail: Building Tradesman Editor,
1640 Porter St. Detroit, MI 48216
or, e-mail: buildingtradesman@ameritech.net

Trades assemble smaller auto show

(Continued from Page 1)
and a cadre of international press, as automakers worldwide have shifted away from using auto shows to introduce and market their products.

Union electricians, carpenters, iron workers, Teamsters and Stagehands helped set up Detroit’s show.

“It’s a smaller show, but there seem to be a lot more hands-on exhibits,” said IBEW Local 58 steward Kahlil “Smokey” Finley. He was working along with 25 other electricians employed by Freeman Electric – that’s about a

quarter the number of electricians who worked the show in years past.

He said the Freeman crew

started to set up the show about three weeks before Christmas. “There used to be a lot more staging, with some double- and

triple-deck displays,” Finley said. “And there used to be a lot more man-hours. But it’s still a good place to go to work in January.”



SETTING UP POWER to a Ford display at the Detroit Auto Show are (l-r) electricians George Costigan, his brother Jason Costigan, Randy Petrie and steward Kahlil “Smokey” Finley. The IBEW Local 58 members are employed by Freeman Electric.

Bill package seeks to curb 1099 fraud

(Continued from Page 1)
meet millions of dollars every year.”

Senate Bills 6 and 7 would:
•Enhance wage transparency for workers.

•Allow workers to file anonymous complaints against employers.

•Strengthen civil and criminal penalties for wage theft.
•Prohibit employers from

misclassifying workers as “independent contractors,” which allows them to pay a wage lower than the legal minimum.

The Dems said in 2022, the Michigan Department of Labor and Economic Opportunity’s Wage and Hour Division recovered more than \$2.6 million in stolen wages. Payroll fraud forces taxpayers to foot the bill for millions in lost tax revenue and

creates an unfair disadvantage for employers who play by the rules.

Amanda Fisher, the Michigan director of the National Federation of Independent Business, told the news service MIRS that “I think you will find that a lot of folks that are sole proprietors would be kind of wrapped into this independent contractor rule. Unfortunately, the ultimate goal I see is to get rid of independent contractors all

together and make everybody employees. The problem with that, ultimately, is that not everybody wants to be an employee.”

With a Republican majority now in the state House, the legislation is sure to see business-friendly adjustments – if it ever gets adopted into law.

Senate Bills 6 and 7 were introduced in conjunction with Senate Bill 15, sponsored by Hertel, Sam Singh (D-East Lansing), and Darrin Camilleri (D-Trenton) The bill package also seeks to accelerate the increase of Michigan’s minimum wage; protect and improve the tipped employee credit; require employers to provide paid sick leave; and strengthen laws preventing the theft of wages.

“Michigan’s workers put in long hours to support their families, and they deserve fair compensation for their efforts,” said Camilleri. “By bolstering our laws against wage theft, we are making vital strides toward safeguarding the livelihoods of hardworking Michiganders.”

“A foolish consistency is the hobgoblin of little minds, adored by little statesmen and philosophers and divines.”

–Ralph Waldo Emerson (1803 - 1882)

Billionaires regulating billionaires

By Jim Hightower

Howard Lutnick wants to have his cake and eat it, too. Then, he intends to eat your cake.

Lutnick is another billionaire corporate huckster who was a campaign bagman for Trump, and now he’s

pick to become Commerce Secretary. But first, he’s been tasked with picking hordes of corporate loyalists to be placed in Trump’s government as friendly “regulators” of corporate hucksterism.

Convenient, huh? This is what Trump & Company mean

by saying they’ll make the government “efficient.” Instead of corporate powers having to lobby regulators to get special favors, corporate officials will become the regulators. That is so much smoother for Lutnick and his ilk, who look forward to four free-wheeling years of devouring our economy.

In choosing who to police corporate price gouging, workplace rules, bank rip-offs, and such, Lutnick has been calling Wall Streeters, Silicon Valley tech bosses, corporate giants, and billionaires, telling them to send their best operatives to Trump’s regime. “Let’s get them into government,” he exults!

Notice that he’s not calling any union leaders, consumer protectors, or other real public

interest watchdogs.

By the way, Lutnick himself is in line to profit from the corporate feeding frenzy he’s now staffing. He is invested in everything from health care profiteers to cryptocurrency flimflams – and while he’s been doing Trump’s work, he’s simultaneously been pushing Congress to do favors for his personal holdings.

