

THE BUILDING TRADESMAN

Official Publication of the Michigan Building and Construction Trades Council

VOL. 72, NO. 24

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December 1, 2023

SHORT CUTS

Material inflation continues slow drop

There was some more good news on the inflation front last month, as construction input prices declined 1.2 percent from September to October, according to a Nov. 15 report by the U.S. Bureau of Labor Statistics' Producer Price Index.

Construction material prices are 1.1 percent lower than they were a year ago. The same report said in the overall economy, the annual U.S. inflation rate was 3.2 percent in October, falling from 3.7 percent the month prior, and from 7.7 percent in October 2023. The target inflation rate for the Federal Reserve is about 2 percent.

Associated Builders and Contractors' Chief Economist Anirban Basu responded to the numbers, saying "the data indicate that inflation is declining. Not only does that translate into less rapid increases in the price of many key construction inputs, but it also signifies that the Federal Reserve is poised to begin reducing interest rates at some point next year. That will support an improving project financing environment, increasing demand for construction services in the process."

The federal report said crude petroleum input prices were down 2.9 percent for the month, and iron and steel prices dropped 2.3 percent. Lumber prices dropped 0.2 percent, while cement prices fell 0.6 percent.

The U.S. inflation rate has declined steadily since it reached 8.5 percent earlier in 2022 in the wake of the Covid-19 pandemic. That was the highest rate in 40 years.

"That does not mean that all risks have disappeared," said Basu. "Among the reasons for inflation's retreat is a slowing economy. While financial markets have been laser-focused on good news on the inflation front in recent days, less attention has been invested in the downside risks to the economy, including growing consumer indebtedness, tighter credit conditions, geopolitics and the impact of the federal government's insatiable appetite to take on more debt."

Joint employer rule delayed by NLRB

The National Labor Relations Board on Nov. 16 extended the effective date of its recent rule determining the standard for joint-employer status. The NLRB said the rule would become effective Feb. 26, 2024, "to facilitate resolution of legal challenges with respect to the rule."

Initially scheduled to go into effect in December, the "Joint Employer Rule" is expected to make it easier for millions of U.S. worker to organize into a union. The new rule sets new standards for determining when two companies should be considered joint employers in labor negotiations.

Under the current NLRB rule, which was passed by a Republican-dominated board in 2020, a company like McDonald's isn't considered a joint employer of most of its workers since they are directly employed by franchisees. The joint employer rule treats franchisees and the mother company as one.

The U.S. Chamber of Commerce and other business groups have challenged the rule in court, setting up the delay.

Quotable

"In times of joy, all of us wish we possessed a tail which we could wag."

—W.H. Auden (1907-1973)



AT WORK CONSTRUCTING an addition to the Marquette Area Wastewater Treatment Plant are a group of iron workers and carpenters. They include Local 8 iron workers Nathan Petrovich and Brett Yuma (employed by SPE Inc.), and Local 1510 carpenters Jonas Christensen and Terry Lehtinen (employed by Miron Construction). Photo credits: Jack Deo

Trades expand Marquette's wastewater treatment plant

By Marty Mulcahy
Editor

MARQUETTE — Miron Construction, is subcontractors and building trades union workers are in the process of giving the Marquette Area Wastewater Treatment Facility one of its few major upgrades since it was built in 1959.

Work began in June on the \$14 million project, which includes adding a biosolids cake storage barn, a new dewatering facility, a septage receiving screener and additions to the front and tail end of the facility.

The plant, located on U.S. 41 South, has the capacity to process a daily average of 2.8 million gallons of sanitary sewerage and a maximum of 6.5 million gallons. It serves the City of Marquette, and parts of Marquette Twp. and Chocolay Twp.

"We're doing very well, it's been a good safe project and we expect to be closed in for the winter," said Chad Sauter, project superintendent for Miron. He said in mid-November that about 24 tradespeople were on site. "Lot's of good, skilled people working here," Sauter said.

One of the major features (Continued on Page 2)



THE MARQUETTE AREA Wastewater Treatment Facility is undergoing a \$14 million upgrade.



ON THE JOB at the Marquette Wastewater Treatment Plant expansion are cement finisher Tim Etter of Bricklayers and Allied Craftworkers Local 2, with Robert Locke of Laborers Local 1146, employed by Miron Construction.

A little change in the weather for U.S. construction

The weather is cooling. And things are a bit chillier in the construction industry, too.

Only 22 states added construction jobs from September to October, according to the latest report (Nov. 17) from the Bureau of Labor Statistics. Through most of this year, 40-plus states typically added jobs from month to month, pointing to an industry with hot job prospects.

Despite the monthly decline, employment in U.S. construction is expected to remain strong:

longer-term, from October 2022 to October 2023, the industry added 219,000 jobs, a gain of 2.8 percent.

"The number of states with construction job gains has been tapering off in recent months," said Ken Simonson, the AGC's chief economist. "But contractors still report strong demand for workers, suggesting that the slowdown in hiring is due to a lack of qualified workers, not a weakened demand for projects."

Michigan, which has consistently been on the positive side of monthly construction job creation in the past couple of years, was one of the states that took a dip from job gains in both September and October. Michigan dropped 1,700 jobs in the most recent report, although our state gained 6,400 jobs during the course of the previous 12 months.

California added the most construction employees over the year (21,000 jobs or 2.3 percent), followed by Ohio (17,700, 7.5 percent), and Texas (17,000 jobs,

2.1 percent). Colorado lost the most construction jobs during the past 12 months (-7,200 jobs, -3.9 percent), followed by Missouri (-4,400 jobs, -3.2 percent), and North Carolina (-4,000 jobs, -1.6 percent).

The AGC reports that many of their member firms report applicants lack the qualifications needed to safely work in construction positions. And while many firms are boosting investments in worker training as a result, (Continued on Page 3)

Michigan's landmark clean energy mandates will clear the air, but nagging questions remain

By Marty Mulcahy
Editor

LANSING — An historic package of seven bills adopted by the state Legislature on Nov. 8 sets Michigan on an inexorable course for a clean energy future, with a nice bonus to building trades union workers tossed in.

But predicting the economics of the state's energy future — in terms of costs, production potential and turning over land for placement of solar panels and windmills — can depend on whims as difficult to forecast as whether the sun will shine or if the wind will blow.

The Democrats' clean energy package passed along party lines, and requires utility providers to rely on 100 percent "clean" energy sources — with the usual suspects being solar, wind, hydro and nuclear — by 2040. For better or worse, passage of this group of laws places Michigan among the top tier of states with stringent, fast-encroaching clean energy mandates required from utilities.

"This clean energy package is a big deal for Michigan families, Michigan workers, and Michigan's economy," said Gov. Gretchen Whitmer. "These bills will balance reliability and affordability and help us protect our air and our water and improve public health. They will help us bring home more cutting-edge manufacturing investments so we can make solar panels, wind turbines, and more right here in Michigan, supporting good-paying jobs, high-skill jobs that are a ticket to the middle class."

"And they will make Michigan a national leader in clean energy, shoring up our position as the best place to start your family,

your career, or your business."

Both of Michigan's two largest utilities, Consumers Energy and DTE Energy, have steadily announced carbon reduction goals over the past few years that approximate the Legislature's new mandates, although DTE Energy's latest timeline to zero carbon is longer, set at 2050. Both (Continued on Page 3)

With coal and natural gas still burning hot, MI's 100% green future a bit hazy

As Michigan starts its path toward becoming a green energy leader among the states, it's clear from recent energy usage that our state is about to see an accelerated, and increasingly significant, transition away from traditional power plants that burn coal, and perhaps natural gas.

According to the U.S. Energy Information Administration:

•In 2022, coal and natural gas each each supplied about 33 percent of Michigan's electrical needs; nuclear power generated 22 percent.

•With the shuttering of coal-burning plants, Michigan's electrical net generation from natural gas-fired power plants increased from 11 percent of in-state generation in 2010 to 34 percent in 2022.

•Michigan ranks No. 11 among the states in natural gas use and ranks first in residential sector consumption of propane.

•Renewable energy provided 12 percent of Michigan's electrical net generation in 2022; 8 percent of that was wind energy.

•Michigan ranks 16th among states in electrical wind generation.

•When it comes to renewable energy consumption, Michigan ranked No. 29 among the states in 2021.

Early 2023 exit in Legislature means earlier state primary, quicker riddance of right-to-work

By Marty Mulcahy
Editor

LANSING — The early adjournment of the Michigan Legislature on Nov. 14 assures that the state's voters will have an earlier, and perhaps more influential, presidential primary election in 2024.

Moving up the date means Michigan will be the fifth state to hold its presidential primary — it will be held on Feb. 27.

An earlier primary for Michigan, said Lavora Barnes, chair of the Michigan Democratic Party, "ensures the voices of Michiganders are heard loud and clear and the primary process is truly representative of what America looks like."

The vote to adjourn also means that Michigan's new prevailing wage law — and the repeal of the state's right-to-work law — will take effect faster in 2024. They are two of more than 60 laws that will now take effect on Feb. 13. In normal years the Legislature does not wrap up business for the year until closer to Christmastime.

The reason for the early withdrawal of the Legislature: (Continued on Page 3)

Union 4 Life group helps fund U-M cancer research

By Marty Mulcahy, Editor

ANN ARBOR — A big contribution deserves a big check. Fundraising efforts backed by a group affiliated with IBEW Local 252's Joint Apprenticeship Training School yielded a \$30,000 contribution for breast cancer research at the University of Michigan's Rogel Cancer Center.

Handed over on Nov. 14, the contribution by Union 4 Life was the largest so far in the history of the group, which was founded in 2013 by Local 252 apprentices. Through the years, the group has held a variety of fundraisers, contributing more than \$140,000 to the U of M.

"It's rewarding to hear how the cancer center uses the funds," said John Salyer, training director at the Ann Arbor IBEW Local 252/NECA JATC. "They use the money as a jump starter to make proposals for larger grants to do cancer research. A lot of their other contributors have specific requirements for how their money needs to be spent, but we don't put any conditions on our contributions, so they can use it as they want."

He said the Union 4 Life fundraising had slowed during the Covid pandemic, but had (Continued on Page 3)



A BIG CHECK to fund breast cancer research at the University of Michigan's Rogel Cancer Center was handed over Nov. 15 at the Ann Arbor IBEW Local 252 Joint Apprenticeship Training School. From (l-r) are IBEW Local 252 Business Manager Ryan Husse; Local 252 apprentice and Union 4 Life Chair Catherine Schultz; Ann Arbor Electrical JATC Training Director John Salyer; IBEW 252 apprentice Joseph Jarecki; U-M Cancer Center Rep. Amanda Smith, and Madison Electric Branch Manager Jim Tolzdorf, whose company is a major contributor to the Union 4 Life effort. Photo credit: Hope Salyer

Viewpoints



'We're just getting started'

The watershed agreements America's auto workers won could inspire working people here and abroad. And that's by design. Working people the world over have celebrated the first of May as "International Labor Day" since 1886, when workers in the United States struggling for an eight-hour day staged a May 1 national protest.

Thanks to the new deal America's auto workers have signed with Detroit's Big Three – Ford, GM, and Stellantis – that day could have new global significance. Their watershed new contracts all set April 30, 2028 as their expiration date.

If May 1, 2028 arrives without signed contracts for America's unionized auto workers, UAW president Shawn Fain has made plain, these workers don't plan on walking out alone.

"We invite unions around the country to align your contract expirations with our own so that together we can begin to flex our collective muscles," says Fain. "If we're going to truly take on the billionaire class and rebuild the economy so that it starts to work for the benefit of the many and not the few, then it's important that we not only strike but that we strike together."

But that May 1 day is clearly inviting coordination beyond the national level.

The May Day that workers worldwide have so long honored, Fain notes, has always been "more than just a day of commemoration, it's a call to action." And the labor movement worldwide is showing real signs of acting more in strategic concert.

Within the global auto industry, no corporation more embodies the inequality of our corporate world than non-union Tesla. Under CEO Elon Musk, the world's richest single individual, Tesla pays wages that run substantially below those of Detroit's Big Three, and that gap will only widen after the new UAW contracts go into effect.

The new UAW contracts, predicts German Bender of the Swedish think-tank Arena, could well "boost union interest among Tesla workers."

That interest already seems to be growing. On the final Friday of the UAW walkout in the United States, workers at Tesla-owned servicing shops in Sweden went out on strike – after five years of fruitless attempts to get Tesla's Swedish subsidiary to reach a bargaining agreement. That strike has now spread to all auto shops in Sweden that do work on Tesla cars.

This Swedish walkout represents the first formal strike against Tesla anywhere in the world. And the challenge to Tesla may be spreading. Germany's largest union, Bloomberg reports, is hoping to organize a 12,000-worker Tesla plant near Berlin.

Tesla's more than 120,000 workers worldwide will see plenty to like in the new UAW contracts in the United States. At Ford, workers who started as temps making \$16.67 an hour will automatically move to permanent status and an hourly wage rate of at least \$24.91. That rate will hit \$40.82 by the contract's end, and any inflation between now and then will kick that rate higher.

Workers in major American industries haven't seen gains that stunning since the middle of the 20th century, a time when the chief executives of America's largest corporations averaged only just over 20 times the compensation of their workers. That gap today, the Economic Policy Institute calculates, is now running nearly 350 times.

But the greatest significance of the new UAW auto industry contracts may be the impact these bargaining triumphs will have on the future. These agreements could become the single most important step to a more equal world that any of us have ever seen.

The giants of American auto manufacturing, as Fain puts it, "underestimated" their own workers' capacity to unite and fight together.

"We have shown the companies, the American public, and the whole world that the working class is not done fighting," he adds. "In fact, we're just getting started."

*Sam Pizzigati
Institute for Policy Studies
via otherwords.org*

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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Welcome to Congress, Big Pharma

Hear it? What's that sound? "Whoop-whoop-whoop." It's Washington's revolving door,



By Jim Hightower

allowing corporate interests to come directly inside Congress to pervert public policy.

That door is now spinning fast, because there's a new boss operator in Congress. He's Mike Johnson, who was recently unanimously chosen by Republicans to be their Speaker of the House.

He's a corporate dream – an affable ultra-conservative from Shreveport, Louisiana, who consistently backs the plutocratic agenda of Big Business over workers, the poor, consumers and most other Americans.

Moreover, Johnson maintains it was God(!) who elevated him to his new position of authority, and that the Bible will guide his policy views. Well, selected parts of the Bible – don't expect much mercy, justice, or peacemaking from this hard-core laissez-faire ideologue. For example, guess who he's chosen to be his director of policy? Big Pharma's top Washington lobbyist!

Dan Ziegler has been the chief influence peddler for a dozen multibillion-dollar drug giants, including Eli Lilly, Merck, and Pfizer. Ziegler has furiously opposed every legislative effort to stop the rampant price gouging by profiteering drug makers – even though 90 percent of Americans are clamoring for Congress to clamp down on their rip-offs. But we don't control the revolving door – Mike does.

Johnson piously cloaks himself in both the Christian gospel and libertarian myth of "free markets," yet he has consistently pushed government action to restrict competition and protect drug monopolies. Now, in his first substantive action as speaker, he is literally bringing Big Pharma inside to sit beside him in the seat of legislative power.

Drug pricing reform will soon come up for a vote in Congress. Before Mike's lobbyist buddy tells him what to do, let's demand that he re-read the Sermon on the Mount.

(via otherwords.org)

Trades expand Marquette's wastewater treatment plant



A LOAD OF DIRT IS ON THE MOVE at the Marquette Wastewater Treatment Plant project, and at the controls of the John Deere loader is David Rahoi of Operating Engineers Local 324. He's employed by M.J. VanDamme.

Photo credit: Jack Deo

(Continued from Page 1) of the project will provide the facility room to store biosolids on site, especially in the winter. In the warmer months, some of the material is used as fertilizer for farm fields. Other biosolids are distributed to Cliffs Mining property and other land. The new "cake biosolids storage building" will hold 700 cubic yards of dewatered biosolids to provide a total of 180 days combined storage time.

The project's dewatering facility will provide redundancy to the system and allows for the additional cake storage. Both buildings are located on the south end of the site adjacent to each other.

Sauter said the plant had received significant upgrades in 1979 and 2008.

He said the material supply chain issues experienced are mostly back to normal – except for some mechanical gear, and especially electrical equipment. "I don't know what it is, but the lead times for getting some gear has been astronomical," he said.

