



Plasterer & Cement Mason

FALL 2018



Happy Holidays



Much to be Thankful for this Holiday Season

As a challenging year nears its end, my thoughts are focused on gratitude — because your OPCMIA is in even better shape today than it was 12 months ago.

First and foremost, our membership is staying strong, we are making organizing gains, and work hours are up.

Second, our financial situation is as solid as ever, and our union has the resources we need to properly advocate for, represent and serve our members.

Third, the once-bleak political landscape was dramatically transformed by the November elections. Pro-worker forces will take control of the U.S. House come January and we will be able to move from defense to offense in fighting for legislation that improves your lives. This change in power also opens new windows of opportunity for a bipartisan push to pass a desperately-needed infrastructure bill. And it means that anti-worker regulators appointed to key labor and workplace safety positions in the administration will have someone holding them accountable, for a change.

Equally important, labor allies gained seven governorships and took control

of seven new state legislative chambers. These pickups are vital, because much infrastructure funding is decided at the state level, because state laws on issues such as ‘right to work’ and prevailing wage are critical to our members, and because it reduces the chances of anti-worker, anti-democracy gerrymandering after the 2020 census.

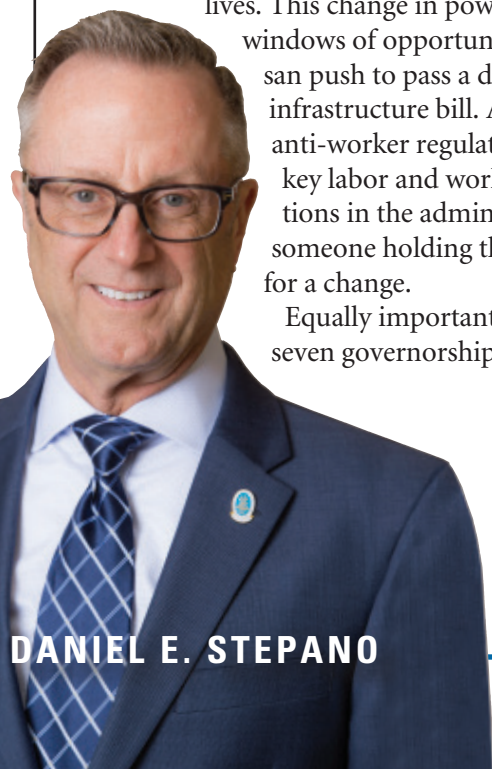
Much credit for these election successes — and the positive dividends they will pay over the next two years and beyond — goes to OPCMIA members who volunteered and pounded the pavement to elect pro-worker candidates at all levels of government.

I’m deeply grateful to our member activists for their hard work and great accomplishments this year. But we’ll need even more in 2019 and 2020.

Fortunately, there is no group of union members more spirited, tenacious and united in solidarity than the brilliant craftspeople who proudly hold their OPCMIA cards. I couldn’t be more proud to count you as my brothers and sisters.

On behalf of the OPCMIA General Executive Board and staff, I wish each and every one of you a joyous holiday season and a wonderful New Year.

Daniel E. Stepano
General President



DANIEL E. STEPANO

Existe Mucho Por Lo Que Hay Que Agradecer Durante Estos Días Sagrados.

Mientras que el fin de este año lleno de retos se acerca, mis pensamientos se enfocan en el agradecimiento, porque su Sindicato OPCMIA hoy está en mejor estado que hace 12 meses atrás.

Lo primero y primordial, nuestra membresía/número de agremiados se mantiene fuerte, hemos generado avances sistemáticos aumentando nuestros agremiados tanto individuos como empresarios, y el número de horas trabajadas esta en aumento.

Segundo, nuestra situación financiera está más sólida que nunca, y nuestra unión/sindicato tiene el capital necesario para advocar la representación apropiada y asistir a nuestros miembros u agremiados.

Tercero, lo que alguna vez fue un negro panorama político, se ha transformado dramáticamente en las elecciones de noviembre. Fuerzas representativas a favor del obrero tomaran control de la casa de representantes en enero, podremos desplazarnos de la defensiva a la ofensiva para pelear por legislaturas que permitan mejorar sus vidas. Este cambio en el poder abre nuevas ventanas de oportunidades en el empuje bilateral tan desesperadamente necesarios para aprobar legislaciones infraestructurales. Y significa que las regulaciones anti-obreras por la asignación de representantes claves a las oficinas del obrero y seguridad laboral dentro de esta administración, ahora tendrán que apegarse a un cambio, y estos tendrán que responder a un patrón de responsabilidad por sus actos.

Igualmente, importante, la alianza obrera logro ganar siete gubernaturas, tomaron el control de siete nuevas cámaras legislativas. Estos logros son vitales, porque muchos de los fondos para infraestructura se deciden a nivel estatal, porque las leyes laborales en cada estado,

como, por ejemplo, en el tema de la ley del derecho a trabajo, y establecer sueldos privilegiados son temas críticamente importantes para nuestros miembros/agremiados, y porque reducen la oportunidad anti obrera, anti demócrata, como, por ejemplo, para el desarrollo del censo del 2020.

Mucho del crédito es merecido por el éxito obtenido durante estas elecciones – y los dividendos positivos a pagar durante los próximos dos años en adelante – lo cual se encamina a la membresía/agremiados del OPCMIA, los cuales caminaron las calles para ayudar a elegir candidatos pro-obreros en todos los niveles gubernamentales.

Yo, me encuentro profundamente agradecido para con nuestros activistas miembros/agremiados por su arduo trabajo y sus grandes triunfos este año. Pero necesitaremos aún más esfuerzos y triunfos para el 2019 y el 2020.

Afortunadamente, no existe ningún otro grupo de miembros/agremiados más inspirados, tenaces y unidos solidariamente que los brillantes maestros de oficio del OPCMIA de los cuales estamos muy orgullosos en nuestro gremio/sindicato/unión. Y no puedo sentirme más orgulloso de contarlos a ustedes como mis hermanos y hermanas sindicales o unión.

En nombre de todo el equipo de trabajo y la mesa ejecutiva del OPCMIA, les deseo a todos y cada uno de ustedes, y a sus familias, unos exuberantes días festivos durante esta época navideña y un maravilloso año nuevo.

Daniel E. Stepano
Presidente General

CALLING ALL OPCMIA Veterans



To support and salute the many proud OPCMIA members who sacrificed to defend our freedom, it is my great honor to announce the launch of OPCMIA's veterans web page.

On this page, we will tell the stories of our brothers and sisters who served in the armed forces of the United States and Canada. Our first post is about three generations of the Santo family, all veterans and OPCMIA members. Their commitment to service and solidarity are exemplary, and they define what makes our nation and our union great.