But he insists that there is no conflict of interest in his efforts. After all, he says with a straight face, he holds his government policy meetings in separate rooms from his own business pleadings.

And that paper-thin wall of separation is Trump’s new ethical standard for protecting us from raw corporate greed.

(via otherwords.org)

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DURING A WORK BREAK we asked electricians (l-r) Glenn Polt, Doug Christie and Eric Cata to stand in front of the Jeep display they were helping to power at the Detroit Auto Show.



MOVING A CRATE in front of the IBEW Local 58/NECA electric vehicle learning display at the Huntington Place-Detroit Auto Show are (l-r) Connor Donovan and Mike Decker.

IBEW LOCAL 557

SAGINAW – UNION NEWS- Moving forward, Union meetings will begin at 6:00pm due to many members working overtime at Project Phoenix and other jobs as well.

NEW MEMBER ORIENTATION- This year's new member orientation will be held on February 12th, at 6:00pm. If you are new member from this year, please plan on attending.

RETURN OF POKER NIGHT- Local 557 Poker nights for Winter 2025 have returned. The next planned game is February 20th at 6pm. All are welcome to play some friendly games of poker and have fun with other members of the local.

LOCAL 557 ORGANIZING- Rex and Gus are doing great work for Local 557 on the organizing front. Organizing is a tough task in the IBEW and in the trades in general.

PROJECT PHOENIX'S dynamic has changed recently. In order to get manpower moving onto the job site a new incentive package had been put in place. This has instantly been a big help towards manning the project and we can expect calls to continue on the Mega Project in Hemlock.

MEMBERSHIP MEETINGS- The next membership meeting is February 4th and will start at 6:00pm. Please note the change to a 6:00pm start time due to Overtime being worked in the area.

UNION HALL OPERATIONS- Normal Business Hours are Monday-Friday 7-4:30pm.

BOOK SIGNING- If you are a Local 557 member and receive a lay-off while working on a 557 referral, you must come to the hall and sign Book 1 in-person.

WORK OUTLOOK- Members of other Locals can sign Book 2 by contacting their Hall for a simple email to be sent on your behalf, if in good standing. At the time of this writing most calls have been filled at Project Phoenix but more calls are expected for J. Ranck, Conti and Nooter in the near future.

HEALTH CARE- Don't forget to schedule your annual physical with your doctor. By completing your annual physical, you could catch a health concern early and help keep the cost of health care down.

BLUE CROSS APP- Download the Blue Cross/Blue Shield of Michigan app for your smartphone. Search for "BCBSM" on the Google Play app or Apple store.

WEX APP- You will need to download the WEX app for your phone. Search for "MI IBEW Special Fund" in the Google or Apple store.

JOB CALLS- Please stay vigilant checking the Job Line if you are seeking work. All work calls for the day will be available on the Job Line after 4:30 pm.

STAY CURRENT ON DUES -Please check to see if you are current. The Hall can accept credit cards. The credit card service can accept payments for dues, merchandise, apprentice book payments and other purchases.

CONTACT NUMBERS- Michigan Electrical Employee Pension fund and Michigan Health Plan (855)633-4584. Website is: www.michiganelectrical.org

- In Solidarity, Evan Allardyce, Business Manager

Local 149 Roofers & Waterproofer

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

Happy New Year! Happy New Year, from the Officers and Members of the United Union of Roofers, Waterproofer, and Allied Workers Local 149. May 2025 be a great, safe, and prosperous year for you and your family.

General Membership Meeting. The general membership meeting is scheduled for Tues., Feb. 4, 2025 at 7:00 p.m.

Executive Board Meeting. The next Executive Board meeting is scheduled for Tues., Feb. 4, 2025 at 6:00 p.m.

Mid-Michigan. The Mid-Michigan informational meeting is scheduled for March 11, 2025 at 6 p.m. at 810 Tacoma Ct. Clio MI, 48420

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 12/31/2025 and beyond. In order to be eligible, members must pay their 2025 dues in full by January 31, 2025.

Out-Of-Work. When contractors call the Union Hall for help, we need to know who is available, and have an up-to-date phone number. All Detroit Area members who are out of work need to call the Hall at (313) 961-6093 ext. 0 to be put on the out of work list.