Biden to use trade pacts to advance worker rights

By Mark Gruenberg
PAI Staff Writer

Building on the provisions of the U.S.-Mexico-Canada trade pact, the Biden administration launched a whole-of-government initiative, via an executive order

to use trade pacts and other leverage to advance worker rights worldwide.

Biden's objective, said Secretary of State Antony Blinken, U.S. Trade Representative Katherine Tai and Acting Labor Sec-

retary Julie Su, is to expand and increase worker rights and incomes abroad. When those rights advance and incomes advance, those workers benefit – and U.S. workers do, too, the three said.

That's because advancing workers' rights and wages abroad also removes low-wage exploitation which corporate chieftains use to export U.S. jobs and undercut U.S. workers.

"In support of workers and our national security interests, my administration will consider actions to integrate and elevate workers' rights and the promotion of high labor standards in our foreign, international development, trade, climate, and global economic policy priorities," Biden's executive order declares.

Biden's order buries the neoliberal – indeed capitalist-urged – trade policies by presidents of both parties, kowtowing to the corporate class. Some of those policies date back to the Gilded Age.

Those pacts and policies emphasize exploiting labor forces in developing nations, from the Philippines to Panama, by U.S. and other western multinationals. Totalitarian or one-party regimes led or lead many of those nations, which feature few or no worker rights, low pay and little environmental enforcement.

For trade pacts, worker ex-

ploitation was cloaked as "opening markets" for U.S. goods, but was really opening workers to abuse and, where needed, repression. Think of the "banana republics" of Central America, long under the domination of United Fruit, and you get the idea.

That exploitation included NAFTA, the predecessor to the USMCA, pushed through a Democratic Congress by pro-corporate Bill Clinton, over strong union opposition.

Now Biden's pivoting the whole government in the other, pro-worker direction, and that drew cheers from the AFL-CIO.

Biden's executive order framework "will reshape how U.S. government agencies conduct international diplomacy by putting workers' rights and standards at the center," AFL-CIO President Liz Shuler said.

"Across the globe, working people are united in our fight against growing corporate overreach and abuse, low wages, attacks on organizing, the absence of strong benefits and poor working conditions. This new strategy is a major victory for workers everywhere and underscores workers' rights are essential to our country's national and foreign policy, and national and economic security."

Just joking

A man walks out to the street and hails a taxi going by. He got into the taxi, and the cabbie told him, "Perfect timing! You're just like Brian!"

Passenger: "Who?"



Cabbie: "A guy named Brian Sullivan. He did everything right all the time. Like just now, my coming along when you needed a cab, things happened like that to Brian Sullivan, every single time."

Passenger: "There are always a few clouds over everybody."

Cabbie: "Not Brian Sullivan. He was a terrific athlete. He could have won the Grand Slam at tennis. He could golf with the pros. He sang like an opera baritone and danced like a Broadway star and you should have heard him play the piano. He was an amazing guy."

Passenger: "Sounds like he was something really special." Cabbie: "There's more. He had a memory like a computer. He remembered everybody's birthday. He knew all about wine, which foods to order and which fork to eat them with. He could fix anything. Not like me. I change a fuse, and the whole house goes dark. But Brian Sullivan, he could do everything right."

Passenger: "Wow. Some guy then."

Cabbie: "He always knew the quickest way to go and avoid traffic jams. Not like me, I always seem to get stuck in them. But Brian, he never made a mistake, and he really knew how to treat a woman and make her feel good. He would never answer her back even if she was in the wrong; and his clothing was always immaculate. He was the perfect man! He never made a mistake. No one could ever measure up to Brian Sullivan!"

Passenger: "An amazing fellow. How did you meet him?" Cabbie: "Well, I never actually met Brian. He died. But I hear about him all the time. I married his widow."

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BUILDING MICHIGAN: Mushrooms and other columns HISTORY IN THE MAKING

By Marty Mulcahy



A FIELD OF MUSHROOM COLUMNS – the vertical supports are thinner on the top floors, as they don't have to hold as much weight – hold up this former cold storage warehouse on Wabash Street in Detroit's Corktown. While it's unclear why the side of the building is missing, it does provide a helpful window into the use of mushroom columns. The 437,000-square-foot building has been empty for decades, having been constructed in 1926 for the United States Warehouse Co.

Today, computer software and decades of real-world experience with building materials and dealing with the forces of nature help yield a literal blueprint for architects and engineers to design strong, safe buildings.

But go back 120 years ago, and those building blueprint makers had some incredible challenges, especially here in Michigan. With the production of automobiles and other goods about to boom, how would you merge structural steel and concrete in a multi-story building that needs to support millions of pounds of dead weight – the building itself, plus machines, vehicle products and people. With few building standards or real-world examples, how do you know how thick to make a concrete floor, or how far to space and attach vertical support columns?

Turns out, architects here in Michigan developed building designs that helped make our state – and the nation – an industrial powerhouse. And much of the reason for that success is that they correctly established structural standards for auto plants, warehouses and tall buildings at the turn of the last century. And many of their buildings are still standing – or didn't come down easily.

"At that time, reinforced concrete was inherently experimental as engineers and builders worked to understand how to design and construct safe and efficient structures from the material," said a 2013 article by Ryan Salman "The Kahn System of Reinforced Concrete" in *Structure Magazine*. "Numerous patented systems were developed."

The article continued: "The 'Kahn System' was invented by Julius Kahn, who filed a patent for it on Dec. 11, 1902. Julius was the brother of the more well-known Albert Kahn, a nationally prominent architect based in Detroit who is best known for the factories he designed for automotive companies such as Packard and Ford in the early 20th Century. Albert incorporated his brother's patented reinforcement into many of the buildings he designed. Meanwhile, Julius formed the Trussed Concrete Steel Company, also based in Detroit, to manufacture, market, and provide structural engineering services for his proprietary system."

Julius Kahn's system allowed for the deflection of steel in reinforced concrete, and it was successfully used for decades in buildings in Michigan and worldwide for connecting joists, beams and columns.

Albert Kahn used the Kahn System – but he also had a thing for mushrooms. "Concrete mushroom columns" that is, which people may still see today seeing while looking up in the lobby of an old high-rise, or in an old warehouse or industrial building.

Mushroom columns weren't invented in Michigan – that distinction goes elsewhere: to structural engineer C.A.P. Turner of Minneapolis in 1905, and his contemporary Swiss pioneering engineer Robert Maillart. But Michigan – and the nascent auto industry, which was building factories like crazy during the turn of the last century – was a major contributor to the development of industrial plant construction and design. And at the time the



HENRY FORD'S Highland Park plant, shown during construction in 1909, remains standing today. Designed by Albert Kahn using his brother Julius' structural "Kahn System," the plant's joists, beams and columns all have reinforcing-rod trusses encased in concrete. The patented system of melding the structural elements was among the nation's first, and was used for decades in buildings around the world. Albert Kahn's building designs used both this system and mushroom columns.

use of mushroom columns was popping up... like mushrooms.

"Swiss civil engineer, Robert Maillart, revolutionized the use of structural reinforced concrete with his designs for bridges and column design in a number of buildings," says *History of Innovation*. "His revolutionary mushroom ceiling was first constructed in the Giesshobel warehouse (1910), where several new designs were implemented. Instead of reinforcing the concrete floor with beams, Maillart treated it as a flat slab and shaped the column capitals in such a way that the forces would flow smoothly, providing an elegant and efficient shape."

Ultimately, the *History of Engineering* paper said, Maillart's designs would "influence decades of architects and engineers after him."

Albert Kahn designed thousands of buildings: many here in Michigan, others across the U.S. and even overseas. As he designed mighty buildings and factories for the likes of Henry Ford and General Motors, his blueprints of multi-story buildings with open floor plans allowed for the ready movement of men, machinery and the products like motor vehicles were made possible by the use of what were, at first, largely experimental engineering concepts.

At the turn of the last century, the use of concrete in building construction was still a work in progress. But building owners and their insurance companies salivated at the opportunity to use "fire-proof" concrete floors to replace oily wooden floors that had been used in plants for decades.

Getting the right mix of ingredients for those concrete floors, was, of course, essential to a building's strength. But as important was a system of columns to support those floors – as well as the considerable



MUSHROOM COLUMNS flourished in this part of the former Detroit Public Schools book depository (1926), now newly renovated and operated by Newlab/Michigan Central near the train station. The distinctive concrete "mushrooms" at the top of the columns were (arguably) pleasing aesthetically, and helped spread the weight load of floors above.

Photo credit: Michigan Central

Michigan's energy mandates create nagging questions

(Continued from Page 1)

utilities have already shuttered a number of coal-burning power plants in Michigan.

Senate Majority Leader Winnie Brinks (D-Grand Rapids) said of the legislation: "The Clean Energy Future plan sets an example for the rest of the nation on how to navigate the deeply complex realm of energy policy in a way that promotes affordability and reliability, drives job creation, and honors the role we must play in mitigating climate change. The action we took in the Senate today is a critical step in achieving our bold energy goals in a responsible way that moves Michigan forward."

Michigan is one of only a handful of states that have adopted to set such stringent mandates for utility providers – we're now on even more of a fast-track than California's plan to slow global warming. Indeed, the Michigan Legislature's action made national news.

"The 100 percent clean electricity standard is just pathbreaking for the Midwest industrial heartland," said Dallas Burtraw, an energy policy analyst at Resources for the Future, a nonpartisan research organization, to *The New York Times*. "This puts Michigan at the top tier of states in pursuing the clean energy transformation, and that's just a short list of a half-dozen states."

Democrat lawmakers' final version of the legislation allows utilities to continue to burn natural gas, which creates less carbon emissions than burning coal. However, utilities would be required to "capture" 90 percent of the carbon emissions, using technology that is currently expensive and rarely used.

Building carbon capture systems – not unlike erecting windmills or installing solar panels – would also be a boon to the building industry. Of course, that's offset by the loss of Hardhat jobs in building and maintaining baseline coal-burning power plants.

In the package of bills, the Dem lawmakers threw in some worker-friendly language, including strong labor standards for construction and maintenance of clean and green energy projects that include paying prevailing wage and the use of U.S. Department of Labor certified apprenticeship programs such as those employed by unions.

Another part of the package creates the state "Community and Worker Economic Transition Office," dedicated to assisting workers and communities affected by the transition to clean energy, including auto and auto supply chain workers, fossil fuel energy workers, building and construction trades, and transition-impacted communities.

"Michigan's union workers will be on the front lines in the fight to combat climate change," said Michigan AFL-CIO President Ron Bieber, "and our Democratic majorities in the Legislature are making sure that the transition away from fossil fuels doesn't leave union workers and their communities behind. These bills are the result of months and months of hard work to ensure that the clean energy economy of the future we'll be built by the best workers anywhere – Michigan union members."

But the package of bills had plenty of detractors among state Republicans and the state's business community.

"Policy shifts of this magnitude should not be so blatantly partisan," said Senate Republican Leader Aric Nesbitt (R-Porter Twp.). "This extreme, impulsive



MICHIGAN DERIVED 8 percent of its energy from wind power in 2022.

strategy thrown together by Gov. Gretchen Whitmer and legislative Democrats will set Michigan on a disastrous economic course, stifling growth in our communities. Even one of the bill sponsors has admitted that implementing this radical Michigan Green New Deal will force families and job creators to pay much higher energy costs."

Michael Johnston, a lobbyist for the Michigan Manufacturers Association, said his members opposed the law because they feared the rapid transition would drive up energy costs and threaten the reliability of electricity

supply.

State Sen. Dan Lauwers (R-Brockway) said his two main concerns with Michigan's clean energy plan are reliability and cost.

"The states we compete against for these automobile factories or battery factories, they have a lower cost of electricity than we do today and we're offering a package that brings uncertainty to the cost and uncertainty to reliability," Lauwers said. "Capital goes where there's the least risk. By doing this, we're creating uncertainty. Uncertainty creates risk."

Early 2023 exit in Legislature means earlier state primary, quicker riddance of right-to-work

(Continued from Page 1)

many laws that were adopted in the Democrat-controlled Legislature did not have the support of two-thirds of Senate lawmakers in order to take "immediate effect." Instead, a 90-day waiting period is imposed before the laws become effective, with the clock starting to tick the day the Legislature adjourns for the year.

"The right-to-work repeal will likely be effective on Feb. 13, 2024, instead of March 30, 2024, as previously anticipated, wrote Barnes & Thornburg employment attorney Grant Pecor of Grand Rapids. "Given that the repeal of this statute affects what union contract provisions are enforceable, employers with employees covered by a collective bargaining agreement will want to determine what this change means for them. Many agreements already contain provisions that will allow unions to require employees to agree to have representation fees withheld from their wages as soon as this law is repealed, and unions across the state have been attempting to negotiate similar provisions since the legislation was initially passed."

"However, even if an agreement does not immediately impose this requirement, it is a safe bet that it will be a demand in the next round of negotiations. As such, employers with represented employees in Michigan will want to plan accordingly."

House Republican Leader Matt Hall (R-Richland Twp.) criticized Dems who control the agenda in Lansing for imposing a "two-month Christmas vacation" on the Legislature. "I hope they'll come back to work in January and come to the table so we can deliver the results Michiganders deserve," Hall said.

Democratic lawmakers – with scant two-vote majorities in both the House and Senate this year – took full advantage of the last legislative session, adopting scores of laws after the GOP had controlled at least the House or Senate for four decades. "We felt like we've had an incredibly productive year. We got a lot of things done," said Senate Majority Leader Winnie Brinks (D-Grand Rapids).

Union 4 Life group helps fund U-M cancer research

(Continued from Page 1)

come back strong since. The group has employed a few fundraisers over the years, including bowling nights, 5k walk/runs, sporting clays, archery shoots and motorcycle poker runs. This year's record contribution came from proceeds from golf outings over the past two years, as well as Union Sportsmen's Alliance calendar sales.

A change in the weather for U.S. construction

(Continued from Page 1)

association officials called for improvements in the way most school districts prepare future workers. They also urged federal leaders to boost funding for construction education and training programs.


"The nation's education and training programs are failing to properly prepare workers who are employable for the sectors that are hiring," said Stephen E. Sandher, the association's chief executive officer. "Fixing the way the nation prepares workers will go a long way to boosting economic activity in many parts of the country."

"In politics, absurdity is not a handicap."
–Napoleon Bonaparte (1769 - 1821)

"The moment we begin to fear the opinions of others and hesitate to tell the truth that is in us, and from motives of policy are silent when we should speak, the divine floods of light and life no longer flow into our souls."

–Elizabeth Cady Stanton (1815 - 1902)

"The world is not yet exhausted; let me see something tomorrow which I never saw before."
–Samuel Johnson (1709 - 1784)



The Building Tradesman
is the Official Publication of the Michigan Building and Construction Trades Council

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Secretary-Treasurer

ISSN-007-3717

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President

Visit our website: www.michiganbuildingtrades.org

The Building Tradesman is published bi-weekly (every other Friday) by the Michigan Building and Construction Trades Council, Detroit office. 1640 Porter St., Detroit, MI 48216


Subscription Rate \$15 annually (group rate for unions)

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Printed at Grand Blanc Printing, a union shop



Plumbers,
Pipe Fitters,
Service Technicians,
Gas Distribution

Local 190

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

UNION HALL CLOSED FOR AN UP COMING HOLIDAY: For the Christmas holiday the office will be closing at Noon on Friday, Dec. 22 and will be closed all day, Monday, Dec. 25. Merry Christmas to all of you and your family members.

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

A BIG THANK YOU - 2nd ANNUAL THANKSGIVING FOR ALL: This year UA Local 190 provided 160 turkey dinners to families in need around Washtenaw County. On Nov. 11 we had 30 members volunteer to put together 160 bags with items for a nice Thanksgiving dinner. On Nov. 18 we had 15 volunteers distribute the food items to 160 families. We thank all the volunteers who helped out this year, we could not have done it without the help of all of our fantastic volunteers! A special thank you to Brian Keating and Karen Spearin for putting this event together.

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

REQUALIFICATION WELDING TEST FOR CONSUMERS ENERGY AND SEMCO ENGERY: The following dates there will be a requalification weld test for Consumers Energy and Semco Energy at Local 190's Training Center located at 8040 Jackson Rd., Ann Arbor MI.

Monday, Dec. 4 through Friday, Dec. 8

Monday, Dec. 11 through Friday, Dec. 15

Monday, Dec. 18 through Friday, December 22nd

This will be limited to six (6) welders per day.