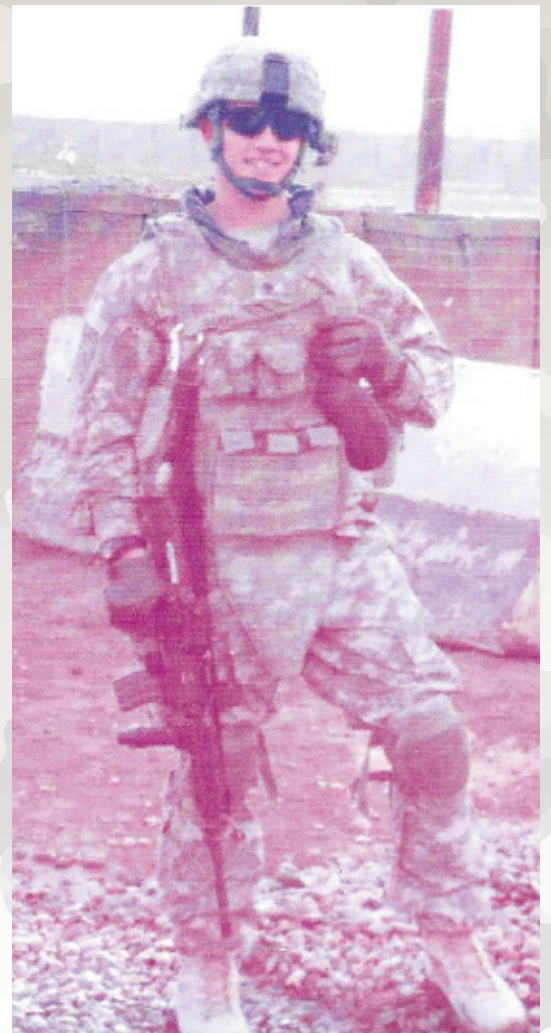
We also hope to make our veterans web page a place where OPCMIA veterans can connect with one another and gain access to veterans' resources.

Our union's commitment to veterans is deep and longstanding, as evidenced by our enthusiastic participation in the Helmets to Hardhats program and the support we try to provide each and every day. Making the transition from the military to masonry is a natural, seamless step and we do everything in our power to ensure that those who serve can have rewarding, fulfilling careers in our trades.

Please visit the veterans web page today. And if you, an OPCMIA brother or sister, or a family member has served, please share your stories — we want to hear from you!

In Solidarity,

Daniel E. Stepano
General President



Plasterer & Cement Mason

VOLUME 113 • NUMBER 4
FALL 2018

ISSN 0032-0136

Journal of the Operative Plasterers' and
Cement Masons' International Association of
the United States and Canada

C O N T E N T S



p. 6



p. 22



p. 34

52nd Convention Call 6

Spreading Christmas Cheer... 22

OPCMIA Conferences 25

Scholarship Announcement..33

Local News 34

Canadian News 44

In Memoriam 50



COVER PHOTO:

Happy Holidays

From the Staff at International Headquarters!

(Includes: OPCMIA International Staff,

International Training Fund Staff and NPIJATF Staff)

Daniel E. Stepano, Editor

Official Publication of the Operative Plasterers'
and Cement Masons' International Association
of the United States and Canada
9700 Patuxent Woods Drive, Suite 200
Columbia, MD21046

Published by the

Operative Plasterers' and Cement Masons'
International Association of the United States and
Canada at 9700 Patuxent Woods Drive, Suite 200
Columbia, MD21046
Website: www.opcmia.org
Email: opcmaintl@opcmia.org



General Secretary- Treasurer

Kevin D. Sexton



CONVENTION CALL

52nd INTERNATIONAL CONVENTION

COMMUNICATION, RESPONSIBILITY, ACCOUNTABILITY, FELLOWSHIP, TRAINING

**TO: OFFICERS AND MEMBERS OF ALL AFFILIATED LOCAL UNIONS
OF THE OPERATIVE PLASTERERS' AND CEMENT MASONS'
INTERNATIONAL ASSOCIATION OF THE UNITED STATES AND CANADA**

Dear Brothers and Sisters:

In compliance with the Constitution adopted at the Las Vegas, Nevada Convention held August 11 – 15, 2014, you are hereby notified that the 52nd Convention of the Operative Plasterers' and Cement Masons' International Association of the United States and Canada will convene at Caesars Palace in the City of Las Vegas, Nevada on **Monday, August 12, 2019, at 9:00 a.m.**

For the information of Local Unions contemplating election of delegates prior to receiving the Delegate Credentials, it should be understood that the number of delegates a Local Union will be entitled to will be based upon the number of members in good standing as provided in Article 3, Section 3 of the International Constitution. For the purpose of determining the number of delegates to which a Local Union is entitled, only those members in good standing on May 1, 2019, will be counted. The applicable union records for the third month preceding the

Convention, excluding the month in which the Convention is held, will be used to make this determination. A member will be considered in good standing if the applicable union records for the third month preceding the Convention show that he owes no more than two months Local monthly dues, Local or International working dues, and/or Local or International assessments including any amounts owed for the third month preceding the Convention. All relevant documentation shall be filed with the International Association no later than June 15, 2019.

Credentials will be sent to the Local Union after the International receives all relevant documentation, which must be filed with the International Association no later than June 15, 2019. **CREDENTIALS MUST BE RETURNED TO THE INTERNATIONAL OFFICE BY JULY 15, 2019. NO CREDENTIALS RECEIVED BY FACSIMILE WILL BE ACCEPTED.** All delegates must be in good standing at the Convention, and therefore, must have paid dues

through and including the month of June 2019. You are further advised that if your Local Union is comprised of members from more than one classification, the delegates must be elected in accordance with the ratio of members of each classification in good standing to the number of members in the Local Union that are in good standing. In addition, Article 3, Section 5, states:

A Local Union shall be considered in good standing provided that it has not been delinquent in payments to the International Association for a period in excess of 60 days during the six months prior to the date of the Convention; provided further that any Local Union with less than 100 members shall not be considered in good standing unless at least one half of the Local's members are in good standing; and provided further that any Local Union with more than 100 members, but with less than 100 members in good standing, must have a least 51 members in good standing.

This notice is intended to ensure maximum representation and participation at the International Convention. You are to take appropriate measures to ensure your Local's eligibility to send delegates to the Convention.

Convention Headquarters will be at Caesars Palace. Delegates to the Convention may register on **Saturday, August 10, 2019, from 12:00 noon to 7:00 p.m. and on Sunday, August 11, 2019, from 7:00 a.m. to 4:00 p.m.**



HOTEL INFORMATION

A number of interesting events have been planned for the comfort and entertainment of the delegates to the 52nd Convention, as well as for their spouses and guests which should make the Convention one to be remembered for years to come. All of these events will be using Caesars

Palace for registration purposes and, therefore, delegates are urged, wherever possible, to make their room reservations at Caesars Palace, which is located at 3570 Las Vegas Blvd., South, Las Vegas, Nevada.

Reservations must be made directly with Caesars Palace by using the web link below:

<https://book.passkey.com/go/SCOPE9>

You may also call the Reservation Center at 1/866-227-5944. You must mention the **Group Code, SCOPE9**, to get the special rate of **\$159.00 per night**, single or double. However, please be aware that a processing fee per reservation will be incurred if you choose not to use the OPCMIA dedicated weblink. The room cut-off date is **Friday, June 28, 2019**. Therefore, you are urged to make your reservations as early as possible in order to assure your accommodations.

We trust we will have the pleasure of meeting a representative delegation from your Local Union at Las Vegas, Nevada and that the Plastering, Cement Masonry and Shop Hand Crafts will benefit as a result of the deliberations of the Convention.

Fraternally yours,

Kevin D. Sexton
General Secretary-Treasurer



LLAMADO PARA LA CONVENCIÓN

52da CONVENCIÓN INTERNACIONAL COMUNICACIÓN, RESPONSABILIDAD, OBLIGACIONES, HERMANDAD, ENTRENAMIENTO

A: Todos los Oficiales y miembros de todos los Sindicatos Locales afiliados al OPCMIA la Asociación Internacional de Yeseros, Mampostearía, Y Albañiles de los estados Unidos y El Canadá.