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

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.

Vacation and Holiday Check Direct Deposit. Members have the option to have their Vacation and Holiday check direct deposited in their bank account. This includes all contracted areas.

(Continued next column)

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.

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

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

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

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

Every Thursday from 6:00pm – 8:00pm until further notice

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

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

Are you 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.

The publication above is as 1/21/2025, 8 a.m.

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



ELECTRICIAN Jeff Trimble sets temporary wiring in an annex at Huntington Place in Detroit while helping to set up the Detroit Auto Show.

"The art of leadership is saying no, not yes. It is very easy to say yes."
-Tony Blair (1953 -)

"There is no passion like that of a functionary for his function."
-Georges Clemenceau (1841 - 1929)

"Nothing is particularly hard if you divide it into small jobs."
-Henry Ford (1863 - 1947)

"I do nothing but go about persuading you all, old and young alike, not to take thought for your persons or your properties, but to care about the greatest improvement of the soul. I tell you that virtue is not given by money, but that from virtue comes money and every other good of man, public as well as private. This is my teaching, and if this is the doctrine which corrupts the youth, I am a mischievous person."
-Socrates (469 BC - 399 BC)

"There are two kinds of men who never amount to much: those who cannot do what they are told and those who can do nothing else."
-Cyrus H. Curtis (1850 - 1933)

"Good breeding consists of concealing how much we think of ourselves and how little we think of the other person."
-Mark Twain (1835 - 1910)

"The thing that impresses me the most about America is the way parents obey their children."
-King Edward VIII (1894 - 1972)

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Aiello Law Group has just released our 2025 Construction Worker's Daily Logbook in both a print and digital version! We have provided logbooks to Michigan's building trades for over 30 years.

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



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The 2025 lake sturgeon fishing season on Black Lake in Cheboygan Co. will begin at 8 a.m. Saturday, Feb. 1. All anglers must register online in advance to participate in the fishing season, and those age 17 or older must have a valid Michigan fishing license.

The harvest limit for the 2025 season on Black Lake is six lake sturgeon. Officials will close the season when one of two scenarios occurs:

- The sixth fish is harvested.
- Five fish have been harvested at the end of any fishing day.



Outdoors

News from the Michigan Department of Natural Resources

Black Lake sturgeon fishing



Fishing hours are 8 a.m. to 2 p.m. each day of the season. The season will end either at 2 p.m. Wednesday, Feb. 5, or when one of the above scenarios is met, at which point anglers will be notified via text message and on the ice by DNR personnel that they must immediately stop fishing for

lake sturgeon.

Anyone who wants to participate this year must register online by Jan. 31. Get more registration and season information at Michigan.gov/Sturgeon.

Participating anglers must bring their own bright red flags (1-foot diameter or larger) to hang

on their fishing shanties. Season officials emphasize that anglers are required to hang one or more flags in highly visible locations on their shanties so DNR personnel can readily identify which anglers are sturgeon fishing.

Anyone harvesting a lake sturgeon must immediately con-

tact DNR personnel on the ice. Official registration of each harvested fish will take place at a DNR trailer located on or near the ice at the end of Zollner Road in the northwest part of Black Lake. Harvest registration may include an examination of the fish's internal organs and removal of a piece of fin tissue for DNA analysis or aging.

Lake sturgeon rehabilitation efforts in Black Lake over the last two decades have been a successful collaboration between the DNR, Sturgeon for Tomorrow,

tribal agencies, Michigan State University and Tower-Kleber Limited Partnership. This population has increased in the past 20 years due to lake sturgeon rearing and stocking efforts and research and protection of spawning adults, and this trend is expected to continue.

Ice conditions may vary greatly, and anglers should always use extreme caution when ice fishing. The Black Lake sturgeon season start date will not be postponed due to weather or other conditions. The season may be canceled up to 48 hours prior to the start of the season if circumstances pose a significant safety risk to anglers and staff (per Fisheries Order 240).

The DNR will post any updated information to the department website and notify anglers via text message and email if any changes occur.