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

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

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

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

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

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

MICHIGAN LICENSE RENEWAL: Plumbing license renewals are done online ONLY! For detailed instructions and requirements, please visit: www.michigan.gov/bcc. Feel free to stop into the Union Hall and pick up a copy of the instructions. The

link is now on the website in the "Members Only" section under "Helpful Member Forms"

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

LAI D OFF OR BACK TO WORK - 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" or "laid off" form.

INFORMATION - FRINGE BENEFIT OFFICE: 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 benefits and much more. **Download: BCBSM**

A REPRESENTATIVE FROM THE FRINGE BENEFIT OFFICE WILL BE AT THE UNION HALL: each month on the 2nd, 3rd, and 4th Wednesday of each month. Members will be able to meet with Bernadette from 9 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, please contact Bernadette Maus at our Fringe Benefit office 1-888-390-7473.

The Training Center will be closed from Dec. 23 to Jan. 1 for the holidays. The training center will reopen on Jan. 2 and is open to members wishing to update any certifications, licenses, or qualifications. Office hours of operation are Monday through Thursday 8am. to 5pm. Friday 8am. to 3:30pm. We will be closed for lunch from noon to 1pm. Give Kristyn a call with any questions regarding certifications and training schedules or visit us on UA190.org members only section under training to register for classes online. The Training Center will no longer accept cash payments, we will accept checks or credit card payments only. We are following CDC, OSHA, MiOSHA, MDHHS, and Washtenaw Co. Health Department guidelines.

Check your Certifications to make sure that you are current! Please submit all certifications and licenses to the Training Center, so we can keep your profiles up to date.

Lead/Asbestos/Blood-borne Pathogens Training (4 hrs): Please register through the website: ua190.org 2024 Schedule - Mondays - April 1, July 15, and Sept. 30. Each class will start at 5 pm.

First Aid/CPR Training (4 hrs): Please register through the website: ua190.org 2024 Schedule - Mondays - April 15, July 22, and Oct 7. Each class will start at 5 pm.

Welding Lab: Open welding lab schedule is Mondays, Tuesdays, Wednesdays, and Thursdays from 4:30pm-9pm, closing Dec. 14. The welding lab will reopen Jan. 4 and will be scheduled for Mondays and Thursdays at 4:30pm to 9pm. and Saturdays 7am to 3:30pm. The welding lab will be closed for Union Meetings and Holidays. Welding tests will be scheduled after participants are approved by welding instructors and the training coordinator.

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

ASSE Backflow Re-Certification (8hrs): ASSE PRICE INCREASE ASSE has increased the retesting fee to \$85 for this recertification. Re-certification for the ASSE Backflow Tester (5110).

(Continued next column)



UA Local 704

DETROIT – The next regular business meeting will be held Wednesday, Dec. 6, at 5:30 P.M. at the Union Hall. The Executive Board will meet the same evening at 4:30 p.m. Please note the monthly meeting will be held a week earlier.

Training Classes: A fire pump testing class is being scheduled at the Local 704 Training Center. Call Jeff Gray to reserve your spot. ASSE 15000, ITM classes are scheduled for after the first of the year, this is a 40-hour class. Contact the training center for more information.

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

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

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

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

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

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

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

Please update any change of address or phone number changes with the Local Union Hall.

Local 190, con't

2024 Schedule: First course starts Feb 13. The second course starts Oct 17. Courses are on Tue and Wed and start at 5 pm. Each course is limited to 8. Call the Training Center to sign up for one of these courses or register through the website: ua190.org

Med Gas Installer and Brazer Certification (40hrs): This is a 40-hour class to be Med Gas certified. Must have a minimum of 4 years, documented experience in the plumbing and/or piping industry. **2024 Schedule:** First course starts March 12. The second course starts Aug 20. Courses will run for 5 weeks, Tue and Thur. These courses are limited to 16 participants. Call the Training Center to sign up for one of these courses or register through the website: ua190.org

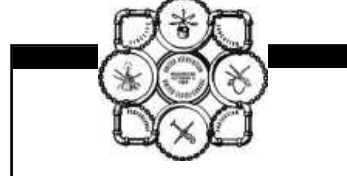
Med Gas Installer Up-Date (8hrs): This is a two-day course. **2024 Schedule:** First course starts April 16, Second course starts Sept 24. Courses will be on Tue and Thu and are limited to 24 participants, per course. Call the Training Center to be put on the list for the next class or register through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

EPRI Rigging and Signal Person Certification: This is a 40-hour class, to become Certified in Rigging and Crane Signaling. Must have 5 years of experience or have gone through Rigging Technologies (Apprenticeship Rigging). Next class will be Spring 2024. Class size is limited to 8. Please register through the website: ua190.org

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

CONDOLENCES: Our lifetime member Wayne Kline passed away Nov. 18. Wayne initiated April 29, 1968, retired June 1, 1999 and became a lifetime member April 29, 2018. Our heartfelt condolences to all family members and friends, may our condolences bring you all peace during the painful time.

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



Local 357
Plumbers,
Pipe Fitters &
HVAC Service

UA Local 357

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

UNION DUES REMINDERS: Phone call reminders to pay your dues will not be made. Cash is accepted at the Union Hall for any payments. You also have the option to pay your union dues through the Local 357 website @ www.ua190.com. Note that you must add a 4% fee for using this site.... so, if you are paying a month of dues at \$34.00... you need to pay \$35.36. Other ways to pay include sending a check, stopping by the Union Hall, dropping off a payment in the drop box outside the front door or calling Lori at (269) 679-3708 and paying with a credit card.

RETIREE MEETINGS: Retiree lunch meetings will now be BREAKFAST on the 1st Monday of every month. Breakfast will commence at 9 am at Long Island Cafe located at 5222 Portage Rd, Portage, MI. The phone number for the location is (269) 218-0003.

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

WEBSITE INFORMATION - FRINGES - TIC: Check out the website at www.ua190.com and the FACEBOOK Page @ www.facebook.com/UA190Local357/. You should sign up for access to your fringe reporting done by TIC via the Union website. To gain access, click on the Member Resources, then click on MRA / TIC Intl Information and then Register. This is where you will type in your Name, Email Address, UA Card # and create your own password. Once you have completed all the information – click on the LARGE REGISTER button that is surrounded by a Blue Box. Your User Access will be granted the next business day.

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

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

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

CONGRATULATIONS: Congratulations to Hunter Linderman, and family, on the birth of a son, Ambrose.

"Ask about your neighbors, then buy the house."
– Jewish Proverb

"Have more than thou showest; Speak less than thou knowest."
–William Shakespeare (1564 - 1616), 'King Lear,'

"That's what I consider true generosity. You give your all, and yet you always feel as if it costs you nothing."
–Simone de Beauvoir

"If you are a terror to many, then beware of many."
–Ausonius (310-395 AD)



Local 370
Plumbers,
Pipe Fitters
and HVAC Service

UA Local 370

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

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

Upcoming Night Class Schedule:

Weld Test Saturday, November 18th at 7:00am

First Aid & CPR March 6th @ 430pm * Sept. 18 @ 430

HVAC Apprenticeship Class New apprenticeship class begins in January.

All classes and test days can be signed up with Kaytlin at 810-720-5243 ext 15.

Per our **By-Laws Article XV,** The Building Tradesman is hereby adopted and subscribed to as our Labor paper for all members of local 370. Said paper to be used for all official notification of membership.

Committee and Board meetings are as follows:

Examining Board – Tuesday, Dec. 12, 2023, at 4:00pm

FMR Committee – Tuesday Dec. 12, 2023, at 4:00pm

PAC committee – Tuesday Dec. 12, 2023, at 5:00pm

Executive Board – Tuesday Dec. 12, 2023, at 5:00pm

Building Committee – Tuesday Dec. 12, 2023, at 6:00pm

Finance Committee – Tuesday Dec. 12, 2023, at 6:15pm

JATC Committee – TBD

ALL GM Worksites and others require Must Safety and Drug Testing: MUST safety modules are only valid for 4 years. Call the hall to sign up for the 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. The monthly award is \$150.

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

Mobile App. Our mobile app is now available for download on 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 ua190.com.

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 (Continued next column)



Local 111
Plumbers, Pipe
Fitters & HVAC
Service

UA Local 111

UPPER PENINSULA – MARQUETTE – The next Union Meeting will be in Escanaba Dec. 14, 2023 @ 7:30 p.m. The Election results will be announced.

In Memoriam: Our deepest condolences to the family and friends of life member Robert W. Gingrass who passed away on 11/11/2023 www.ernashfuneral-homes.com

Don't forget to pick up your Hoodies, T-Shirts, hats, knife or flashlight - in stock now at either hall. These make great Christmas gifts!

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

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

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

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

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

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

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

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

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

Safety Training on Local 111 Web Site: When taking the on-line safety training, go to our web site 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: 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.

Local 370, con't

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 by-laws. 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, Zack Desrochers for application and testing dates.

Local 370 ball caps and winter fleece caps are available at the union offices. Ball caps \$10.00 and fleece caps \$5.00. Pocket Tee shirts are available for \$10 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.

T.I.C. fringe administrators' toll free no. is 1-888-797-5862.



Local 174 Plumbers, Pipe Fitters & Service Trades

UA Local 174

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

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

Retiree Breakfast: will be held on **Thursday, Dec. 7, 2023**, at 9am at New Beginnings Restaurant in Coopersville.

Office Closed: The office will be closed Dec. 25, 2023 for Christmas Day and January 1, 2024 for New Years Day.

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

Condolences: It is with sadness that brother Marc Vernick passed away on 11/16/23. Please keep his family in your thoughts and prayers.

Labor Rings the Bell Update: Local 174 would like to thank the following people who rang the bell for the Salvation Army on Saturday, Nov. 25: Al Fowler, Jason Finch, Bob Derby, David Derby, Nicole Hines, Amelia Lewis, Ed Bouchard, and Alex Keeney. We appreciate you spending your time for such a worthy cause!

Organizing Update: In the news lately all we hear about is how workers are taking a stand for safer working conditions, better wages, and benefits. When workers unite, results happen! There is not one good reason the non-union worker doesn't deserve what our members get! I can speak to workers all day long, but it has a different feel when a member working near them testifies about our wages and benefits. A little small talk with the non-union worker could change their life for the better!

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

–Work safe, Johnny Ortiz (616) 307-8551

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

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

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

Contract Ratification: At the special called meeting in July 2022 the members voted to accept the bargaining committee's recommendation and ratify the three-year collective bargaining agreement. The agreement is as follows: 1st year \$2.75/ 2nd year \$2.23 /3rd year \$2.22 and \$7.20 over 3 years. The only language change is adding essential workers to the 10% hazard pay language. Thank you to the bargaining committee for their work on negotiations and to the members of Local #174 for continuing to prove their value day in and day out.

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

FRINGE PLAN THIRD PARTY ADMINISTRATOR: (SOLXSYS)

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

Health Insurance Contact Info:

Active and NON-Medicare Retirees

Aetna: (888) 290-7241

EAP: (888) 238-6232

Save-Rx: (800) 228-3108

Medicare Retirees Labor First: (616) 345-0788

Health insurance premium decrease: Effective January 1st, 2023, the Local 174 health insurance premiums will be as follows:
1/1/23 Rate

Active Member/Working Retiree \$1,110.33

Non-working Pre-Medicare Retiree \$791.10

Medicare Single \$123.63

Medicare Couple \$247.26

Medicare with Pre-Medicare Spouse \$497.13

Medicare Surviving Spouse \$126.67

Solxsys, Aetna, Labor First: If you have issues with any of our fund service providers, contact Ryan Bennett at rbennett@ual174.org. Please try to remember who you spoke with; this will help the company fix the problem.

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

Dispatch: We have split up the dispatch responsibilities between the Business Agent and the Assistant Business Manager positions. Each person will be on dispatch for 2 weeks. There is a dispatch email of: dispatch@ual174.org which both offices have access to. The dispatch phone extension will switch between the two offices depending on who is on dispatch.

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

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

Labor Councils: - • Kent Ionia - 3rd Wednesday of the month / 5:00pm / Contact Nathan for location • Lakeshore – 3rd Thursday of the month / CIO Hall 490 Western / 6pm

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

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

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

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

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

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

Please contact Jeff Rumsey or Nicole Schumaker if you have

questions. Call the Training Office @ (616)837-0222 x16 (Jeff) / Nicole @ (616)837-0222 x30 Or via text Jeff (231)923-8140 / Nicole (231)206-4213.

Union Hall Extension

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

Training News:

FIRST AID: First Aid/CPR/BBP class will be the second Thursday of the month, from 5:00p-9:00p. The next classes will be held Thursday, December 14, 2023, and Thursday, January 11, 2024.

WCP: The next weld test event will be Saturday, December 9, 2023, @ 8:00 am. The capability demonstration will be on Thursday, December 7, 2023, from 5:00p – 9:00p. Please call/text and sign up if you plan to test.

ASSE BACKFLOW REPAIRER: Class is scheduled to begin on Monday, January 8, 2024 @ 5p – 9p. The class will run Mondays and Wednesdays for 3 weeks. Testing on Wednesday, January 24, 2024.

MED GAS INSTALLER: Class is scheduled to begin in January 2024. Dates will be released before the end of the year. Please call to sign up if you're interested.

CSD-1: Class is scheduled to begin on Tuesday, January 9, 2024. Class dates will be 1/9, 1/10 and 1/11 at 5:00pm.

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

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

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

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

"It is useless to attempt to reason a man out of a thing he was never reasoned into."

–Jonathan Swift (1667 - 1745)

"The toughest thing about success is that you've got to keep on being a success. Talent is only a starting point in this business. You've got to keep on working that talent. Someday I'll reach for it and it won't be there."

–Irving Berlin (1888 - 1989)

"Health is not valued till sickness comes."

–Dr. Thomas Fuller (1654 - 1734)

"Life is just one damned thing after another."

–Elbert Hubbard (1856 - 1915)



UA Local 671

MONROE – After a vote at the November meeting, the December **Union Meeting is now scheduled for December 21, 2023.** There will also be an Executive Board meeting at 5pm on December 21, 2023. If any member would like to attend the Executive Board Meeting, please contact the Union Hall prior to the meeting.

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

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

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

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

Congratulations: Brother Brandon Sortman and his wife Kelsey were blessed with a baby girl (Aubrey Jane) on November 24th. Congratulations to the Sortmans, we wish you all much health and a blessed Holiday season.

Children's Christmas Party: The Local 671 Children's Christmas Party will be held on December 16, 2023. All members should have received a letter in the mail at the time of this writing, and we look forward to seeing you there!

Open Weld Shop Nights: The open weld shop nights are now **Wednesday and Thursday nights** from 6pm-10pm now that school is back in session. **There will be no open welding on Union Meeting or UA weld test nights.** A booth will need to be reserved by noon on the Monday prior to the practice night. If we have (3) or more signed up, we will hold the practice night. Booths will be first come, first served with whoever is practicing for a UA test getting priority.

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

Contact Justin if you want to sign up for the next scheduled UA weld test.

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

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

In Closing: The cold weather is here. With it comes the snow. Make sure you use safe working practices when shoveling. Also listen to your

(Continued next column)



Local 85

Plumbers and Steamfitters 85

SAGINAW – The next **Union Meeting** will be on **Wednesday, December 20, 2023**, at the Union Hall at 3535 Bay Road starting at 7:00 PM and will serve as our Christmas Party.

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

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

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

Contact Information:

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

Jamie Badour, Business Agent (989) 799-5261 x 8515 jb_dour@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 85 ktuthill@ualocal85.org

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

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

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

JATC News: Congratulations to our newest Journeyman, Allan Dick!

GOD BLESS ORGANIZED LABOR AND THE LABOR MOVEMENT!

SUB Fund:

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

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

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

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

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

NOTE TO ALL MEMBERS:

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

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

Website Address: Please visit www.ualocal85.org.

Insurance: When you are working out of another Local's jurisdiction it may take up to 90 days for your Insurance and Pension to be reciprocated back to Local 85, which may cause problems with your Health Insurance. **ALWAYS SAVE YOUR CHECK STUBS** and fax them in to the hall at 989-791-3468 with the local you are working out of indicated. We will fax them down to BeneSys to keep your insurance up to date.

RETIREE LUNCHEON: The next retirees' luncheon will be held on **Tuesday, November 28, 2023**, at 12:00 Noon at UA Local 85 Administration Office at 3535 Bay Road, Saginaw, MI 48603. This luncheon will serve as our Christmas party. RSVP will be required. Please call the office at (989) 799-5261 ext. 8510 to reserve your spot no later than November 17, 2023.

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

I wish everyone a safe and successful deer season!