Estimados Hermanos y Hermanas:

En obediencia a la Constitución Internacional adoptada en Las Vegas Nevada del 11 al 15 de agosto del 2014, por medio de este medio se les notifica que la 52da Convención del OPCMIA (Operative Plasters and Cement Masons' International Association) de la Asociación Internacional de Operadores de Yesos, Mampostería y Albañilería de los Estados Unidos y El Canadá, se ha convocado en el hotel Caesar Palace en la Ciudad de Las Vegas Nevada el **lunes 12 de agosto del 2019, a las 9:00 am.**

Para la información de Sindicatos locales contemplando la elección de delegados antes de recibir sus credenciales como delegados, debe entenderse que el número de delegados que cada Sindicato se le permitirá será basado en el número de agremiados en buen estado como está especificado en el Artículo 3ro, Sección 3ra, de la Constitución Internacional. Para el propósito de determinar el número de delegados permitidos a participar en la convención por cada Sindicato Local, solo aquellos agremiados que se encuentren en buen estado hasta el 1ro de mayo,

2019, serán contados. Los archivos aplicables de cada sindicato de los últimos tres meses de antes de la convención, excluyendo, el mes en el que se llevara a cabo la convención, se usaran para esta determinación de elegibilidad. Un agremiado se le considerara en buen estado si los archivos aplicables hasta el tercer mes muestran que no está retrasado en sus cuotas mensuales más de dos meses antes de la convención, cuotas locales o internacionales, y/o cualquier cuota local o internacional incluyendo cualquier monto atrasado desde el tercer mes antes de la convención. Todos los documentos relacionados deberán ser archivados con la Asociación Internacional antes del 15 de junio del 2019.

Las Credenciales para los delegados se enviarán inmediatamente después de que la Asociación Internacional haya recibido y verificado la documentación relevante con respecto a los delegados, la cual debe ser sometida y archivada con la Asociación Internacional antes del 15 de junio del 2019. **Las Credenciales deben de regresarse a la Asociación Internacional antes del 15 de Julio del 2019. No se aceptarán ninguna credencial recibida por fax. Todos los delegados**

deben de estar en buen estado para la Convención, y, por lo tanto, deberán haber pagado sus cuotas mensuales incluyendo hasta junio del 2019. Al mismo tiempo dense por enterados de que si su Sindicato Local se compone por agremiados de más de una clasificación/oficio, los delegados deben de ser elegidos de acuerdo con el porcentaje de agremiados de cada clasificación en buen estado de acuerdo con el número de agremiados en el Sindicato Local que están en buen estado. Adicionalmente, el Artículo 3, Sección 5, dice:

Un Sindicato Local deberá ser considerado en buen estado siempre y cuando no se haya atrasado en sus cuotas para la Asociación Internacional por un periodo de hasta 60 días durante los seis meses antes de la Convención, especificando de que cualquier Sindicato Local con menos de 100 miembros no es elegible ni está en buen estado, a no ser de que la mitad de los agremiados estén en buen estado; y especificando adicionalmente de que un Sindicato Local con más de 100 agremiados, pero con menos de 100 agremiados en buen estado deben de tener al menos 51 agremiado en buen estado.

La intención de este comunicado es de asegurar una representación y participación máxima en la Convención Internacional. Deven de tomar las medidas necesarias para asegurarse que su Sindicato Local es elegible de mandar delegados a la Convención.

La Oficinas Nacionales de la Convención estarán en el Caesar Palace. Los delegados para la Convención deberán registrarse el **sábado 10 de agosto, del 2019, de las 12:00 pm a las 7:00 pm y el Domingo 11 agosto, de las 7:00 am a las 4:00 pm.**



INFORMACIÓN DEL HOTEL

Un numero de eventos interesantes han sido planeados para la confortabilidad y entretenimiento de los delegados a la 52da Convención, así como para sus esposas e invitados, lo que hará de esta convención el ser recordada por los próximos años. Se utilizará el Caesar Palace para registrarse para todos estos eventos, y, por lo tanto, se les urge a los delegados en cuanto sea posible el hacer sus reservaciones de hotel en Caesar Palace, el cual está localizado en 3570 Las Vegas Blvd. South, Las Vegas, Nevada.

Las reservaciones se deberán de hacer directamente con Caesar Place usando la conexión/link aquí abajo.

<https://book.passkey.com/go/SCOPE9>

También pueden llamar al centro de reservaciones al tel. 1(866) 227-5944. Es importante mencionar el **código de grupo SCOPE9**, para obtener la tarifa especial de **\$159.00 por noche**, para habitaciones matrimoniales o dobles. Sin embargo, tenga en mente de que un recargo en la tarifa será añadido si decide no utilizar la conexión/link del OPCMIA. La fecha límite para dichas reservaciones es el viernes 28 de junio, del 2019. Por lo tanto, se les urge el hacer sus reservaciones lo antes posible para asegurar su estancia.

Tenemos confianza en que tendremos el placer de encontrarnos con los representantes/delegados de su Sindicato Local en Las Vegas Nevada, y de que los Plasterers' (Yeseros) y (Cement Masons'/Mampostería y Shop Hands/ Trabajadores de Taller en todas las clasificaciones se beneficiaran de los acuerdos alcanzados durante la Convención.

Fraternalmente suyo.

Kevin D. Sexton
Secretario y Tesorero General

Executive
Vice President
Director of
Organizing

Todd A. Lair



ReBuild USA, Infrastructure

From our highways, railways, waterways to our electrical grid, bridges and wastewater systems, America's infrastructure is deteriorating quickly. Despite the need to repair and replace infrastructure, little action has been taken to push forward an infrastructure bill even though President Trump has pledged to spend a trillion dollars to repair America's infrastructure.

In the United States there are a countless number of dangerous roads, bridges, unsafe water systems, crumbling schools and foreign threats to our power grids that put our families at risk and hurt our economy. Americans are concerned about the condition of our country's infrastructure and believe it is a very serious problem. They also believe the threat of our infrastructure being hacked is also a serious threat.

Recent testing revealed that more of America's cities are finding high, unsafe levels of lead in the water systems, putting our families in danger. The United States is facing a crisis when it comes to drinking water, one that hits close to home. The tragedy of Flint Michigan was just the beginning and reports of high and unsafe levels of lead are becoming more frequent in our countries water infrastructure. The average age of American pipelines being nearly 45 years old. It is estimated that it will cost \$300 billion over the next 10 years to fix our country's water infrastructure.

With over four million miles of roads crisscrossing the United States, from interstates to residential streets, roads are the most visible and familiar

forms of infrastructure. Americas roads are crowded, in poor condition, underfunded and are becoming more dangerous. One out of every five miles of highways pavement is in poor condition and there is an increasing backlog of rehabilitation needs.

Wastewater treatment plants are the most basic and critical infrastructure systems for protecting public health and the environment. It is expected that 56 million new users will be connected to centralized treatment systems over the next 20 years requiring at least \$270 billion to meet current and future demands.

One of the goals of ReBuild USA and North American Building Trades Unions is to elevate the narrative on infrastructure and related issues as the number one priority for the next Congress. Most Americans agree that our nation desperately needs to make this investment yet there has been no action on legislation.

During this last election cycle candidates on both sides (about 160) have signed a pledge saying in essence, if elected, they would support a trillion-dollar infrastructure package that is broad in scope, robust in funding, sustainable for future generations, efficient in design, and that has worker standards to ensure we rebuild America.