The 2025 LAKE STURGEON fishing season on Black Lake in Cheboygan Co. will begin at 8 a.m. Saturday, Feb. 1. The short-lived season will end on Feb. 5, or when the harvest of limit of six has been reached. *MDNR photo*

Today's fingerlings, tomorrow's big catches

The Department of Natural Resources worked hard this past fall to stock fish in waters across Michigan – fish that will provide anglers with more opportunities in seasons to come. The fall 2024 effort saw DNR crews stock seven different species at 78 locations throughout the state; in all, 590,504 fish, weighing in at 10.7 tons, were added to Michigan waters.

"It was another exceptional fall fish stocking season, enhancing fishing opportunities throughout Michigan," said DNR Fish Production Program manager Aaron Switzer. "Combined with our successful spring and summer stocking efforts, that brings the total for 2024 to more than 9.7 million fish stocked in Michigan's waters."

The number and type of fish stocked vary by hatchery, as each facility's ability to rear fish differs due to water supply and temperature. In Michigan, there are six state and three cooperative hatcheries that work together to produce the species, strain and size of fish needed by fisheries managers. These fish must then be delivered at a specific time and location for stocking to ensure

their success.

In general, fish are reared in Michigan's state fish hatcheries anywhere from 1-18 months before they are stocked. Most fish in Michigan are stocked in the spring, but some fish are stocked in the fall because they require less time and fewer resources to rear in hatcheries, and may adjust better to new environments as they are younger and more adaptable to change.

Seven species were stocked this fall: Atlantic salmon, brook trout, brown trout, lake trout, rainbow trout (Eagle Lake and steelhead strains), walleye and muskellunge.

Participating fisheries around the state included:

- Marquette State Fish Hatchery (near Marquette); Platte River State Fish Hatchery (near Traverse City); Oden State Fish Hatchery (near Petoskey); Thompson State Fish Hatchery (near Manistique), and the Wolf Lake State Fish Hatchery (west of Kalamazoo).

DNR fisheries management units also stocked fall fingerling walleye this year: the Southern Lake Michigan Management Unit, the Central Lake Michigan Man-

agement Unit, the Northern Lake Michigan Management Unit, and the Lake Erie Management Unit.

The DNR welcomes visitors to its state fish hatcheries and interpretive centers to witness firsthand the fish rearing process and to learn about Michigan's

waters. For more information or to plan your trip, visit Michigan.gov/Hatcheries.

To find out if any fish were stocked in your favorite fishing spot, visit the DNR's fish stocking database at michigandnr.com/fishstock/.



THE MICHIGAN DNR stocked 590,504 fish, weighing 10.7 tons, in Michigan waters in fall 2024. Here a DNR fish stocking truck is shown at Roland Lake in Baraga County. *MDNR photo*

Safety first on the ice

With cold temperatures consistent throughout the state, more people are enjoying ice fishing, skating, hockey and other outdoor adventures. The Michigan Department of Natural Resources urges everyone to have fun but always use caution when venturing onto or near ice.

"Even during consistent cold stretches, pressure cracks in the ice can develop within hours," said Lt. Skip Hagy, DNR law enforcement supervisor in Newberry. "There is no such thing as 'safe' ice. Always check conditions for yourself; don't rely on what you see others doing or what they tell you."

River mouths and other places where river or lake currents may be located are often places of unstable ice. Reservoirs with changing water levels also require great caution.

Frozen bodies of water should be checked very carefully before braving the ice. While there is no perfectly reliable method to determine if ice is safe, you can use a spud, needle bar or auger to test the thickness and quality of ice.

"Keep in mind that warm spells as brief as one day may weaken the ice," Hagy said. "Melting ice during the day only partially refreezes at night, creating a thin layer of unstable ice."

The DNR suggests wearing a buoyant fishing jacket or snowmobile suit. Additionally, wear a U.S. Coast Guard-approved life jacket as the outermost layer of clothing, and have a pair of ice picks and a whistle clipped to your chest.

"Nobody plans to fall through the ice, but you should be prepared in case it happens," Hagy said. "If you fall through the ice, the most important thing is to remain calm and return in the direction you came from. Return to the ice where you broke through, and pull yourself out of the water, rolling onto the ice. Don't try to stand. Instead, crawl to help distribute your weight until you feel you're safely away from the weak spot. Seek help immediately to prevent hypothermia."

Additional ice safety tips include: wear a pair of ice-cleats to help with traction, wear bright colors to increase your visibility, and use the buddy system.

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