Fraternally,

Justin M. Pomerville

Business Manager/Financial Secretary

Local Union 85

Local 671, continued

body, if you are having chest pains, feel dizzy or weak make sure you get checked out. If anyone is having issues this winter with clearing their walks or driveways due to health issues, please contact the Union Hall and we will make arrangements to get you help.

I wish you all a safe and healthy winter season and hope to see you all soon. God Bless Local 671 and our members!

Mike Jewell: email: mike@ualocal671.com

Vinnie Fenech: email: vinnie@ualocal671.com

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

Local 671 Fax: (734) 242-4692



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.

THE FULL SERVICE BENEFITS ADMINISTRATOR

Health and Welfare Plans
Defined Benefit Pension Plans
Defined Contribution Pension Plans
Claims Processing
Supplemental Unemployment Plans
HRA's, HSA's, FSA's
Vacation Plans
Eligibility Processing
Trust Fund Accounting
VEBA Administration
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With over 800 experienced and technical professionals on staff, BeneSys stands ready to assist Trustees in providing exceptional service to Plan Participants. BeneSys has clients across the U.S. and 23 regional office locations.

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



UA Local 98
DETROIT – **Membership of Plumbers Local 98**

The officers and staff at Local 98 hope you and your family had a wonderful Thanksgiving Holiday. We also hope the upcoming Holiday season finds you all safe and healthy.

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

Meetings & Union Hall. The next Union meeting is **Turkey Night**, Dec. 14 at 7 pm at the Union Hall. Come enjoy the beginning of the holiday with us, I will promise to keep our report short. Also, we will be swearing in a new class of apprentices please come and support our new Brothers and Sisters.

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

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

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

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

We thank the members who donated to the Local 98 food drive on Nov. 18. A thank you to BA's Dan Nixon, Rufus Hamilton, Gary Glaser and Apprentice Ryan Mason for helping with the event. Special shout-out to the family of Mark Wisniewski, for the boxes of food. While Tom Washburn and Cindy Rivington gave cash donations to purchase more food. All donations were dropped off at the Madison Heights Food Pantry, again giving back to those in need.

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

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

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

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

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

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

In Memoriam: We share our condolences with the friends and families of the following Brothers who have passed. Brother Dennis A Dion, Initiated 2-28-1957, a 66 year member. Brother Samuel Peters, Initiated 12-9-1954 a 69 year member. Brother Morris Schwartz, initiated 1-26-1956 a 70 year member. Brother Hilary L Welch, initiated 10-24-96 a 26 year member. Raymond J Seewald, initiated 9-24-1953 a 70 year member.

We are currently looking for Industrial, Residential and Service Plumbers. This is a great opportunity to expand and grow, as many
(Continued next column)



Local 636

Pipe Fitters, Steam Fitters, Refrigeration & Air Conditioning Service

UA Local 636
DETROIT – **Special Nominations Meeting** for the offices of Business Manager, Financial Secretary-Treasurer Assistant Business Manager, two (2) Business Agents, one (1) Executive Board Member, one (1) Financial Trustee, one (1) Examining Board Member, and two (2) Michigan Pipe Trades Delegates, will be held on Tuesday, Dec. 5, 2023 at 7 pm at St. George Romanian Cultural Center (See address above).

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

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

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

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

Office Hours have changed back to 8:30 am – 4:30 pm Monday – Friday. The Office will be closed Monday, Dec. 25 for Christmas and Monday, Jan. 1, 2024 for the New Year.

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

CALLING ALL RETIREES! The Retiree Association is looking to recruit more retirees to their meetings. The meetings are a great place to catch up, find out helpful information and enjoy very informative guest speakers. The Retirees will be meeting the 3rd Thursday of every month at 11am at Local 636 Union Hall. The next meeting will be held Jan. 18, 2024.

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

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

Our deepest condolences go out to the members, families and friends of the following, who have passed from our ranks:

Retired 66-Year Member Frederick Shaft on Nov. 25, 2023, Retired Lifetime Member Gerald Downer Nov. 15, 2023, 26-Year Member Anthony Baca, Retired

Local 98, con't

members are looking to retire. If you know anyone working nonunion or is a past member that may be interested, have them call Organizer Rob Moses, 248-763-2187.

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

Local 98's Training Center column is on Page 10

Lifetime Member Robert Turner on Nov. 9, 2023, Donald Wassick 31-year member passed Oct. 31, 2023, Retired Lifetime Member Thomas Osebold passed on Oct. 11, 2023 and Retired Lifetime Member Donald Komraus passed Oct. 22, 2023.

Also, condolences to Anthony Venable on the loss of his fiancé Tara McVicker Oct. 24, 2023, May they Rest in Peace.

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

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

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

February 2023 – Alexander Hall

May 2023 – Daniel Steenbergh; Phillip Turkiela

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

September 2023 – William Baldrige

October 2023 – Michael Kress
Dues – NEW; We are now able to email your dues payment receipts. This will help us save on the cost of mailing receipts. Please call the local to update your email and phone numbers.

Local 636 has set up an autopay system for your dues so you will never miss a payment. Please contact Kim Kavanaugh at the union hall, she will be more than happy to help you with payment made by credit or debit card.

S.U.B. -NEW- SUB checks for Local 636 will be printed and mailed from BeneSys. Participants should continue to send all applications and weekly proof to the SUB Fund office for review and processing by emailing subpay@pipefitters636.org.

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

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

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

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

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

We will notify you when Direct Deposit will begin.

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

Defined Contribution Pension Plan. For those members who use the Voice Response Unit, VRU to obtain balance information and transfers funds in you Defined Contribution Pension, the number has changed. The NEW NUMBER for the VRU is 877-410-9984. Plan provider number is 7526. The Defined Contribution website is www.yourplanaccess.com/benesys.

Considering Retirement? Any member may meet at the office during business hours with Jake Regits, Financial Secretary-Treasurer, to begin the process. Jake can be reached at ext. 5, to schedule an appointment so that he can get all of your paperwork in order, or if you prefer, contact our Members Phone Line 248-641-4936 at BeneSys for your retirement paperwork. Please allow a 60-90-day notice that is necessary to adequately process the requests for paperwork, getting the forms sent to the participant
(Continued next column)



UA Local 333
LANSING – **The December meeting** will be Wednesday, Dec. 20, 2023 at the Lansing Hall, 5405 South Martin L. King Jr. Blvd., Lansing MI 48911. It will start at 6:30 pm with a Holiday dinner for members followed by a short meeting.

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

There will be a Retiree Breakfast Dec. 15, 2023 at the Lansing Hall. All retirees from every region are welcome. Please RSVP to Debra at 517-393-5480.

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

PLEASE NOTE FOR ALL CERTIFICATIONS: Per the UA, as of January 2019 all Braze and Weld Certifications shall be updated within 120 days of their expiration date, or you will lose your certifications. Check the date(s) of your Certifications, if they have expired, please contact Diana at (517) 323-0333. Even though we send out everyone's continuities to be renewed, between changes in addresses and the Post Office, there is plenty of room for error. Ultimately It is the member's responsibility to make sure their certification(s) are current and updated.

NOTE: Members needing assistance with the Journeyman Plumbing Code test prep please contact Tim Hicks at the Training Center.

Battle Creek Retirees' Breakfasts are held the 4th Thursday of every month at Lux Café, 2587 Capital Ave., Battle Creek MI at 9 am. Please spread the word.

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

Local 636, con't

pant, the member completing it and returning it to the Fund Office for final processing.

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

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

Qualifications necessary for an applicant to be considered are: 1. Must be 18 years of age or older 2. Complete the application and return to the Pipefitting Industry Training Center with: a. A valid driver's license. b. High School diploma or high school equivalency (GED) certificate. c. There is a \$45 testing fee that will be collected when turning in application.

This is a drug free Program. An individual tentatively selected for entrance into the Program after testing and interview will be required to submit to a drug test, which will include testing for marijuana.

The Pipefitting Industry Training Center is located at 636 Executive Drive in Troy, MI between John R. and Dequindre north of E. 14 mile Road. PH: 248-585-0636



Heat and Frost Insulators Local 25

Heat & Frost Insulators 25 SOUTHFIELD – SPECIAL CALLED UNION MEETING - The next scheduled Membership Meeting will take place Thursday, Dec. 14, 2023 at 6 p.m. at the Union Hall, 21353 Bridge St., Southfield, MI 48033.



CURT MCGLONE

This meeting is **SPECIAL CALLED** for elections. Apprentice attendance is **MANDATORY**.

ELECTIONS: Elections will take place Thursday, December 14, 2023. The polls will be opened 1:00 p.m. to 6:00 p.m. The following members are running for the following positions:

President-1 position, 3 year term: David Chudzinski, Jr.

Vice-President-1 position, 3 year term: Connie Vincent

Financial Secretary-1 position, 3 year term: BJ Claxton

Executive Board-2 positions-2 year terms: Marty Allen, Micah Vincent, Mark Grzelak

Pension Fund Trustee-1 position-3 year term: Mark Grzelak, Connie Vincent

Welfare Fund Trustee-1 position-3 year term: Micah Vincent S.U.B. Fund Trustee-1 position-3 year term: Connie Vincent

J.A.T.C. Trustee-1 position-3 year term: Connie Vincent, Lou Wasick

Union Trustee-1 position-3 year term: Bob Wright

Entertainment Committee-2 positions-1 year terms: David Chudzinski, Jr, BJ Claxton

Sgt-At-Arms- 1 position-1 year term Bob Wright, Mark Grzelak

Recording Secretary-1 position-remaining 1 year term: Micah Vincent

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

CHRISTMAS PARTY: The Annual Local 25 Christmas Party will be held Saturday, December 16, 2023. The event will take place at Laurel Manor Banquet Center in Livonia. Invitations and R.S.V.P. cards have been mailed. Please be reminded, the only way to reserve your spot at the party is to return the R.S.V.P. card. No verbal R.S.V.P. will be taken.

PANCAKES WITH SANTA: The Union will be hosting Pancakes with Santa at the Union Hall on December 9, 2023 from 9:00 a.m. until 1:00 p.m. with Santa being there from 9 a.m. until noon. Please join us for the fun!

PER CAPITA: Please be reminded, any member working 32 hours or less during a month must pay their own Per Capita of \$14.00 per month. Per Capita payments should be made on a **monthly** basis. If a member works as a traveler in another Local's jurisdiction, the member must remit double Per Capita of \$28.00. Please forward your payments **monthly** to Local 25, 21353 Bridge Street, Southfield, MI 48033.

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

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

LAY OFF/HIRE: Please be reminded, all members shall notify the Business Manager within forty-eight hours after accepting a job or upon termination of employment. Failure to report will result in an automatic \$50 fine.

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



Heat and Frost Insulators Local 47

Heat and Frost Insulators & Allied Workers Local 47

LANSING – **The next Notified Union Meeting will be held on Friday, Dec. 8, 2023 at 7:30 p.m. And will be held at J.A.T.C. Training Center Located at 906 Terminal Rd., Lansing, MI 48906. **Please remember this is a Mandatory Meeting for All Apprentices**.**

The purpose of this meeting is for the Election of Officers.

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

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

Election ballots have been mailed out. Please make sure to fill out your ballot and mail it in before Nov. 30, 2023. If you have any questions or have not received your ballot please call the Local Union Office.

Per the Rules and Procedures: Members must notify the office within 24 hours of being laid off or charges may be placed, you can do so by calling or texting the office at (517) 708-0665 with your layoff date and the name of the Contractor you were laid off from. Members must notify the office before ANY overtime is worked.

Pension and Health Welfare: Joshua Kroell (989) 385-2671
Allied Workers' Local 47 Fringe Benefit Funds, 6525 Century Drive, Lansing, MI 48917-9275
Toll Free: (800) 323-8079
Phone: (517) 321-7502
Fax: (517) 321-7508

Joshua Kroell will be available via phone to answer any questions regarding Pension, Welfare and Vacation Funds. Joshua is the Secretary for the Pension, Welfare, Vacation and Special Benefits and can be reached by phone at (989) 385-2671, or by mail at: P.O. Box 1498, Mt. Pleasant, MI 48804.

To all active members, if you have not sent in your Coordination of Benefits Form, your Spousal Form, or your Birth Certificates for your Children, no one will be covered on 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.

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.

Local 25, con't

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

NOTICE TO ALL: When you move into the Medicare Advantage Program, your deductible balance for the year, is supposed to carry over. Whatever you have paid toward your annual deductible, prior to changing over to Medicare Advantage Program,



Local 514 Cement Masons & Plasterers

Cement Masons and Plasterers Local 514

DETROIT – The next membership meeting, scheduled for Dec. 19, has been canceled.

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

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

Membership gold cards- Congratulations!

November 2023: Lorenzo M. Valadez-Jimenez-25 Years

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

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

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

It is important for all 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.

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

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

Attention all Apprentices, now you will need to go to the website: www.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, Michigan. We welcome Member and Contractors in the Flint area to handle their business transactions at: 2630 Grand Traverse, Flint, MI 48503. Appointments may be made by contacting Business Agent Mike Stanfield at (517) 719-2316, or the Business Manager Henry Williams at (313) 215-5063.

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

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

Please make sure that we have all of your current con- (Continued next column)



Local 169 Boilermakers

Boilermakers Local 169
ALLEN PARK – Our next membership meeting will take place on **December 8, 2023**, at 8PM at the Boilermakers Local 169 Union Hall, Located at 1755 Fairlane Drive, Allen Park, MI. 48101



BOB HUTSELL

Current Union dues for 2023 are \$55.85 in accordance with the International Brotherhood of Boilermakers Constitution. The Union Hall accepts Visa, Mastercard, and Discover. Payments can be made both at the Union Hall and over the phone.

In an effort to assist our active members, the International Brotherhood of Boilermakers has waived any increase in dues for the upcoming 2024 year. Dues for the 2024 year will remain at \$55.85.

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

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

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

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

Save the date! Our annual Dinner Dance is currently scheduled for February 10th, 2024 at the Athenum Hotel and ballroom in Detroit. Rooms are available at a discounted rate of \$204.00 and can be reserved by using the promotional code, Boilermakers Local 169. Valet parking is also 50% off at a cost of \$20.00. Please send a check for \$50.00 to the Union Hall to reserve your attendance at this great event. Dinner and drinks will be provided

Save the date! Our annual Dinner Dance is currently scheduled for February 10th, 2024 at the Athenum Hotel and ballroom in Detroit. Rooms are available at a discounted rate of \$204.00 and can be reserved by using the promotional code, Boilermakers Local 169. Valet parking is also 50% off at a cost of \$20.00. Please send a check for \$50.00 to the Union Hall to reserve your attendance at this great event. Dinner and drinks will be provided

Cement Masons 514, continued

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

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

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

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

"Because you are in control of your life. Don't ever forget that. You are what you are because of the conscious and subconscious choices you have made."

– Barbara Hall

"The strongest principle of growth lies in human choice."

– George Eliot (1819 - 1880)

"All paid jobs absorb and degrade the mind."

– Aristotle (384 BC - 322 BC)

"A little sincerity is a dangerous thing, and a great deal of it is absolutely fatal."

– Oscar Wilde (1854 - 1900),

and your check will be returned upon arrival.

This protocol is used to provide an accurate head count to ensure adequate accommodations at the dinner dance. This is a great opportunity to enjoy a special night with your significant other and your union members. Single members are welcome as well. Let's make this the biggest dinner dance yet. I look forward to seeing you all there.

Retirees: Retiree luncheons
Area 1 Retiree luncheon is on the first Wednesday of every month at 11:00 am at the Brown Derby Bar, 10661 West Jefferson, River Rouge, Mi.

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

Area 3 Retirees luncheon is the 3rd Wednesday of the month. The next lunch will be December 20 at 11AM at Beaverton Tavern. It's located at 102 W. Brown Street, Beaverton, MI. 48612. All area boilermakers and retirees are welcome to attend.

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

Hoodies have arrived and are for sale at the hall. We now have ALL sizes, medium through XXXL. The cost is \$40.00. Payments can be made with cash, check, or credit. If you live outside of the area and would like to order one, please call the hall. Additional shipping charges will be added. Baseball caps are also available. Varsity jackets are available by special order. Please contact the Union Hall for details.

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

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

Any member needing the services of a Notary Public can do so at no charge at the Boilermakers Local 169 Union Hall. Please call ahead to ensure availability. Any current apprentice that is eligible to utilize their G.I. Bill should contact their branch of service regarding this benefit. Your apprenticeship training qualifies for reimbursement under the terms of the G.I. Bill. I advise all apprentices who qualify to take advantage of this well-deserved benefit.