Through a combined effort of stake holders nationwide such as communities, workers, unions and ReBuild USA we need to encourage our elected federal representatives to pass a comprehensive infrastructure package during the first session of the next Congress.

Vice President Canadian Consultant

Richard Wassill



Canada Bans Asbestos!

Landmark legislation will protect workers.

The current Liberal Government of Canada has passed new legislation for a comprehensive ban of asbestos, effective December 30, 2018. This ban will prohibit the use, sale, import and export of the toxic product.

What was once hailed as a “miracle product” has turned out to be one of the most toxic and lethal dangers faced by workers in Canada and around the world. This includes many of our brothers and sisters in the plasterer and cement mason trades who have suffered from the ravages of asbestos exposure. Every year in Canada alone approximately 2000 Canadians die of asbestos related diseases which include mesothelioma and lung cancer. Almost every one of us in the trades knows of a tragic story of a family who has lost a loved one due to an early death attributable to asbestos exposure.

For over 100 years Canada has been a major mining and global exporter of asbestos. The first mine was established in Quebec in the 1870's. Mining continued up to as recently as 2011 when the last asbestos mine in Canada was closed in Asbestos, Quebec. To give an example of the impact on Canadian workers, in one mine alone, the Cassiar, British Columbia asbestos mine, it is estimated that a total of fifty thousand work-

ers had been exposed to asbestos over its operating life time.

In 2006 when the International Labour Organization and the World Health Organization called for a world-wide ban on asbestos the Canadian government, led by Steven Harper's Conservatives, vetoed a move to add chrysotile asbestos into the Rotterdam Conventions listing of hazardous materials. This was over the major protestations of many medical and labour groups.

Included in the current Liberal government's asbestos announcement is the creation of new regulations under the Canadian Environmental Protection Act (CEPA) including new workplace health and safety rules intended to limit the risk of being exposed to asbestos on the job.

National building codes will be changed to prohibit the use of asbestos in new construction and renovation projects. The importation of asbestos-containing products such as construction materials and brake pads will also be included in the ban.

This landmark legislation has been a long time coming and will end the sad legacy of asbestos use in Canada. This is a culmination of decades of consistent lobbying of various governments by organized labour.

“Canada's Building Trades Unions (BTU) are very proud of the role that they have played in convincing the Trudeau government to agree to ban asbestos. For the sake of our members, their families, loved ones and all workers in general, we've tried to move the yardstick on this file for years. We sincerely appreciate that the Liberals took the bold and necessary steps to make this happen!” said Arlene Dunn, Deputy Director of Canada's Building Trades. *“That's a significantly historic achievement and they are to be commended for it! We still have lots of work to do around dealing with the legacy of asbestos, which includes things like registries and regulation of all asbestos exposure locations, funding and proper training for effective remediation and compensation for the many victims. This time around, we feel confident that we have the right partner to get it done!”*



Agreements, Opportunities and Understanding

Hello everyone. I hope you have enjoyed 2018 because without a doubt this has been another successful year full of accomplishments for the OPCMIA. We have set the bar even higher than last year and developing an even stronger future.

The jurisdiction department has been especially diligent, having successfully passed fireproofing legislation in the state of Utah. We are continuing to work on legislation with other states. Our goal is to keep increasing the quality of the fireproofing standards and thus improve the industry as a whole. We are also looking at legislation in the concrete industry—no easy task because each state has a unique way of addressing their particular needs and enforcing their laws and building codes.

We know from history, though, that passing such legislation is well worth the effort as it helps protect our industries from substandard workmanship; our professionalism and skilled work force is critical, not only for keeping costs low, but, more importantly, protecting lives.

In part, we remain actively involved in all agreements. This allows us to secure work in our industries as well as bolster the standards of excellence. Here are a few of the agreements you may be working under:

- National Construction Agreement (NCA)
- General Presidents Agreement (GPA)
- Stack & Chimney Agreement
- Project Labor Agreement (PLA)
- National Maintenance Agreement (NMA)
- Metal Trades Agreement
- Heavy and Highway Agreement (H&H)

Each of these agreements has its place in our industries and it is our responsibility to properly under-

stand each of them, so they may be utilized to their fullest capacity and gain market share when possible. Unfortunately, it is common to hear negative statements and misconceptions about union agreements. I hope that what follows serves to effectively demonstrate the purposes and benefits of these agreements.

First, the agreements we negotiate have fair wages, pension language, workers' rights, healthcare, and safe working conditions for our members as well as their families. These agreements also clarify to contractors what they can expect from us and outline what we will receive for our time and our skill. At the same time, giving the contractor insurance that we will perform at the highest standard. Further, the clarity and stability gained from these agreements will attract more qualified craftspeople and contractors to the industry. In fact, it already has: reports have indicated that man hours have been steadily rising in recent years under these national agreements.

Union agreements also eliminate the guess work, ensuring consistency and predictability when or if a problem does arise. National agreements have detailed descriptions of procedures and policies to address and maintain the integrity and efficiency of the agreement, but we must remember that these agreements all have a set period of time in which they are active. Within this timeframe, any concerns with wages, benefits, hours, and working conditions may be readily addressed. For this, we are guaranteed union work within this timeframe. Without a contract, conflicts normally cannot be addressed, and we leave the door open for open shop contractors to step in. Negotiated union agreements, in short, give the

Continues on page 19

International
Representative
Executive Director
of International
Training Fund

Deven F. Johnson



The International Training Fund Achieving Its Mandate

I am happy to report that the International Training Fund (ITF) is reaching many of the goals that were established at the 2014 International Convention. In 2018, hundreds of OPCMIA members received training in a wide variety of areas. Surveys of local unions and Joint Apprenticeship Training Committees (JATC) were conducted to determine what training was most needed by our members. That training included instructor development, health & safety and Plasterer and Cement Mason skills.

ITF Instructors have conducted classes at Locals around the country including Local 254 – Albuquerque, NM, Local 780 – Whitestone, NY, Local 394 – Phoenix, AZ, Local 577 – Denver, CO, Local 891 – Washington, DC and Local 783 – Deer Park, TX. They assisted JATC's with required supplemental instruction in support of their apprenticeship standards, as well as health & safety training like OSHA 10 and 30-hour classes. Scaffold and Access Industry Association (SAIA) training with certifications was also conducted. This important training helps our members work more safely on and around scaffolding and is a requirement on many jobs.

Other classes the ITF has held this year include; Concrete Polishing and Polished Overlayments, OSHA 500, 502, 510, Fall Protection, Respiratory Protection, Plan Grid, Silica Hazard Awareness, Disaster Site Worker and Foundations for Safety Leadership to name a few. Many of these classes were a Train-The-Trainer course that enable the participant to return to their JATC or Local and teach the subject matter to other members, thereby creating an expanding cadre of instructors.

In June, nearly one hundred (100) OPCMIA instructors attended our first annual Instructor Training Program (ITP) at Washtenaw Community College (WCC) in Ann Arbor, Michigan. WCC is one of the premier vocational education colleges in the country. We hope to welcome all the instructors who didn't attend this inaugural event and welcome back those who did attend. Other building trades unions have successful programs at WCC also, such as the UA of Plumbers and Steamfitters and the Ironworkers International.

Our ITP not only teaches instructors such topics as, lesson plan development, student learning styles and teaching techniques, it also affords the OPCMIA instructor the opportunity to apply his/her ITP credits toward an associate degree at WCC. This is an important step in the continuing education of our instructor corps. Simply being a skilled craftworker doesn't always equate to being a successful teacher. Having knowledge, no more makes you a teacher than having tools makes you a craftsman. The proper skill set is needed for both.

The ITF continues to increase our industry credibility by participating in trade shows, associations and committees such as AWCI, ASCC, WOC, NFCA, SMA, TAUC, HAMMER and others. Going forward you can look for new and exciting things to come from the ITF. As we grow our capabilities and extend our reach, we will always remember, it is our members that we serve. Please let us know how we can better serve you.

Wishing everyone a Merry Christmas and a Happy and Safe New Year.



We all have a story. Here's mine.

My dad was a big burly guy, bald head, belly, and always with a cigar in his mouth. His look and demeanor shouted “old school union guy”. And I mean old school back in the 1960’s. Now that’s old school on steroids. He wore himself with pride though. He campaigned for John Kennedy for President. Kennedy was a strong union supporter. He said that for the 8 years while President Eisenhower was in office he wiped out most all union construction trade jobs. And yes, I can tell you where I was the exact moment I heard President Kennedy was shot.

1967 – I was 11 years old. My dad was 52 looking forward to his union pension just 10 years away. He was an I.B.E.W construction electrician. He was already showing signs of too many days in the hot sun, and cold winters. My parents were each 40 when I was born. An obvious mistake. Because of that I was raised more like a “little man” than a child. I was to be “Seen not heard”. So, the day came we all dreaded, even though we knew it was coming. He was working at the Kennecott copper mine in Bingham Utah. 60,000 workers from 26 different unions nationwide went on strike that year for 8 1/2 months. That’s right, 8 1/2 months. It was dramatic, frightening, frustrating, but enlightening and an unusual learning experience. It cost us pretty much everything we had accumulated up to that point. Because of that we never owned a home after that strike. Trailers, but no house. But we lived through it, and in the end when the strike was settled, it was more than gratifying, and joyful for the workers, their spouses, children and supporters. And me personally. I figured I made it through the storm. A big storm. Kind of a badge of honor.

450 families in Utah alone were added to the welfare rolls. It is still considered one of the most devastating strikes in the copper industry. The company chided the workers after the strike that they would never make up the wages, pension, etc. lost during those 8 1/2 months even if they worked the rest of their lives. But honestly, the members didn’t do it

just for themselves. They truly did it for the future members coming down the line, and, it was the right thing to do at the time. And of course, they had no other options left. Trust me, strikes are not good for anyone involved. That’s why we have bargaining tables. This isn’t a let’s go back to how it used to be message. Not at all. This is just a sliver of my own history, and how and why it shaped my life. And who I am today because of it. No moral ending.

But, once they set up the picket, they never gave up. Shaken, but not broken. Hungry, but not starving. Worn out, but unrelenting. They kept their rudder true and their respect high. What’s incredible is that they believed in it so much, and lived through it whole heartedly, for 8 1/2 long months. The different trades made sure there was a group of members and supporters every day on the picket line. The strike wasn’t just about wages. It was about safety issues, a decent pension plan, journeyman to apprenticeship ratios, etc. It was also about a working persons worth to a company. It was about dignity. That’s when unions became an integral part of my life.

1968 – My dad gave me packets of literature to drop door to door for Robert Kennedy for President. He told me he was breaking ranks with the IBEW, whom supported Vice President Humphrey. He said not only was Kennedy a strong union supporter, but was for the U.S getting out of Viet Nam. That tipped him. Remember the picture I painted of him earlier? Well, that statement about Viet Nam caught my attention fast. But in reality, if Kennedy wouldn’t have been a strong supporter of labor he would have stayed with Hubert Humphrey. He voted with his pocket book. And his pocket book was full because of his union. That was in May of ‘68. That June, Bobby Kennedy was shot and killed. A few weeks later my dad gave me a new packet of literature to pass around the neighborhood. This time it said, “Hubert Humphrey for President”. We were involved as deeply for Humphrey as we would have

been for Kennedy. A candidate stand with labor always came before any other issue with him, and Humphrey fit the bill.

1974. – While attending college in Mountain View California, a fellow student asked me if I wanted to volunteer for the United Farm Workers. He asked if I knew of Caesar Chavez. I said yes only because we were boycotting grapes, lettuce, and Gallo wine in support of him and the UFW across the country. It was a nationwide boycott. Well, the next thing you know I'm spending more time working picket lines and migrant camps with a very nice, short man named Caesar, than I did attending classes. Suffice to say I didn't graduate from college. I decided working for and with, working people was much more rewarding than anything else I could think of. How could I accomplish that? Politics. It was reinforced that same year when I was asked to also volunteer for Jerry Brown for Governor of California. Brown was very supportive of the UFW. Someone introduced me to his campaign at a rally for the farm workers. The next thing I'm doing is working on his first election. That's when I knew for sure I had the political bug in me. It was an interesting time and place to be living back then. If I had only known then, when I was 18, that I was actually living through not only U.S history, but incredible and very important union history. I just thought it fulfilling, humbling, exciting, but definitely a life changing time for me. Nothing more. Jerry Brown got elected. The UFW won some contracts. And I came back home to Salt Lake. My college days were over after a year and a half.

1981. – I was appointed to the Utah state legislature at the ripe old age of 25. I served 11 years in the house and 6 in the senate. I was referenced in a local newspaper when I was serving in the house as, "Labors guy on the hill". I was never prouder. My seat mate in the Senate was also the president of the Utah state AFL-CIO. In my 17 years in the legislature he and I made sure that at not one time did a democrat in either house vote against a labor issue. That's a fact. We even swayed a few republicans from time to time. Those were very different times.

1986. – I became executive director of the state democrat party. Every candidate we had running had the union "Bug" and was vetted by us regarding union issues before any endorsement would go out. Everyone we hired at the party became a union member. We negotiated pay, etc. just like a contractor would. Although we had just one negotiating meeting. I think it might have lasted just long enough for me to sign it.

Mid '90's – I became a one of those "Damn lobbyist". However, with every political job I had, I carried a union card. Just always wanted to show my commitment to organized labor. I now proudly carry my OPCMIA card. There's nothing on the "chip", but I proudly carry my card everywhere I go. I also worked for the state AFL-CIO. But this position is by far the one I'm most proud of.

About a year and a half ago, I was asked to be your OPCMIA lobbyist by General President Stepano. That day was a dream come true as you can imagine from my life experience. I can only say the more I'm around all of you, and get to know you personally, the more impressed and proud I am to be representing all our members. I have yet to meet anyone that I don't consider a friend as well as a union brother. The work ethic, knowledge, drive, devotion and just plain "down to earth folk", is at the very least, refreshing.

Recently I was fortunate to meet a few apprentices at the opening of our great new fire training center in Merrillville, Indiana. I enjoyed listening to how excited they were to have worked on the project, and they were looking forward to seeing it in use soon. It was great to see their enthusiasm for the OPCMIA, and how proud they were to be in the union. They were great examples of what the future of OPCMIA will look like in the coming years. In case you may not know about the fire proof training center yet, it is the first of its kind in America. It's going to bring OPCMIA jobs to every state because of the certification that comes with our members completion. A lot of work went into the training center for all our members. Thank you to all our OPCMIA brothers and sisters in Indiana. And a special thanks to Mark and Matt whom were instrumental in making this happen. We are also working on passing fire proof certification licenses in at least 2 more states slated in January. Hopefully more.