4524
The Fund Office's business hours are 8:15 a.m. to 4:30 p.m., Monday through Friday.

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.

Plasters 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.

For the INTERNATIONAL PENSION Call 1-888-880-8222 Toll Free or (202) 638-1996.



BAC Local 2
WARREN/LANSING – DECEMBER 2023 MEETINGS.

METRO DETROIT CHAPTER: Tuesday, December 05, 2023 at 7:00 PM, 21031 Ryan Road, Warren, MI 48091

ANN A R B O R CHAPTER: Tuesday, December 05, 2023 at 6:00 PM, 8225 Dexter-Chelsea Road, Dexter, MI 48130

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

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

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

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

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

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

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

The SEMI-ANNUAL UNION MEETING will be held on Saturday, January 27, 2023 at 10:00 am at BAC Local #2, 21031 Ryan Road, Warren, MI 48091.

MARK YOUR CALENDAR: The Local 2 Christmas Party (GOOD STANDING MEMBERS ONLY) will be held on **Saturday, December 2, 2023** at Burton Manor located at 27777 Schoolcraft in Livonia 48105 (on the south side of the I-96 service drive between Middlebelt and Inkster Roads). The doors for this event will open at 5:00 pm. We look forward to seeing you on December 2!

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

DEATHS REPORTED: Our sincere condolences go to the family and friends of **Brother William Berry** (Gunite Specialist) who passed away on November 10, 2023. Brother Berry had been a member for 39 years.

Our sincere condolences go to the family and friends of **Brother Gregory McAleer** (Tile Layer) who passed away on November 16, 2023. Brother McAleer had been a member for 35 years.

Our sincere condolences go to the family and friends of **Brother Ciro Polizzi** (Tile Layer) who passed away on November 17, 2023. Brother Polizzi had been a member for 55 years.

****IMPORTANT NOTICE**** Future union information and negotiation surveys will now be sent via text message. You must be signed up to receive these messages. You can sign up via the following:
Text **2MI to 50607**

You'll receive a confirmation text asking for your member number (IU#)

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

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

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

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

Bricklayers and Allied Craftworkers



AT WORK AT THE Marquette Wastewater Treatment Plant project is Jack Lambert of Bricklayers and Allied Craftworkers Local 2. He's employed by John Buckland Construction.

Photo credit: Jack Deo

the Warren office if interested.

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

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

BAC LOCAL 2'S TRAINING CENTERS: Both Local 2 Training Centers are open to our members. To make your appointment for your annual **RESPIRATOR FIT TEST** or for other scheduled appointments at the Warren or Lansing Training Center, please contact Howard Hipes directly at (517) 749-1102.

Go to <https://www.michiganbricklayers.org> to view the Apprenticeship and Training website and register for future 2023 online training classes.

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

MEMBERSHIP ASSISTANCE: During this COVID-19 pandemic, the IUBAC Member Assistance Program has a number of services available for free or at a discounted rate to BAC

members and their families. These confidential services can be seen at <https://bacweb.org/member-service/member-assistance-program-map> and are also available via telephone at (888) 880-8222 and ask for Membership Assistance Monday – Friday 8 am – 8 pm. These services were established and are intended to help get us through difficult life situations.

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

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

PENSION AND HEALTH INSURANCE INFORMATION

BAC of Michigan Health & Welfare Fund – (248) 828-6000
Michigan BAC Pension Fund (Outstate) – (800) 531-2244
Metro Detroit Bricklayers Pension & Vacation Fund – (248) 813-9800

Cement Pension & Holiday Funds – (248) 645-6550
CALL-A-DOC – (800) 835-2362

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

"Laughter gives us distance. It allows us to step back from an event, deal with it and then move on."

–Bob Newhart (1929 -)

"Deeds, not stones, are the true monuments of the great."

– John L. Motley (1814 - 1877)

"Maturity is a bitter disappointment for which no remedy exists, unless laughter can be said to remedy anything."

–Kurt Vonnegut (1922 - 2007)

"The most perfidious way of harming a cause consists of defending it deliberately with faulty arguments."

–Friedrich Nietzsche (1844 - 1900)

"If you do not wish to be prone to anger, do not feed the habit; give it nothing which may tend to its increase."

–Epictetus (55 AD - 135 AD)

"When you are right you cannot be too radical; when you are wrong, you cannot be too conservative."

–Martin Luther King Jr. (1929 - 1968)

"That man is the richest whose pleasures are the cheapest."

–Henry David Thoreau (1817 - 1862)

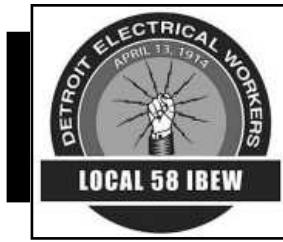
"The heights by great men reached and kept were not attained by sudden flight, but they while their companions slept, were toiling upward in the night."

–Henry Wadsworth Longfellow (1807 - 1882)

North Point Mortgage Advisors

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

Proud Sheet Metal Workers
Local 80 family member



IBEW LOCAL 58

IBEW 58
DETROIT – The next General Membership Meeting will be held on Tuesday, Dec. 19, 2023. Dinner begins at 5:30 and the meeting will start at 6:30.

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

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

The 988 Suicide & Crisis Lifeline (formerly known as the National Suicide Prevention Lifeline) offers 24/7 call, text and chat access to trained crisis counselors who can help people experiencing suicidal, substance use, and/or mental health crisis, or any other kind of emotional distress. Please Call, Text, Chat! IBEW Local 58 Cares! Call 988!

IBEW Local 58 Brick Pavers are available for purchase, if you would like to purchase a brick, please contact the Union Hall for an Order Form. 7x9 brick pavers can have up to 6 lines of lettering and 17 spaces per line. 9x9 brick pavers can have up to 7 lines of lettering and 17 spaces per line (letter height .75"). \$100.00 Donation per Brick. NOTE: No symbols or clipart can be added to brick pavers. To purchase or for questions about the brick pavers please contact Stacy at the Union Hall 313-963-2130, extension 3015.

Local 58 Dues Department – DUES OFFICE CLOSED ON Dec. 15 at noon, Dec. 22 and 25, and Dec. 29 at noon. If paying on the APP/Website – last day to pay to be counted for 2023 will be Dec. 26 by 1:00 pm. You can pay dues for 2024 on the APP/Website. Dues increase in July, and if you want to pay by check for the year, they will be \$552.00 without PAC and \$568.00 with PAC. ***When you are putting your information on the APP/Website – please use your dues receipt for your Name and Card Number. Put in your information as it appears on your dues receipt so that your information matches (except for middle initial) – i.e., jr, sr, etc. Please this is important.

It is YOUR responsibility to pay your dues on time – this could affect your retirement and/or death benefit. We ask that you keep the Local up to date with your address, email, and phone number. Thank you!

Detroit Electrical Workers Benevolent Fund (DEWBF): The next DEWBF meeting will be Dec. 5, 2023, at 5:30pm. Our next event will be the Ken Fitzhenry Super Bowl event, Sunday, Feb. 11. Super Bowl raffle tickets coming soon! All prizes from the Super Bowl event are provided by ABC Warehouse in Canton. For a discounted price call Ryan Heinrich at (734) 981-7780. All Tradesmen and families are welcome to receive this Building Trade discount.

Members of the Community Service Committee: The next committee meeting will be Tuesday, Dec. 12 at 5:30p.m. The Wobbly Kitchen (Sundays in the Park) will be the 2nd and 4th Sundays of each month, starting at the union hall and then traveling to Cass Park. We are asking volunteers to show up at the hall at 8 a.m. to help with food prep, organization, and loading. Questions can be directed to Ray Kujawski at (248) 496-1916 (call, text, leave a voicemail). Local 58 is very active with community service in the Metro Detroit area and has a variety of upcoming projects that require the help of volunteers and helping hands.

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

to volunteer or participate.

Members of the Entertainment Committee: The next meeting will be Tuesday, Dec. 12 following the Community Service Committee meeting that starts at 5:30 p.m. The Local 58 Annual Childrens Christmas Holiday Party is on Dec. 3 at 11 am.

EWMC of Southeastern MI – The next chapter meeting is scheduled for Monday, Dec. 18 at 6pm. This will be an in-person meeting with a ZOOM option. Please make sure your cell phone no. and your email address are up to date. The meeting information will be sent out as soon as available. If you are not receiving the notices, please make sure that your information is updated here at the hall. Please bring any suggestions that you have for EWMC involvement and engagement.

We will be discussing our upcoming preparations for the Annual EWMC Education Conference in Atlanta this January, our Annual Coat Drive, and our donations to the Adopt-A-Child Christmas Program. Stay tuned for more volunteer opportunities in the near future. Volunteers will be needed as we continue with our efforts.

The RENEW Committee meeting will be on Tuesday, Dec. 26 at 5:00 PM.

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

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

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

Local 58's Women's Committee- The Committee does not have a meeting in December, so let's get together and brunch! Mark the calendars for Dec. 16 11 am at Bobcat Bonnies, 1800 Michigan Ave, Detroit MI 48216. Please mark yourself going ASAP so we can get a reservation set. Respond on Facebook, or call / text Angie at 586-291-8014. We will also do a gift exchange, white elephant style. If you would like to participate, please bring a gift ranging from \$25-\$30, during brunch we will draw numbers and exchange!

Feel free to bring someone, just please let Angie know that they are attending Our Sister Exchange Closet is also looking for donations! If you have any new or gently used work clothing, cold weather gear, boots, coats, or even tools, etc.. please consider making a contribution.

We do have some items available, if you or a sister you know is in need, please reach out. Our next meeting will be held on Jan. 25, 5:30pm at the Hall and also on Zoom. If you have questions, contact Committee Chair Angela Panicucci (586-291-8014) or Co-chair Liz Gorski (586-921-3087), Email at 58womenscommittee@ibewlocal58.org

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

IBEW LOCAL 58 Retirees Association: The next Board meeting is Wednesday, Jan. 10, at 10 a.m. in the Bill Rushford Room in the lower level of the union hall. Planning is underway for our Annual Christmas Party, which is Wednesday, Dec. 6 at the local union hall. Once again, we will have our five donation baskets that support charities whose focus is on children and their families. Rumor has it, that Santa will be stopping by again this year. Please mark your calendar now, and plan to join us for a wonderful catered meal and reminiscing with old and new friends. This party is a great way to kick off the holiday season. Doors open at 11 and lunch is served at 12:30. The cost is \$20 per person. For reservations, send

(Continued next column)



IBEW LOCAL 252

IBEW Local 252
ANN ARBOR – BE SURE TO KEEP BENEFICIARY FORM UPDATED: A friendly reminder that beneficiary forms are available at the fund office AND at the hall for anyone that may need to update beneficiary information. If your information needs to be updated, it needs to be updated at BOTH.

TRAINING CLASSES: ALL CLASSES START AT 5:00 PM

CPR/FIRST AID: Tuesdays, December 5th, 12th.

INSTRUMENTATION PART B: Tuesdays, Jan. 16-March 12, 2024.

There will be a code update required in 2024 for 2025 license. We will offer classes as the state has adopted the 2023 code. Dates to be announced soon.

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.

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

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

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

2024 Union 4 Life Gun Calendar: Purchase your 2024 USA Union Sportsmen Calendar and enter the USA's 2024 2-Guns-A-Week Sweepstakes for 104 chances to win a firearm in 2024! Beginning Tuesday, Jan. 2, 2024, prize winners will be drawn each week for 52 weeks. Sweepstakes entrants are eligible to win multiple prizes! These calendars make great Christmas gifts for the hunters/gun enthusiasts in your life, or just treat yourself for a chance to win! Online calendar registration is available until April 15, 2024.

Local 58, con't

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

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

Electrical Workers Credit Union – Our website is <http://WWW.EWCU.NET> (313) 963-6060. In the market for a loan? Check out our low rates! New auto as low as 5.75%. Give us a call today to find out how to apply or go online at <http://www.ewcu.net>. Here's your beneficiary? Here are some tips to help make sure your account is up to date with us. Review your beneficiaries periodically, especially if a life change occurs. Be sure the wording is correct, especially if you name more than one beneficiary. Give us a call and we can check who you have listed. State of Michigan Escheat Law: The law states that any deposit account with no activity for 3 years must be turned over to the State. What can you do? Contact us today to find out your account status. Conduct a transaction by either deposit or withdraw (any amount). Close account.

Be sure to keep the Union Hall updated with any changes to your phone number, address, and email.

IBEW Pension: Congratulations to the following members who have been placed on International Pension: Robert Bensie, Kenneth Higbee, and Kerry Shepard.

Only mail-in registrations will be accepted after that date. Entries registered after Jan. 1 will only be included in drawings that occur after the registration date. Calendars are \$35.00 and can be purchased from an apprentice, the training center, or online at www.union4lifecharity.com.

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

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

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

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

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

AT&T Discount: Union members can save up to 15% on the monthly service charges of qualified wireless plans, or unlimited calling for \$15/mo. for AT&T Wireless Home Phone plans. Visit UnionPlus.org/ATT with discount code 4924966.

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

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

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

CONDOLENCES: The Local sends our sincere condolences to the family of Ruby Bradner, who recently passed away. Ruby was the mother-in-law of John Babbitt and grandmother of John Babbitt Jr. The Local sends our sincere condolences to Steve Brown and Edward Brown Jr. for the loss of their mother, who passed away on Nov. 21, 2023.

CREDIT CARDS: The Local is now accepting credit cards to pay union dues. We accept Visa, Master Card, American Express and Discover. There is a fee of 3.5% to use your card.

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

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

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

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

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

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



IBEW LOCAL 557

IBEW 557
SAGINAW – Union News-LARA has sent out licensing renewal notices. Keep an eye out for those. Don't forget to renew that before the end of the year or you could face late fees. You will NOT NEED A CODE UPDATE CLASS this year. It is expected, however, that next year a code update will be necessary. Please keep a look out for that information also in the coming year.

Important information regarding your special fund cards: during the transition from TIC to Wilson-McShane, an error was discovered in regard with the WEX card program. This error has to do with submitting receipts. Your WEX card, used for the special fund, can be linked to an app on your phone. It is highly advised to utilize the app to make your card experience easier.

Submitting those receipts can be accomplished on the app. It is advised that every time you receive a new receipt that you upload it instantly to your app and it will then be in the WEX system. This is required by the IRS. The error was an oversight from our past administrator. They should have been requiring these all along. Certain expenses may be coded correctly and not need the substantiation, but as a failsafe, it is advised to still upload the receipts as soon as you get them. If you have any questions-just give the hall a call.

IMPORTANT- Wilson-McShane switch over for benefits administration is continuing. Visit www.michiganelectrical.org to create your new member portal profile. If you'd rather call, their phone number is 855-633-4584. So far, members who've contacted WMC have had positive experiences. New cards for members special funds have been sent out. Hang tight if you're having issues. Patience is still needed through this process.

ADOPT-A-FAMILY-DEADLINE DEC. 12. Local 557 is again sponsoring the Adopt-A-Family program. The list of items preferred by our chosen families is available at the Hall and the items can be dropped off at any time. If members would like to donate gift cards, or funds to go towards the items please feel free to go that route as well. Our Local does a great job of providing for our families in need each year and we hope to continue that tradition of generosity. The deadline to get these gifts in has been set for DEC. 12. Please make every attempt to get your donations in before this day.

MEMBERSHIP MEETINGS- Our next meeting is Dec. 5 at 5:30pm at the Hall. This will be the local's celebration of Christmas with a catered meal from retired member Dave Rumpel. We hope to see all the members there for this event!

The following members are to receive milestone awards for their years of service at the December meeting: John Clemens, Larry Gries, Perry Link, John Shook, John Tinney, Charlie Gricar, Ed Lysogorski, Mike Marsden, Dave Kushion, George Losee, Mike Lynch, Larry Olddeck, Bob Emeott, and Floyd McMill. If you are one of these members, please try and make it out to receive your recognition.

MICHIGAN INITIATIVE- Please contact Brother Gus Voisine for any organizing issues you see or have. If our members have any questions or see sketchy people in our jurisdiction, they can reach out to him on his cell: 989-941-8046.

UNION HALL OPERATIONS- Normal Business Hours are M-F 7-4:30pm. Upcoming holidays include Christmas on Monday, December 25th and New Year's on Monday, January 1st. The Union Hall will also be closed those days as well.

BOOK SIGNING- If you are a Local 557 member and receive a lay-off, please come to the hall and sign Book 1 in-per-

son. Many Locals throughout the State of Michigan will continue to accept fax/email initial book signings. If you are interested in this reciprocated benefit and would like to be on some out-of-town Books, please call the hall to arrange this.