To the younger members out there that might think it's just another "Boomer" talking about the good ole days, I honestly do not want you to get that impression. It's just my personal union/political story. I lived in another world and time. But it's a hopeful story. A faith in the system story. A proud union story.

We all realize our future is with our younger members. Our strength will come from our younger members. And I'm at least one, and I think one of most if not all "boomers" that wants you to succeed beyond your wildest imagination. I know our OPCMIA International office wants that. I've heard it from each one of them. Many times. We are all together on this journey. And, if you're just little older like me, and you lived a yesterday, I hope it led you back down your own interesting memory lane, if only for a bit.

I guess we all have an interesting story. Some are just longer than others as the years go by.

Moving the Lines on Picketing

For decades, the picket line has been an effective weapon for a labor union to challenge an employer's unlawful conduct or to publicize a dispute with an employer. The Republican-dominated National Labor Relations Board recently issued a decision in *Preferred Building Services, Inc.*, 366 NLRB No. 159 (Aug. 28, 2018), which increases the possibility that the union's weapon may backfire when the picketing occurs at a location with multiple employers.

Preferred Building Services ("PBS") had contracts throughout the San Francisco Bay area to provide janitorial services for commercial buildings. Harvest Properties ("HP") operated one such building, where companies such as KGO Radio had its offices. PBS subcontracted the janitorial services for the HP building to Ortiz Janitorial Services ("OJS"). The OJS employees had a dispute with their employer over, among other things, their pay rates. The employees picketed and distributed handbills outside of the HP building. The picket signs identified PBS as the employer with whom they had a dispute. However, the handbills called upon one of the building's tenants, KGO Radio, "to take corporate responsibility in ensuring that their janitors received higher wages, dignity on the job" and other benefits.

In addition to the picketing, some of the OJS employees met with HP's management. The employees explained that the pickets would continue until PBS/OJS increased its wages. One employee also told HP that it seemed inappropriate that the OJS supervisor (who was accused of sexual harassment) was still permitted on the property. HP responded that it would replace OJS with a unionized janitorial contractor. After the meeting, a video was filmed showing the picketers in the building's lobby. The video had a caption noting that the employees had met with HP and a comment by one of the picketers saying the negotiations with that company were "successful" and the

employees "gained a victory." Later that day, OJS discharged two of the employees who had engaged in picketing and met with HP. Other employees were discharged when PBS preemptively terminated its contract with HP as well as its subcontract with OJS.

The employees filed unfair labor practice charges against both PBS and OJS. With respect to the former company, the employees claimed that PBS unlawfully terminated its contract with HP and its subcontract with OJS to chill the employees' exercise of protected rights. With respect to the latter company, the employees claimed that OJS discharged employees because of their exercise of protected rights. Both PBS and OJS defended against the charges by claiming that the employees were engaged in an unlawful secondary boycott (that is, trying to get HP to terminate its contract with PBS/OJS). The employees' unlawful conduct, argued the employers, was a defense to their termination. After a trial, the Administrative Law Judge ("ALJ") found that there was no evidence that the picketing had an unlawful objective and that the employers violated the National Labor Relations Act.

The National Labor Relations Board ("NLRB" or "Board") reversed the ALJ's decision on appeal. The NLRB found that the employees had engaged in secondary boycott activity because, although the picket signs identified PBS as the employer with whom they had a dispute, the handbills requested KGO ensure that their janitors have better working conditions. The Board also relied upon the employees' efforts to get HP to cease doing business with PBS and OBS. The Board noted that HP "was uniquely positioned to effectuate" the picketers' demands for increased wages and to bar the supervisor from the premises. The Board further relied upon picketers' statements, which the NLRB interpreted as evidence of an intent to pressure HP, a neutral employer, to cease doing business with

Continues on page 19

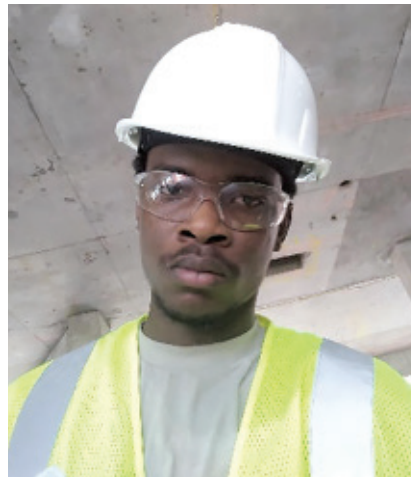


Student Spotlight

What would our programs be without our students? Non-existent to be exact. At this time, I would like to shine a spotlight on two students from two different NPIJATF/Job Corps Centers. Both of these students have completed their training at each respected training facility and have entered the workforce where they have positively contributed to our society.

The first student I would like to recognize is Shaquille Sealey. Shaquille immigrated from the West Coast of Berbice, Guyana at age 14 to the United States. He entered the Oneonta Job Corps Center in upper state New York on June 13th, 2017. Shaquille could be described as dedicated and driven when others reflected on his time in the program. Just five days after his graduation from Oneonta Job Corps on August 1st, 2018 Shaquille began working for Regal Construction Group in NY! He belongs to OPCMIA Local 780 based out of Whitestone, New York. For privacy purposes we have decided not to share our student's current wage, however we are proud to say Shaquille is living above the wage average in New York making roughly 2.5 times more than someone of similar age/skill.

Secondly, we would like to recognize Bryant Christensen. Bryant was living in Indianapolis, Indiana when he heard about Atterbury Job Corps Center in Edinburgh, Indiana. When asked about this student's work ethic his instructor Mike Sharp reported Bryant had an extreme atten-



**Oneonta Job Corps
Student Shaquille Sealey**



**Atterbury Job Corps
Student Bryant Christensen**

tion to detail and was hardworking from the first day he stepped foot in the classroom. Bryant started training on March 21st, 2018 and completed his training program on July 13th, 2018. At age 20 Bryant is working full-time for Force Construction in Columbus, Indiana out of OPCMIA Local 692 making roughly three times the minimum wage in the State of Indiana.

On behalf of myself and all of the NPIJATF/Job Corps employees we would like to congratulate Shaquille Sealey and Bryant Christensen on their major career milestones and wish them both continued success in these new roles! We would also like to extend our gratitude to both our instructors Mike Sharp and Xavier Murray, Local 780 Apprenticeship Coordinator Mike Rendina, State of Indiana Local 692 Business Agent Ron Morin and the community for creating meaningful relationships in order to find and secure careers for our motivated job seeking students.



Free College

The Union Plus Free College Benefit offers working families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all benefit from this exciting program.

Find out more about this and other great Union Plus programs by visiting unionplus.org.



Learn more at unionplus.org



 **UNIONPLUS**

VP DIRECTOR OF JURISDICTION

Rob R. Mason

Continued from page 12

opportunity to ensure all workers' needs are met and standards for quality, working conditions, and more will continue to rise.

Agreements are never perfect. Various disputes have happened in the past and will inevitably happen in the future. To address these disputes, the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry, or "The Plan," was developed. Many of the Building Trade National Agreements have Plan language, and the Plan's method of settlement is also recognized by the National Labor Relation Board (NLRB). The Plan rules state that parties need to attempt to settle disputes on their own first. If the disputes cannot be resolved, it is then the parties may choose to move forward with the Plan and request an arbitration.

It is important to note that once a decision has

been made through arbitration, it is final and binding and unlikely to be overturned. For this reason, we must keep track of work assignments, job locations, man hours, correspondence with our contractors, and it is imperative we attend all pre-jobs when needed. This documentation makes it more likely that a dispute may end in our favor.

As your Director of Jurisdiction, through the year, I meet with our national contractors and end users to address many concerns within the industry and implementing solutions. We have seen a gain in the Building Trades agreements made both locally and nationally. We know it is almost impossible to negotiate strong binding contracts while standing alone and for many of these reasons mentioned above we all need to stand together so our industry and future remain strong.

OPCMIA LEGAL PERSPECTIVE

O'Donoghue & O'Donoghue LLP

Continued from page 16

PBS unless the latter company increased wages and removed the supervisor from the contract. Finally, the Board noted that some of the building tenants were upset with the picketing and found that was additional evidence of an unlawful secondary objective (that is, to affect the relationship between HP and PBS/OJS).

The NLRB's decision in *Preferred Building Services* represents a subtle shift in how the Board will view evidence in picketing cases where there are multiple

employers at the location. This decision demonstrates the length to which the NLRB will stretch to find that employees are trying to get a secondary employer to cease doing business with a primary employer, even where the facts show that the employees are just trying to get the primary employer to do the right thing. Accordingly, unions must be more careful when it comes to not just their picketing, but also their message, to avoid potential secondary boycott issues in the future.

REMINDER

Please be sure to keep your address current with your Local Union and send in the address change form on the back page to International Headquarters.

Outstanding Year for ITF

**ITF Coordinator
Tony Longbrake**

2018 has been an outstanding year for the International Training Fund. We have held a total of eleven (11) different events and trained over 200 members this year in various areas including concrete polishing, overlay

polishing, instructor development at WCC, the OSHA 500 series, PlanGrid, and numerous safety-related topics during Safety Week. The ITF has also been privileged to have trained six (6) instructors who are now authorized to teach OSHA 10 & OSHA 30 courses.



**ITF Coordinator
Tony Longbrake**

2019 ITF TRAINING EVENTS CALENDAR*

Event Name	Dates	Travel Dates	Location
Anti-Harassment Training (TTT)	February 19, 2019	February 18 & 21	Columbia, MD
OSHA 510	March 26-28, 2019	March 25 & 30	Columbia, MD
OSHA 502	April 23-25, 2019	April 22 & 26	Columbia, MD
OSHA 500	May 6-10, 2019	May 7 & 11	Columbia, MD
2019 Instructor Training Program	June 24-28, 2019	June 23 & 29	Ann Arbor, MI
Safety/Training Week	July 22-26, 2019	July 21 & 27	Columbia, MD
Coordinators Meeting	September 10-12, 2019	September 9 & 13	
Total Station	October 1-3, 2019	Sept. 30 & Oct. 4	Arcadia, CA
Fireproofing	TBD	TBD	Merrillville, IN
Polishing	TBD	TBD	TBD
EIFS	TBD	TBD	TBD

**Dates subject to change.*

In addition to hosting these events, both of the ITF's newly hired instructors have also been traveling to several locals helping strengthen apprenticeship programs and training new instructors while our new administrative assistant has greatly benefited the daily operations of the ITF.

Please see the training event calendar to see what 2019 will bring! Take special notice of the 2019 Instructor Training Program (ITP) to be held June 24-28, 2019, at Washtenaw Community College. We're excited to see familiar faces from last year's event and hope to see just as many newcomers.

First Annual Safety Week

The ITF held its first Annual Safety Week Train-the-Trainer in Columbia, Maryland, September 10-14, 2018. A total of seventeen (17) participants from several different locals attended this event – the first to be held in the new state-of-the-art conference center at the OPCMIA Headquarters – and were trained on Frame Scaffold, Silica, Respirators, and Fall Protection. Be on the lookout for the Safety/Trainer Week in 2019!





Spreading Cheer This Holiday Season

On November 14, 2018, the OPCMIA teamed with a local school, Moravia Park Elementary, to spread holiday cheer. The OPCMIA, lead by General President Dan Stepano, handed out gifts to Pre-K and Kindergarten aged children, as well as teachers and staff, who had crafted ornaments to put on the Christmas tree at International Headquarters. General President Stepano personally thanked the principal, all teachers involved, and especially the children of Moravia Park Elementary for their partnership in spreading cheer this holiday season.





Scott Ruane

Appointed International Field Representative

General President Daniel E. Stepano is pleased to announce the appointment of Scott Ruane to the position of International Field Representative of the Operative Plasterers' & Cement Masons' International Association. On August 23, 2018, the OPCMIA General Executive Board unanimously approved the appointment of Brother Ruane as an International Field Representative of the OPCMIA, effective October 1, 2018.

Brother Ruane started his career as a Cement Mason in May of 1986 as an apprentice at Local 534 in Boston, Massachusetts. He was taught his trade by his stepfather and mentor, the late Carmen Barrasso, former International Vice President for the OPCMIA. After



Scott Ruane

becoming a journeyman, Brother Ruane worked as a steward and as a foreman in the field and served as a Trustee on Union Benefit Funds at Local 534.

In August 1994, Brother Ruane was hired as a Job Corps instructor where he trained pre-apprentices

in the program until 2000. In November of 2000, he was elevated to the job as Deputy Director by then General President John J. Dougherty, serving in this capacity for 16 years. In July of 2016, he left the Job Corps program to take a job back home at Local 534 as Organizer/Business Agent until the present.

Scott is happily married to his wife Pam for 25 years and has two boys; Patrick, presently serving his country as a member of the 101st Airborne at Ft. Campbell, Kentucky and his younger son Sean an 8th grader at Pentucket Regional School. Brother Ruane is the second oldest of eight children, a proud 32-year member of Local 534, with two brothers and one sister also members of Local 534.

Everyday Savings

Save every day with union member-only discounts on everything from fashion and beauty to electronics and everyday household items. And whether it's date night or a fun family night out, enjoy delicious, union family discounts at select restaurants.

- WIRELESS DISCOUNTS
- CREDIT CARDS
- MORTGAGE PROGRAM
- FREE COLLEGE

Learn more at unionplus.org



UNIONPLUS

Metal Trades Department Annual Conference

The 2018 Annual Metal Trades Department Conference was held on October 8 – 11, 2018, at Bally's Hotel in Las Vegas, Nevada. General President Daniel E. Stepano was the keynote speaker at the conference. Their theme this year was Metal Trades at 110 – Proud History, Bright Future.



General President Daniel E. Stepano received a warm welcome at the Annual Conference of the Metal Trades Department.



(Left to right) President James Hart of the Metal Trades Department, Rear Admiral Stephen Williamson and General President Daniel E. Stepano.



On the right, General President Daniel E. Stepano met with (center) Representative Jacklyn Sheryl Rosen who has been the U.S. Representative from Nevada's 3rd Congressional District since 2017. Rosen is the Democratic nominee for the U.S. Senate in the 2018 election.

Missouri State Conference

The Missouri State Conference was held in Branson, Missouri on June 1 – 2, 2018. The conference was well attended and a success. Special guests included General Secretary-Treasurer Kevin D. Sexton, along with other International Officers and Delegates.



On June 2, 2018, the group photo was taken by the President of the Missouri State Conference / Local 3's Business Manager John Davis. Attendees at the conference included General Secretary-Treasurer Kevin D. Sexton, Vice President Rob Mason, Vice President Joel Santos, International Representative/Director of Training, Health & Safety Deven Johnson.