WORKOUTLOOK- Work is steady with an emphasis on solar projects. More calls for that expected in the coming weeks. If you are targeting these jobs, they should be available for Book 1 and Book 2 members.

Members of other Locals can sign Book 2 by making contact with their Hall for a simple email to be sent on your behalf, if in good standing. Both projects are in Gratiot County for MJ Electric and J. Ranck Electric. NewKirk has a solar project of their own at Nexteer that they'll need some more hands for. Weinstein Electric from Local 948 has secured work at the new Bavarian Inn Waterpark in Frankenmuth. Future work at HSC is still looking positive. Bids will be coming up for more schoolwork in the near future as well as SVSU.

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

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

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

JOB CALLS- Please stay vigilant checking the Job Line if you are seeking work. **All work calls for the day will be available on the Job Line after 4:30 pm. IF YOU ARE SEEKING WORK don't forget to CALL 989-781-0516, option 3.**

STAY CURRENT ON DUES- Please check to see if you are current. The Hall has the ability to accept credit cards. The credit card service can accept payments for dues, merchandise, apprentice book payments and other purchases. There is a convenience fee to use either service. Both payment methods to pay dues can also be accomplished over the phone to ensure you are current.

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

"The man who backbites an absent friend, nay, who does not stand up for him when another blames him, the man who angles for bursts of laughter and for the repute of a wit, who can invent what he never saw, who cannot keep a secret - that man is black at heart: mark and avoid him."
 – Cicero (106 BC - 43 BC)

"I never vote for anyone; I always vote against."
 –W. C. Fields (1880 - 1946)

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IBEW LOCAL 692

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS BAY CITY MICHIGAN

IBEW Local 692

BAY CITY – Union Meeting. The December monthly membership meeting will be held at 6:00 P.M. on **Monday, Dec. 4th, 2023.**

Executive Board Meeting. The December Executive Board Meeting will be held at 6:00 P.M. on **Monday, December 18th, 2023.**

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

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

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

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

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

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

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

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

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

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

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

In Solidarity,

Ryan Charney, Business Manager / Financial Secretary

Organizers Report. As more members become eligible for retirement, we must continue to train and recruit the next generation of qualified electrical workers. Applications for apprenticeship are accepted in-person every first and third Wednesday at the Bay City Electrical Apprenticeship Training Center during regular business hours. There is currently no application fee. Please feel free to share this information with anyone who may be interested in applying. Our JATC can be contacted by calling 989.686.4890.

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

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

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

Brian Klele 989.252.9225 bklele@ibew692.com

Brendon Baranek 989.327.4131 bbaranek@ibew692.com

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

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

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

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

2023 Dues: • Monthly \$45.20 • Quarterly \$135.60 • 6 months \$271.20 • Yearly \$542.40. To avoid a reinstatement fee, please remember to keep your dues current.

Visit with Santa. Santa will be visiting the 692 Hall on **Saturday, Dec. 16 from 11AM – 1 PM.** Bring your kids/grand kids to join Santa and Mrs. Claus for story time, songs, individual time with Santa and photos.

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

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

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

Retirees Lunch. The next one is scheduled for 1 PM on Thursday, Dec. 21 at The Creek Grill, at 1259 S. Poseyville Road in Midland.

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

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

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

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

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

Important links & numbers
Health Plan & Pension Fund
 855.633.4584 – ASK FOR ACCOUNTS RECEIVABLE
www.michiganelectrical.org

NEBF/ NEAP: 301.556.4300
 IO Pension: 202.833.7000



IBEW Local 275

IBEW Local 275

COOPERSVILLE – A special thank you on behalf of Local 275 to everyone who came out last Saturday for Labor Rings the Bell in Muskegon! Your volunteerism and community service is much appreciated!!

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

Regular membership meetings are every third Tuesday of the month at 6pm at the Union Hall in Coopersville. Back by popular demand, we will be grilling food after the meetings.

We have new winter beanies in stock at the union hall with several colors to pick from. We have also ordered new stickers which should be here next month. Please stop in and check out the Local 275 swag!

At the time of this writing the following members are three months or more behind on dues: Caleb Akins, Matthew Buikema, Michael Demond, Matthew Dobb, Shaun Frantz, Bradley Rempalski, Andrew Wohlfert, and Timothy Wenk.



IBEW Local 445

IBEW Local 445

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

Battle Creek Christmas Parade Local 445 would like to thank everyone that participated in the building of the float. Also, thank you to all who came to hand out candy and ride on the float. It was a good time had by all!

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

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

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

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

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

Wilson-McShane has replaced TICI for our benefit administration as of June 1, 2023. Please have a little patience as the transition has had some bumps that they are smoothing out. You can visit www.michiganelectrical.org to create a new account under the *Member Portal* tab.

You should have received new WEX cards that are white. Please dispose of the old blue cards as they will no longer work. The website to access your *Special Fund* is <https://ibewmichigan.lh1ondemand.com/Login.aspx>. There is an app you can download from your app store **MI IBEW Special Fund**.

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

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

Respectfully Submitted,
Wanda Secrest
Recording Secretary

"You see what power is - holding someone else's fear in your hand and showing it to them!"

-Amy Tan (1952 -)
"I don't give a damn for a man that can only spell a word one way."

-Mark Twain (1835 - 1910)

"Communism doesn't work because people like to own stuff."
 -Frank Zappa (1940 - 1993)



IBEW Local 948

IBEW Local 948

FLINT – Meetings.

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

Retiree Meetings - Our next scheduled Retiree Meeting will be taking place Dec. 5, 2023 at 9 AM and will take place concurrently.

Party Committee - The committee has decided on Dec. 2 as the day for our local Christmas party. All RSVP's are now closed. Please contact Jenny at the hall for any questions.

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

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

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

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

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

Banana 101.5 Sponsorship- We would like to thank our friends at Banana 101.5 for the sponsorship.

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

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

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

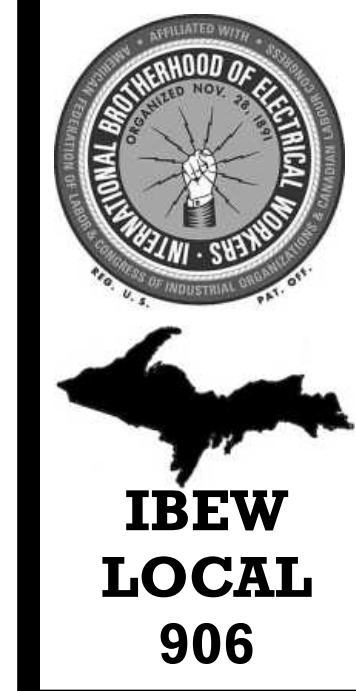
Retirees - Congratulations to Timothy Kilbreath, Dale Selden, and Steven Teel on your pension applications. The membership would like to wish you a healthy and relaxing retirement.

"If I had my life to live over... I'd dare to make more mistakes next time."

-Nadine Stair

"Live in such a way that you would not be ashamed to sell your parrot to the town gossip."
 -Will Rogers (1879 - 1935)

IBEW Local 498's column
- See Page 10



IBEW Local 906

UPPER PENINSULA – Meetings.

Marquette unit- First Tuesday

Iron Mountain unit – Second Tuesday

Escanaba unit – Second Wednesday

Brothers and Sisters,

The Renew Committee is hosting a Christmas party for members, retirees and their spouses at the Island Resort and Casino on January 5th starting at 5:30 pm. A block of rooms has been saved under "IBEW 906" for your purchase. If you would like further details or would like to RSVP, please call the hall.

Reminder: It is license renewal season if you have not renewed yet, now is the time. Furthermore, the State of Michigan has adopted the 2023 Electrical Code with an effective date of 3/12/2024. The JATC is currently in the process of scheduling Code Update classes for members early this spring.

As we approach the end of the year, I urge you guys to check your WEX accounts and substantiate any claims. If you need help doing so, please call the hall.

The retirees continue to meet on the 3rd Thursday of each month at the Vierling Restaurant in Marquette at 11:00 am. Come down, have lunch (maybe a beer) and swap some stories.

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



IBEW Local 131

Serving Southwest Michigan Since 1916

IBEW Local 131

KALAMAZOO – The next **General Membership Meeting** will be held on Dec. 4, at 6 p.m.

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

The next **Executive Board meeting** will be held on December 18, at 5 p.m.

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

Office Closings: December 22, closed at noon. December 25 Christmas Day closed, and January 1, New Years Day Closed

Veterans Committee all members are welcomed (active or retired) Jan. 11, 2023, at 5:00PM

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

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

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

Toys for Tots Campaign began Oct. 30. Toys or monetary donations are welcomed at the hall. We have extra boxes if you would like to take one to the job site. All donations need to be in the Hall by Dec. 8, 2023.

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

With a heavy heart I am sad to report that John Hoffman, a lifelong member of the IBEW and the UAW, passed away on **(Continued on Page 10)**

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



IBEW Local 498

"Powering Northern Michigan Since 1949"

IBEW Local 498

TRAVERSE CITY – Meetings.

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

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

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

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

Office Closings – Dec 22, 2023 Closed at noon

Dec 25, 2023 Christmas Day Closed

Dec 29, 2023 Closed at noon
Jan 1, 2024 New Years Day Closed

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

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

Habitat Update – There will be lots of projects this winter for habitat. The community on Bugai Road in Cedar Michigan is underway and the Maple City homes are being drywalled now. So please consider helping when the projects become available.

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

75th Anniversary of Local Union 498 – Our 75th Anniversary is one year away. The Chapter for the Local was signed on September 8, 1949. We will need to have a discussion at our next regular meeting about what we want to do to celebrate this milestone in our local's history. So, please make an effort to be at the meeting for your input. One idea is to have a dinner and celebration at the maritime academy. There is a good venue for food with the culinary school there and the building was wired by CC Power with Brother Gary Davis as the Foreman. Please attend the next meeting to help with planning and implementation.

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

Retiree breakfast- Several of the retirees meet at Sparky's Diner off of South Airport road

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

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

Scholarship – Past charter member Brother Bob Dost has a scholarship 'Robert Paul Dost Scholarship Endowment' for High School seniors in the 5-county area around Traverse City. To access it go to www.gtrcf.org/scholarships/. Local 498 Union members' children get preference to the endowment. A huge thank you in Memory of Bob Dost for his generosity and being a great union member.

Service Pins – Service Pins are still available at the union hall for those members who have not received them. Stop by and get yours today!

Made in America Websites – www.theunionbootpro.com - 100% American made/union made. Union member discounts 27% off. Use this code when ordering. Be0498mD or order toll free 1-800-723-5384.

Email Addresses – Any member that would like to have Local 498 forward communication to them from the International, Local 498, AFL-CIO or the Building Trades, to help stay informed to current events, politics, contracts, work, etc. Please call or email your current email address to Local 498 at ibew@local498.net Thank you!

Important numbers for you to write in your address book:

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

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

(New address Michigan Pension and Health Plan) 3001 Metro Drive Suite 500, Bloomington, MN 55425
NEBF 1-301-556-4300
NEAP 1-301-556-4300
IO Pension 1-202-833-7000

DUES RATES
Jan 1, 2023 – Dues increase to \$152.10/Quarter.
July 1, 2024 – Dues increase to \$155.10/Quarter.

Info Updates – Any member with a new address, phone number, email address, etc. should contact Local 498 with these changes.

Please remember it is your responsibility to pay your dues on time.

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

You Are the Missing Piece of the Puzzle. Attend Your Union Meetings



SHEET METAL WORKERS Local 7's Trevor Smith readies a weld on a grease duct set to go in a kitchen area at the Gun Lake Casino Hotel project. He's employed by R.W. LaPine.

Plumbers 98, continued

(Continued from Page 6)
TRAINING CENTER NEWS. Phone # 248-585-1435
Check out The Training Center's website www.Plumbers98tc.org

The Apprenticeship Application process is currently open. The application deadline for the next class is Friday, December 29th, 2023. Applications are submitted online. Go to our website and read all requirements for the application process.

The Training Center is open for normal business 7 a.m. to 3 p.m. Please call Ryan Lyle 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 2023. All classes are register and pre-pay by credit card, check or money order only. Deadlines for registration and prices are listed with each class. The 2024 class list will be out next Building Trades, please keep an eye out for the class you need or you find interesting!

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

EPRI RIGGING CERT December 12th and 13th.** Please call the Training Center to verify your spot!
ASSE Backflow Tester Certification: Please be sure to check your expiration date, it is now required that you complete your update class prior to your expiration. This class is offered quarterly. \$100
4 hour recert class January 23rd and 24th Deadline is December 29th

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

****2023 brazing and welding sessions will be scheduled on the 1st Saturday of the month.** If your brazing or welding certs are ready to expire, call to schedule an appointment. The next Weld-

ing and Brazing sessions will be December 2nd, 2023. **You must call to schedule your brazing OR welding tests at least 3 days prior to the test. Please note: All members must be dressed appropriately to be in the shop area.
2023 Course Hour reimbursement forms are available at the Training Center. You must have 8 hours (approved hours credited may vary from actual hours attended) of verifiable approved classes/training from January 1 - December 31, 2023 to be eligible for the \$100.00 reimbursement.

ASSE Backflow Tester Certification: Please be sure to check your expiration date, it is now required that you complete your update class prior to your expiration. This class is offered quarterly. \$100
8 hour recert class January 23 & 24 Deadline is Dec. 22, 2024
8 hour recert class April 16 & 17 Deadline is March 15
8 hour recert class July 23 & 24 Deadline is June 21
8 hour recert class October 22 & 23 Deadline is September 20

ASSE Backflow Tester (Full 40 hour):
Spring: March 4 – May 13 Deadline is February 9 -\$200
Fall: September 9 – November 18 Deadline is August 23-\$200

ASSE Repairer: * Prerequisite: Must hold a current 5110 Tester Certification**
Spring: March 5 – April 9, Deadline is February 9 -\$100
Fall: September 10 - October 15, Deadline is August 23 -\$100

ICRA and Water Quality: * Prerequisite: Must Have OSHA 10 or 30**
Spring: March 6 - May 15. Deadline is February 9 -\$200
Fall: September 11 to November 20, Deadline is August 23 -\$200

CAD/BIM
Spring: March 4 – May 13 Deadline is February 9 -\$100
Fall: September 9 – November 18 Deadline is August 23-\$100

Medical Gas Installer (Full 40 hour):
Spring: March 6 - May 15. Deadline is February 9 -\$200
Fall: September 11 to November 20, Deadline is August 23 -\$100

Hydronic Heating and Cooling
Spring: March 6 - May 15. Deadline is February 9 -\$100
Fall: September 11 to November 20, Deadline is August 23 -\$100

OSHA Training - OSHA 10, available as an online class for \$59 at www.careersafeonline.com This OSHA 10 class is not affiliated with the UA or our Training Center. OSHA 10 and 30 Hour Training is also offered online through the MUST website. Go to www.mustonline.org. **Be sure to take the Construction Safety courses; not the General Industry courses.

It is each member's individual responsibility to keep all their Certifications current. If the person you are trying to reach at the Training Center is unavailable, please leave a message to ensure we can return your call. We attempt to return all messages by the end of the business day.



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

DETROIT - Regular Membership Updates: Please check out our website at www.laborers-local1191.org and the "Laborers' Local 1191" Facebook page for important information about your Local Union.

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

Monthly General Membership Meetings: General Membership meetings are held on the first Friday of every month at 7:00 pm at the Local Union, located at 2161 W. Grand Blvd., Detroit, MI 48208 (except for holidays). **December's General Membership meeting will be held on the 1st of December, 2023. Members who attend the December 2023 Meeting will be served the Annual Christmas Dinner!**

Monthly Retiree Council Meetings: Retiree Council meetings are the last Friday of each month. The meetings are held at 11:00 am at the Local Union, located at 2161 W. Grand Blvd., Detroit, MI 48208. **The next Retiree Council meeting will be held on the 26th of January, 2024. February's Retiree Council meeting will be held on the 23rd of February, 2024.**

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

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

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

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

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 to 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. FYI: It is the Member's responsibility to regularly notify the Local Union of any changes to his/her skillsets. It could mean the difference of being sent to work or not!

Roll Call: All members on the out-of-work list must re-register every quarter within the first (1st) five (5) 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.

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 by visiting the training school website at www.mltai.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.mltai.org>. Types of training you can take include, but are not limited to: OSHA 30, Asbestos Awareness, Silica Awareness, Infectious Disease Awareness, Respirator Awareness, Hazard Communication, Blood-borne Pathogens Awareness, and Lead Awareness. The above training and certifications are all available at the training center. **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.

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

Beneficiary Reminder: Please remember to designate or update your beneficiary choice on all of your LIUNA Local 1191, American Income Life Accidental Benefit, Pension and Healthcare fund documents. The law requires that in the event of an untimely death your benefits go to your estate and may be taxable if/when no beneficiary has been designated. **Each of the above individual benefits needs to have a designated beneficiary. Death Certificates:** Please always submit to the Local Union a copy of a Death Certificate for deceased active or retired members. **FYI: The death certificate is required for any designated beneficiary to receive available benefits.**

Available 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.

IMPORTANT UNION BENEFIT CONTACT INFORMATION: Michigan Laborers' Fringe Benefits Funds (Annuity, Insurance, Pension)
* Telephone: (877) 645-2267
* Fax: (517) 689-6016
* 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' AND Michigan Laborers' Vacation Funds WPAS
*Telephone: (833) 389-0025 EXT. 3359

"Nothing is too small to know, and nothing is too big to attempt."
-William Van Horne

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IBEW 131, continued

(Continued from Page 9)
November 4, 2023.

Brother Patrick Klocke's Celebration will be held at IBEW Local 131's union hall on Saturday, December 2nd from 12:00pm-3:00pm.

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

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

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

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

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

K-Wings Hockey game on January 26, 2024, against Fort Wayne Komets. The local website has a link to purchase the tickets.

RETIREMENT: NEBF and IBEW PBF application takes at least 3 months to process but can be filled out as early as 6 months before your planned retirement effective date. If you are nearing retirement, please call the hall and set up an ap-

pointment with Christine. You will need to submit copies of your social security card, birth certificate, marriage certificates and divorce decrees for you and your spouse(s) with your applications. Important numbers for you to write down: NEBF 301-556-4300 IO Pension 202-833-7000

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



Michigan Painters District Council

Painters District Council 1M WARREN – Dear Members, **DC1M WEBSITE:** www.iupatdc1michigan.org **DC 1M UNION CARDS*** Any questions regarding a lost, damaged Union card, or if you have dues inquiries or have not received a card please contact the DC1M offices at:



ROBERT GONZALEZ

Warren Office: (586)552-4474 extension 100
Freeland Office: (989) 695-6888
PAINTERS DISTRICT COUNCIL 1M SMART PHONE APP Painters District Council 1M is pleased to announce its' all new APP.

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

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

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

FTI of the Great Lakes Upgrade Classes (First Aid/CPR/AED certification)

FTI of the Great Lakes will be offering First Aid/CPR/AED Class on Saturday Dec. 2nd at our Warren Training Center. The start time for class will be 9am.

Members must contact Shawn O'Neill to register for the class by November 30th for the Warren class.

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

FTI of the Great Lakes Upgrade Class(Scaffold Awareness)

FTI of the Great Lakes will be offering Scaffold Awareness Class on Saturday, Dec. 9 at our Lansing Training Center. Members must contact Shawn O'Neill to register for the class. Class starts at 9am.

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

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.



Sign, Pictorial & Display Local 591

Sign Pictorial & Display 591
WARREN –The next General Membership Meeting will be held on Tuesday, Dec. 5, at 6:30p.m. Trustees and union stewards meet at 6:20 p.m.

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

Anyone possessing a union membership and 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, your Business Representative.

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

OUT OF WORK: BACK TO WORK: procedure for out of and back to work: When laid off or going back to work, call the

"Few things are harder to put up with than the annoyance of a good example."

–Mark Twain (1835 - 1910),

"Work is not always required. There is such a thing as sacred idleness."

–George MacDonald (1824 - 1905)

District Council 1M Business Manager: Robert Gonzalez
Meeting date: 2nd Tuesday of every month at 6:30 p.m., with the Executive Board meeting at 6 p.m.

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

Local Union 312 Business Rep: Tim Schwerin
Meeting date: 2nd Wednesday of every month at 6:30 p.m.
Place: 1473 N. 30th St., Galesburg, MI 49053

Local Union 514 Business Rep: Scott Mikulen
Meeting dates: 1st Wednesday of every month at 7:30 p.m.
Place: 7920 Jackson Road, Ann Arbor, MI.
Web site: www.iupat-local514.org.

Local Union 826 Business Rep: Rocky Ackerman
Meeting date: 2nd Thursday of every month at 5:30 p.m.
Place: 3115 Joyce St. Burton, MI 48529

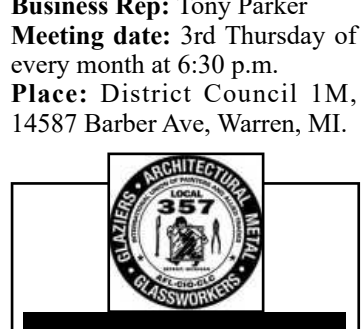
Local Union 845 Business Rep – Fred Frederickson
Meeting date: 1st Thursday of every month at 7 p.m.
Place: 419 S. Washington Avenue, Lansing, MI 48933

Local Union 1052 Business Rep – Jake Fluty
Meeting date: The Fourth Wednesday of every month at 6:30 p.m.
Place: 3115 Joyce St., Burton MI 48529

Local Union 1803 Business Rep: Josh Ovalle
Meeting date: 4th Tuesday of every month at 5:30 p.m.
Place: 7677 Midland Road, Freeland, MI 48623.

Local Union 2352 Business Rep: Jeremy Haviland
Meeting Date: 3rd Tuesday of every month at 6:30 p.m.
Place: District Council 1M, 14587 Barber Ave., Warren, MI.

Local Union 2353 Business Rep: Tony Parker
Meeting date: 3rd Thursday of every month at 6:30 p.m.
Place: District Council 1M, 14587 Barber Ave, Warren, MI.



Glaziers & Glassworkers Local 357

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

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

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

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

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

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

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

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

– **Business Rep. Don Stepp**



Local 149 Roofers & Waterproofers

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

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

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

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

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

2023 Vacation and Savings Fund Surplus Payout. This only applies to Detroit participants whom received a vacation check in July 2023. This year the Vacation and Savings Surplus Payout will be in the amount \$0.05 per worked hour from 6/1/22 through 5/31/23. E.g. if you worked 1200 hours, you will receive a check in the amount of \$60. Checks to be mailed out to Detroit participants on Dec. 1, 2023.

Those who have their vacation pay **Direct Deposited**; will have their money deposited in their bank on Dec. 1, 2023.

2023 Commencement Ceremony: Union Brothers, on behalf of the Members and Officers of Local 149, I congratulate and thank you all for your decades of services in our great Union.

2023 Commencement Ceremony honorees:
70 years- Brother Edward Henry

60 Years- Brother Edwin Carlson, and Brother Joseph Puzan Sr.

55 Years- Brother Albert Adkins, Brother Antonio Aguirre, Brother William Kuchna, and Brother Martin Roslan

50 Years- Brother Douglas Baron, Brother Robert Daniels, Brother Robert Groth, Brother James Holden, Brother Albert Papp, Brother Larry Rupard, Brother Robert Timko, and Brother Gordon Willis

45 Years- Brother Paul Bey, Brother Frank Blundy Jr., Brother Larry Bray, Brother Lee Bruner, Brother James Fosco, Brother Michael Frelick, Brother David Harris, Brother Jeffrey Kandt, Brother James Kondrat, Brother Jeffery Mihal, Brother Richard Morgan, Brother Roger Painter, Brother Robert Raab, Brother Bert Schmidt, Brother Timothy Shaw, Brother Craig Stout, Brother Henry Tomaszewski, Brother John Verschueren, and Brother Danny Wall

40 Years- Brother Eddie Adcock, Brother David Blake, Brother Gregory Chaundy, Brother Randy Coppens, Brother Daniel Cronk, Brother Robert Fini, Brother Rick Fraley, Brother Alan Pionkowski, Brother Perry Redmon, Brother Russell Sroka, Brother David Thomson, and Brother Robert Wice

35 Years- Brother Russell Bengé, Brother James J Brown, Brother Stephen Calhoun, Brother Robert Garrison, Brother Lawrence Heinz, Jr., Brother Thomas Hennen, Brother Jeffrey Iwanski, Brother John McCaig, Brother Joseph Miller, Brother James Norris, and Brother Mark Trombley

30 Years- Brother Ricky Brown, Brother Dennis Duvall, Sr., Brother Ramiro Galvan, Brother Brian Gregg, Brother Steven Hitsman, Brother Jack T. Kirk, Brother Robert Mach, Brother Daniel Miners, Brother Clifford, Novelty, Brother Delbert Perry, Jr., Brother Rocco Santilli, Brother Francis Sarazin, and Brother Richard Yaworski

25 Years- Brother Dale Betts, Brother Justin Centers, Brother Anthony Daniels, Brother Thomas Franklin, Brother Bill Gayle, Brother James Hall, Brother Jeffrey Hansen, Brother Earl Sykes, Brother Douglas Tuggle, and Brother Daniel Zinser,

20 Years- Brother Juan Alvarez, Brother Hernan Arreguin, Brother Daniel Brodack, Brother John Carbay, Brother Dan Davis, Brother Charles Fischer, Brother Joe Gilliam, Brother Jacob Gilliam, Brother Dean Kucharski, (Continued next column)



Local 25 Iron Workers

Iron Workers Local 25
A West Michigan Informational meeting will be held Monday, Dec. 4th at 6:00 pm at the Masonic Temple; 233 Fulton St. East, Grand Rapids MI 49503.

Steward meeting(s): The Lansing Christmas meeting will be Monday, Dec. 7 at 5 pm. The Downriver Christmas meeting is Wednesday, Dec. 13 at 4 pm at Mr. K's (142 E. Great Lakes St. River Rouge MI). The Grand Rapids Christmas meeting will be Monday, Dec. 18 at 5 pm at the Hudsonville Training Center (3020 Corporate Dr.) The Flint Christmas meeting will be Wednesday, Dec. 20 at 4 pm. The Saginaw Christmas Steward meeting will be Thursday Dec. 28 at 4 pm. All are welcome!

No December Union Meeting due to the Holidays.

Communications Alerts & E-mails; sign up via our website (www.ironworkers25.org). We continue to communicate through the **PUSH NOTIFICATIONS.**

December vacation check's: Refer any issue(s) with vacation checks, to Dennis Aguirre.

Christmas Holiday Union Hall Closings: all Union Halls will be closed Monday, Dec. 25 and Tuesday, Dec. 26 and for the New Year all Union Halls will be closed Monday, Jan. 1, 2024 and Tuesday, Jan. 2, 2024. We wish all our union members and their families a Merry Christmas & Happy New Year!

The Iron Workers Annual Children's Christmas Party is SATURDAY DEC. 9, 2023 at the Novi Union Hall. **Doors open at 9:30 am. We have a new Magic show starting at 11:30 - PLEASE arrive BEFORE the show starts so as to not miss out on some amazing magic!** In addition to the show, the kids will enjoy face-painting & crafts; pictures, hot dogs, pop & chips, cotton candy, popcorn, raffles, and of course Santa Claus. **We will have gifts for kids to age 10 and our party will end around 1 pm.**

BY-LAW(S) Proposals will be due in the Novi Union Hall ON OR BEFORE 4:00 pm Jan. 29, 2024. This meeting will be the first Reading of any proposed by law(s). If you plan to mail in a proposal, please make sure it arrives several days earlier than Monday 1/29/2024. We've noticed mail has been slow in Michigan, so please be aware!

February's Union meeting will be Monday, Feb. 26, 2024 at 7 pm. This union meeting will be the second Reading of any proposed by law(s). The third Reading will be during March's Union meeting Monday March 25, 2024, with the Vote date TBD.

The 2024 Dennis O'Dowd SCHOLARSHIP Rules & Application form is now available. All COMPLETED applications must be turned in by March 15, 2024. 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 IRONWORKER Magazine changes: The magazine published by the International will now be issued every other month (6 times per year). Effective this year the Directory issues moves to December. To subscribe to the digital

edition of the Ironworker or the monthly newsletter, please use the following link: <https://www.ironworkers.org/s/ironworker-digital-sign-up>

Local 25 Retirees are able to work without suspension of their pension benefits effective Aug 1, 2023 with the following criteria: Must be retired a minimum of 2 months, must complete the Memorandum of Understanding with approval by Trustee Aguirre or Trustee Randick. Must be a full dues paying member and if you are currently on lifetime status you will need to transition back to full dues paying for 1 year along with 1-year paid dues.

Those who are former L-340 Retirees are able to work without suspension of their benefits as their plan allows. The retiree is encouraged to pass on their knowledge to apprentices and other bargaining unit employees of the Employer; Contact any Business Agent who can assist you further with the details.

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

Apprentices: Fill out your monthlies online at the website or mobile app located under the apprenticeship tab "Monthly Report Sign-In" this gives you the ability to electronically submit your monthlies. Also, located under the Apprenticeship Tab you will find "Make-Up Days" & "Welding Test Certifications." You can now electronically schedule your make-up days and welding tests.

To view classes at the Local 25 Apprenticeship School, please go to the ironworkers25.org to view the block schedule. The 2023 Raising Gang Training schedule is on the website as well. If you have Facebook or Instagram, please give us a follow! **If you read this entire article to the end and would like one Union meeting credit, please call the Wixom Training Center and mention this article. The Wixom Training Center – Phone: (248) 960-2130**

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

FRINGE BENEFIT OFFICE: 800-572-8553 or 248-347-3100 and follow the prompts. Hours 7:30am to 4:30pm. The mailing address for member BENEFIT related matters is: Iron Workers Local 25 Fringe Benefit Funds, PO Box 99219, Troy MI 48099-9219. Blue Cross Health Claims and Customer Service 877-790-2583. Delta Dental Claims and Customer Service 800-482-8915.

Check your HRA Balance: my.wexhealthcard.com

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

BENEFIT FOR NEW CHILD: Any member who has a new born child, or a new dependent child through marriage **MUST NOTIFY the Fringe Ben-**

efit Office of your new dependent within 31 days; otherwise wait until the next open-enrollment period (April 1-April 30).

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

The Iron Workers' Local 25 Retirees' Club: The Retirees' Board of Directors will meet on Tuesday, Dec. 5, 2023 at 8:30 am. The Retirees' meeting/luncheon will be Tuesday, Dec. 19, 2023 at 10 am in Novi. All are welcome.

The West Michigan Chapter Retirees breakfast will meet Tuesday, Dec. 5, 2023 at 9 am at Red Rock Grille & Café, 228 N. Ball Creek Rd, NW, Kent City, MI 49330. All are welcome.

The next quarterly meeting for the **Bay City Chapter** will be Jan. 18, 2024; at the Bay City American Legion Post 18, 700 Adams St., Bay City MI 48708.

The Downriver Chapter the next quarterly Retirees breakfast will be Jan. 19, 2024 at Mom's Restaurant, 2691 Fort St., Trenton, Michigan, 48183. All are welcome.

Blue Cross Blue Shield Michigan: www.bcbsm.com/behavioral-mental-health/ Resources on the home page including In-Person Crisis Care options in many locations throughout the state.

BCBS Michigan 877-627-1041, Blue Care Network 800-482-5982 for Substance-use-disorder.

Another resource for help: FindTreatment.gov where you can search by zip code/city. Or call SAMHSA 800-662-HELP (4357).

Dial 988 (National Suicide Prevention Lifeline) For help 24/7 in a Time of Crisis. Call 988 if you or someone you know is in danger of suicide or experiencing a mental health crisis. Whatever you are struggling with, help is available – its free & confidential.

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

OpiRescue smartphone APP to help Michigan residents prevent and reduce opioid overdoses. It is free to use and anonymous. The APP provides information and a 5-step process for how to respond to an opioid overdose event. The guidelines developed by the US Substance Abuse and Mental Health Services Administration (SAMHSA).

In Memory: Michael McCourt #1133005 passed away Nov. 16, 2023 at the age of 62. He was a member for 35 years; he transferred to Local 444 Joliet IL in September 2022. Matthew Herline #1216842 passed away Nov. 23, 2023 at the age of 65. He was a former member of 340/25 for approximately 23 years. **Our deep condolences to all of the family and friends as you mourn the loss of your dear loved one(s)!**

This information is as of Submission Time for this Article (Nov 27, 2023 12:00 pm E.S.T.).

Roofers Local 149 continued

Brother Carlos Leal, Brother Shain Powers, Brother Jason Rankin, Brother John Reed, Brother James Sayre, Brother Frank Stevens, and Brother Salvador Vazquez

An invitation has been sent to the Brothers listed above regarding the 2023 Commencement Ceremony luncheon. The annual luncheon will be held at the IBEW Local No. 58 Union Hall on Sunday, Dec. 10, 2023, from 10 am through 3:30pm. Please, RSVP for the event. The IBEW Local No. 58 is located at 1366 Porter St., Detroit, MI 48226. One block east of our Union Hall. This is to remind you that you have come a long way and your contributions have continued to inspire our Local. We wish you a very Happy Work Anniversary!

Retirees' Association. The annual Retirees' Christmas and Holiday luncheon is scheduled for Sunday, Dec. 10. The luncheon will be held at the IBEW Local No. 58 Union Hall from 10 am through

3:30pm. Will you be joining us? Calling us will give our Hall a count of the food we will need for the catered lunch. Additionally, please let us know if your spouse or a date will be joining us.

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

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

Detroit Training Center Information. Journeyworkers upgrade classes to improve your skills, your worth, and our Brotherhood/Sisterhood is available

at no cost to all Detroit LU 149 members.

Dues must be current in order to enter the Training Center. If you are interested in any of these classes, contact the Training Center, 248-543-3847.

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

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

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

The publication above is as 11/27/2023, 2:00p.m.

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



Local 80 Sheet Metal Workers

Sheet Metal Workers Local 80

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

MEMBERSHIP MEETING: The next general membership meeting is scheduled for December 19, 2023 at 5:30 pm. Meetings are held at the union hall, 17100 W. 12 Mile Rd. Southfield, 48076.

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

EXECUTIVE BOARD MEETING: The next executive board meeting is scheduled for Dec. 18, 2023 at 5:00 pm. Executive Board meetings are held at the Local 80 Hall, 17100 W. 12 Mile, 2nd Floor, Southfield, MI.

MEETING DATE CHANGES December's meeting has been changed to Dec. 18, 2023 & February's meeting has been changed to Feb. 13, 2024.

TRUSTEE NOMINATIONS: OFFICIAL NOTICE: At the Dec. 19, 2023 meeting, nominations will be taken for the position of Fund Trustees. Elections will be held in January of 2024. You will vote on 4 positions: Health and Welfare, Pension and Annuity, Sub Fund and JATC. Trustees will serve a 3-year term from January 2024 through January 2027. Your dues must be current if you would like to be nominated.

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

THE 2023 RETIREE MEETING SCHEDULE is as follows: Dec. 18, 2023. Arrangements have been made to have an audiologist make a presentation on hearing aids at this meeting. If you are not a member of the Retirees Association & would like to attend, you can join the Retirees Association at this meeting. Annual dues to join are \$10. The meeting will start at 12:20 pm at the union hall.

The 2024 retiree meeting schedule is as follows: Feb. 19, April 15, June 17, Aug. 19, Oct. 21 (holiday party) and Dec. 16. All membership meetings will be held at the Local 80 hall. Please enter the hall through the ramp entrance. Meetings start at 12:30 pm. Any questions regarding joining the Retirees Association please contact Steve Murzen at 248-652-0593.

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

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

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

THANK YOU TO MEMBERS WHO HAVE PAID THEIR DUES A YEAR IN ADVANCE: Raymond Cordovado, Joseph Verbit, Thomas Davey, Michael Luedtke, Michael Gartrelle, William Ujaque-Alvarez, Michael J. Miller, Rob Schleicher, Rainer Becker, David Tims, David Hartsuck, Gary Taylor, Todd Hull, Jesse War and Michael Neuman II.

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 by hall by the end of the day on the following Monday. Weekend work assignments must be called or emailed into the hall prior to 3:00 pm on Friday.

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 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 days to apply for S.U.B. benefits after lay-off.

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

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

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

MEMBERS ASSISTANCE PROGRAM: If you are experienced
(Continued next column)



TIM
MULLIGAN



Local 7 Sheet Metal Workers

Sheet Metal Workers Local 7

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

The next Statewide Meeting will be Dec. 14, 2023, at 6 p.m.

*Zone 1 December 13th at 6:00 p.m.

*Zone 2 December 12th at 6:00 p.m.

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

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

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

*Zone 5 December 8th at 6:00 p.m.

Please register on our website at www.sheetmetal7.org for the most up to date information on meeting schedules for 2023. Once you are registered it must be approved in order to be able to log on. Please contact your representative if you are having issues registering.



SAM
FULLER

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

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

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

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

ZONE 1 Monthly Retiree Meetings:

1st Wednesday of each month @ 8:00 am located at Bob Evans 1725 N W Ave, Jackson, MI 49202

2nd Tuesday of each month @ 1:00 pm located at Rocky Top 1900 Lansing Ave, Jackson, MI 49202

2nd Wednesday of each month @ 12:00 noon located at The Beamery 879 E Michigan Ave, Battle Creek, MI 49014

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

– In Solidarity, Eric Farrington and Vance Saunders

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

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

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

ZONE 4 Info: Local 7 Sheet Metal remains at the forefront of providing stable employment opportunities to its members in Flint Michigan. With full employment and a steadfast commitment to excellence, the union continues to thrive in the face of economic challenges. We extend our warmest wishes for a successful deer hunting season and invite all members join us in celebrating the upcoming Christmas party 12-05-23. Don't forget to make the most of the upgrade classes at the training center to further enhance your skills. Together, we can continue to build a prosperous future for Local 7 sheet metal and all its members. Shoot straight and tight lines Scott Brotherton

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

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

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

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

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

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

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

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

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

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

Joe Dotson (Saginaw) 989-225-0095

John Amalfitano (Traverse City) 231-590-1112

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

Brandon Langenfeld (Upper Peninsula) 906-372-9288

Local 80 cont'd

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

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

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



Local 292 Sheet Metal Workers

Sheet Metal Workers Local 292

TROY – MEETING NOTICE: The next general membership meeting will be held on Wednesday, Dec. 13, 2023, at 6:00 pm.

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

The E-Board/Stewards meeting will be held not be held in December. The meeting schedule will resume in January.

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

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

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

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

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

DUES: Membership dues are required to be paid in advance of the month for which they are due. The union hall is not open on Saturday or Sunday, therefore, if you pay dues on either of those days, it will not be processed until Monday. If you are on suspension warning, your dues are 60 days late. To avoid suspension, dues must be paid online or at the union hall by 4:00 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).

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

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

RETIREE NOTICE: MARK YOUR CALENDARS: The 2023 schedule for the Local 292 Retiree luncheon are as follows: **December 7 (last meeting for 2023).** The luncheon will be held at: Tavern on the Main @ 12:30 p.m. 235 S Main, Clawson MI 48017. (248) 588-1696. It is located 3 blocks south of 14 Mile on the east side of the street.

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

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

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

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

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

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

UNION HALL HOURS: 8 a.m. to 4 p.m. Monday-Friday.

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.

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

Attention all Welders! We are looking for any member interested in a Saturday welding class on December 2, 9, 16.

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

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

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



Outdoors

Fungi forays in Michigan



By Rachel Coale
Michigan Department of Natural Resources

If you say, "Michigan mushroom," most people will respond with "morel."

That's for good reason. The delicious mushrooms called morels are our state's most famous fungi, beckoning hopeful foragers into the woods each May. These spring mushrooms are just a few among thousands, however. Fall is one of the best times to find mushrooms.

To learn more about autumn mushrooms, I joined a Sept. 17 community science project to document the species of mushrooms that grow at For-Mar Nature Preserve in Burton, near Flint.

The project, a collaboration of Genesee County and the Michigan Mushroom Hunters Club, invites participants on monthly forays to collect mushrooms in all their shapes and forms. The samples are used to learn more about the park's ecosystem. Specimens are photographed for documentation, and some are sent for DNA analysis to help unravel their mysteries.

I arrived at the DeWaters Education Center with an all-ages group of about 20 people, where we were provided with paper bags and pocketknives to collect specimens.

Heather Johnson, a member of the Michigan Mushroom Hunters Club and the "hunt whip" for the event (the term for a mushroom foray's leader is borrowed from fox hunting) started things off with a talk about fungi.

"They are not plants; they have their own kingdom," she said, referring to scientific classification.

Michigan is estimated to have at least 2,500 species of fungi.

Johnson and other club members explained that the mushrooms we see sprouting from logs and soil are the fruiting body, or just part of the whole organism, which grows from a network of cobwebby mycelium in the ground or decaying wood.



A PARTICIPANT in the mushroom documentation project at For-Mar Nature Preserve near Flint takes photographs of a specimen. *MDNR photos*

Some of the world's largest organisms are mycelial networks. They can be acres wide, like the Upper Peninsula's appropriately named Humongous Fungus in Crystal Falls in Iron County. According to scientists, it's nearly 100 acres in size.

The job of the visible mushroom on the surface is to spread spores and reproduce, much like a flower spreads pollen for a plant.

Equipped with tips for harvesting specimens and our tools, the group headed down a nearby trail. The plan: collect one of every kind of mushroom we could find.

Nature preserves normally don't allow foragers to collect

mushrooms, except for in special instances like this fungi study. In Michigan, you may collect mushrooms for personal use, but not for sale, in state forests, recreation areas and parks. Check other park and public land rules for local guidelines.

Our group fanned out into the forest, searching high and low for mushrooms, even inside hollowed dead trees and stumps. One of the first finds was a cluster of delicate, pearl-gray oyster mushrooms growing from a tree.

From all corners of the woods, I heard exclamations of "Look at this!" and "Ohhh, pretty."

Seeing a glimpse of white in the spotted shadows of the forest canopy, I sliced a pancake-shaped shelf mushroom off a moss-covered rotten log, tucking it into my paper bag as I batted away persistent mosquitoes.

After an hour of rambling over fallen trees and through crunchy leaf litter in the warm, earthy-smelling September forest, we returned to our starting point and spread out our finds on picnic tables covered in brown craft paper.

The mushroom variety was vast, ranging from the tiniest brown ones with gills so delicate you could see light through them, to a mighty mature puffball larger than a basketball. Johnson said it could contain trillions of spores. Colors and appearances ranged from translucent white to deep russet brown, with some specimens sporting red, lavender, violet and orange on their caps or stems, called stipes.

The mushroom club members began to methodically organize and identify the mushrooms based on features including the

cap, spore-bearing surface (gills or pores), stipe and base.

Johnson directed our attention to the remains of a veil covered in rusty spores on a purple specimen, providing critical evidence for identification as a type of cortinari mushroom. She and her associates began to rattle off a dizzying set of Latin names for the official record, occasionally setting specimens aside for further research or DNA sequencing.

A few were mysteries – one, a whitish, parasitic mushroom growing from a shelf mushroom, and another, a tall, buff-colored mushroom that an associate tentatively identified as "amanita 4." That's right – there is still so much to learn about mushrooms that some don't even have names yet.

One of my finds, a delicate, gray mushroom with furled black, lace-like gills, was identified as a type of inky cap. The black gills are a sign that this strange mushroom had begun to digest itself, turning to liquid in a process called deliquescence. This melting allows the mushroom's spores to escape.

Other finds from the group included fungi with fanciful names like the jewel-studded puffball, brittle cap, turkey tail, golden oyster, hen of the woods, honey

mushroom, dead man's fingers and a jelly fungus that quivered like a Jell-O cup when poked.

Learning about mushrooms is a way to explore how wild and weird nature can be and also get to know other people who enjoy the outdoors.

The best way to get involved in the world of mushrooms is to connect with a group like the Michigan Mushroom Hunters Club.

Experienced mushroom hunters can provide knowledge and mentorship, which is especially important if you are a forager looking for edible mushrooms.

Experts at the event stressed that "watching a few TikTok videos is not enough study; there are very toxic mushrooms out there."

The consequences of a wrong ID don't have to be imagined, with colloquial names like "the vomiter," "destroying angel" and "deadly Galerina."

Mushroom hunting feels like a forest treasure hunt where you're not always sure what the treasure will be. Each find is a surprise, and some discoveries provoke further questions and mysteries. It's a great way to spend time outdoors, learn from enthusiasts and practice being observant of the amazing natural world.



ONE OF MICHIGAN'S 2,500 species of mushrooms: this is a cluster of delicate, pearl-gray oyster mushrooms growing from a tree.

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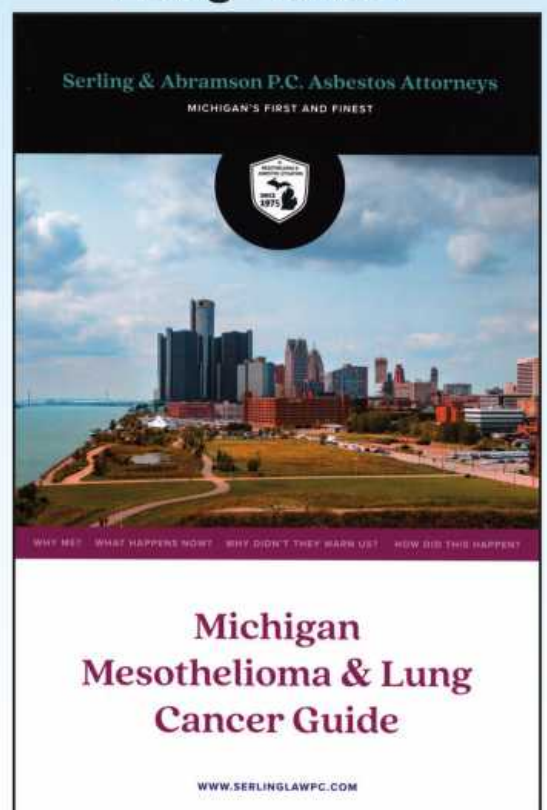
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Elevator Constructors Local 36

Elevator Constructors Local 36 DETROIT – ALL MEMBERS ARE INFORMED, our next regular MEMBERSHIP MEETING FOR DECEMBER IS CANCELLED DUE TO THE HOLIDAY, THE NEXT MEMBERSHIP MEETING WILL BE JAN. 22, 2023, at 5:30pm at 1640 Porter St. Detroit, MI. Our next Executive Board meeting will be held on Jan. 15, 2023. Any changes to this schedule or venue will be in the Building Trades Article or sent via email.

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

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

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

2024 Wage rates, Zone pay, and dues sheets will be sent out this week, if you have any questions call the hall.

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

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

The IUEC is aware that our signatory employers are becoming subject to a variety of state laws mandating that some percentage of fleet vehicles must be electric-only vehicles. Additionally, we are

aware as well that certain customers are mandating the use of electrical vehicles on their properties.

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

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

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

As you are aware, individuals with a Mechanic Exam Pass Date on or after Jul 9, 2022, through Dec. 31, 2022, must take a Mechanic Required (MR) Continuing Education course in 2023 to receive their scheduled pay raises Jan. 1, 2024. I highly recommend if you fall in this category and haven't done so, take the course and keep up on it. We have grandfathered mechanics that have completed this course more so than mechanics that are required to complete this course. You have 1 month to complete this course, or you will not receive your pay raise on Jan. 1, 2024, and you will not get back pay if you complete this after Jan. 1, 2024. Any individuals who passed their Mechanic Exam in 2023 have till Dec. 31, 2024, to

take this course to get their raise in 2025. Any questions call the hall.

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

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

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

Attention All Apprentices, Kenny and I would like to thank all of you for keeping up on your OJT's, schooling, and commitment to your future. Class orientation will be the week of Jan. 15, 2024, classes will resume the following week. Check your NEIEP emails frequently. OJT forms need to be filled out COMPLETELY by the 9th day of the following month. There is NO excuse for these to be late!!!

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

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

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

We would like to wish everyone a safe and Merry Christmas and Happy New Year and extend well wishes to all Brothers and Sisters on our sick list.

Be safe and stay healthy!



Digging in some Marquette muck

BEHIND THE CONTROLS of an excavator at the Marquette Wastewater Treatment plant site is Tanner Colantonio. The Operating Engineers Local 324 member is working for MJ Van Damme.

"If you ask what is the single most important key to longevity, I would have to say it is avoiding worry, stress and tension. And if you didn't ask me, I'd still have to say it."

—George Burns (1896 - 1996)

"When you make a mistake, don't look back at it long. Take the reason of the thing into your mind and then look forward. Mistakes are lessons of wisdom. The past cannot be changed. The future is yet in your power."

—Hugh White (1773 - 1840)

"The truth is that there is nothing noble in being superior to somebody else. The only real nobility is in being superior to your former self."

—Whitney Young (1921 - 1971)

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