American Petroleum Institute (API) Annual Conference

On November 10-12, 2018, America's Oil and Natural Gas Industry "API" Joint Board of Directors/Annual Membership Meeting was held in Naples, Florida.



In attendance (left to right) General Secretary-Treasurer Kevin D. Sexton, honoree former U. S. Secretary of State Rex W. Tillerson, along with Vice President Rob Mason.

Southern California Plastering Institute

Congratulations to our graduates and “thank you” to special guest Vice President Chester Murphy who had an outstanding speech and addressed the crowd with great reviews. The graduates thoroughly enjoyed their day. It was a great success and the Southern California Plastering Institute thanks everyone for their continuous support.



Local Union 538 – Omaha, Nebraska

Local 538 Apprentice Raymond Moore completed his apprenticeship and received his Department of Apprenticeship Completion Certificate. Congratulations Raymond!

(Left to Right) Apprentice Raymond Moore proudly displays his certificate presented by Business Manager J. Guadalupe Jacinto of Local 538



Local Union 599 – State of Wisconsin

Current Cement Mason Apprenticeship Classes of Local Union 599/Areas 204 and 558 held during January and February 2018.



Local 599 Area 204's Cement Mason Apprentice Class at the Madison, Wisconsin Training Center in February 2018.



Local 599 Area 558's Cement Mason Apprentice Class at the Milwaukee, Wisconsin Training Center in January 2018.

NMAPC 2018 Zero Injury Safety Awards

The NMAPC 2018 Zero Injury Safety Awards were held recently in Washington, DC. Bilfinger Industrial Services Inc. received an award for 190,696 hours worked without an injury on their Iowa City Beauty Care Plant in Iowa City, Iowa.

OPCMIA Vice President Doug Taylor and International Representative, Director of Training, Health & Safety Deven Johnson were in attendance to represent the members of the OPCMIA Local 21, Des Moines, Iowa who worked on the project. Also in attendance were General President Dan Stepano and Vice President Rob Mason.

Congratulations to everyone whose commitment to safety, made this award possible.



(Left to right) Bob Hoover, Management Co-Chair NMAPC; OPCMIA International Representative, Director of Training, Health & Safety Deven Johnson; Mike Pleasant, Labor Co-Chair NMAPC; Mike Miller, Bilfinger Industrial Services Inc.; Steve Lindauer, Impartial Secretary, Chief Executive Officer, NMAPC; Tyler Seward, Bilfinger Industrial Services Inc.; and OPCMIA Vice President Doug Taylor.



Local Union 518 – Kansas City, Missouri

Local 518 proud member Brother Kenneth Gorham took this buck in Wakenda Bottoms, Carroll County, Missouri. A big congratulations!



Local Union 633–
Minnesota, North
Dakota & NW
Wisconsin (Left to right)
Business Manager
Dave Schutta, retired
Business Manager
Greg Massey,
member Brother
Dave Schaefer,
member's son Trent
Schaefer, retired
member Brother
Gerald Hanson,
member Brother
Mike Schwenker
and President
Jarrod Asleson.



Board of Directors

Richard L. Trunka
USA Board Chairman
President
AFL-CIO

Kinsey M. Robinson
USA Treasurer
International President
UURWAW

James Boland
International President
BAC

Brent Booker
Secretary-Treasurer
NABTU

Frank J. Christensen
General President
IUEC

William T. Creedon
Secretary-Treasurer
IBB

Whit Fosburgh
President and CEO
TRCP

Gary Jones
President
LAW

Carl Kennebrew
President
IUB-CWA

D. Michael Langford
National President
UWUA

Robert Martinez, Jr.
International President
IAMAW

James P. "Bud" McCourt
General President
IAHFAW

Mark McManus
General President
UA

Terry O'Sullivan
General President
LIUNA

Kenneth E. Rigmaiden
General President
IUPAT

Joseph Sellers, Jr.
General President
SMART

DeMaurice Smith
Executive Director
NFLPA

Daniel E. Stepano
General President
OPCMIA

Lonnie R. Stephenson
International President
IBEW

October 3, 2018

Dear Daniel E.,

On behalf of the Union Sportsmen's Alliance, thank you for helping make the USA's 8th Annual Roofers Twin Cities Sporting Clays Shoot a record breaking event!

With your support, this event became the highest attended shoot in USA history with 238 shooters coming together to raise more than \$144,000. That money will go back to work for sportsmen and sportswomen by helping fund the USA's efforts to improve and enhance public access to the outdoors, conserve wildlife habitats, restore America's parks and introduce youth to the great outdoors.

This event fulfills part of the USA's mission to unite union leaders and members of all trades outside the workplace. The shoot also helps to build relationships that drive the USA's Work Boots on the Ground community-based conservation and outreach projects like Get Youth Outdoors Day, which occurs annually the day after our Twin Cities Shoot.

Shooters representing Laborers District Council of Minnesota & South Dakota took top honors as the high over all (HOA) team with an impressive score of 415. Bob Bermez with Ironworkers Local 512 took home the HOA Individual award with an amazing score of 93. Not too far behind was Todd Quackenbush with IUEC Local 9, who took home HOA Veteran honors shooting a 92. Mona Robinson with the Roofers International Team took home yet another HOA Lady award with an impressive 80. Age did not slow down Dan Santovi with IUEC as he broke 75 clays claiming HOA Senior. Shooting for BAC Local 1, Gabe Reism claimed the HOA Youth title breaking 74 clays.

We owe special thanks to the United Union of Roofers, Waterproofers & Allied Workers and their President Kinsey Robinson for hosting this event. We also thank Mark Conroy and Roofers Local 96 for all of their efforts in making this year another great one. Shoots of this caliber aren't possible without great volunteers like Frank Wall, Brent Beasley, Gig Ritenour and Wesley Ritenour with Roofers International. We also want to extend a special thanks to the team at Wild Marsh Sporting Clays. We owe this event's success to all our loyal friends and partners.

Please accept my sincere thanks. Your steadfast support is vital to the success of our work preserving North America's outdoor heritage for generations to come.

In Solidarity,

A. Scott Vance
USA CEO and Executive Director

UNION SKILLS. OUTDOOR PASSION. COMMON PURPOSE.

4800 Northfield Lane • Spring Hill, TN 37174 • 877-872-2211 • www.UnionSportsmen.org

Local Union 633 – Minnesota, North Dakota & NW Wisconsin

The photo at left is from the Union Sportsmen's Alliance (USA's) 8th Annual Roofers Twin Cities Sporting Clays Shoot a record-breaking event! It was the best ever participation 240 plus – this was the largest yet in the country!

Local Union 633 sent a total of twelve (12) shooters with five (5) representing the OPCMIA. Thank you for the sponsorship! It was a great day for everyone.

Shooters representing the "OPCMIA" were Brothers Dave Schutta, Greg Massey, Dave Schaefer, son Trent Schaefer and Mike Schwenker. Congratulations to all! Thanks again for sponsoring Local 633, unfortunately no trophies this year.

THANK YOU FOR SUPPORTING THE FIRST ANNUAL GOLF TOURNAMENT



PATRICK D. FINLEY SCHOLARSHIP FUND

The OPCMIA is proud to announce the First Annual Patrick D. Finley Scholarship Fund - Golf Tournament was a big success. A great time was had by all our friends and supporters. Although the weather did not cooperate, it didn't prevent everyone from having fun.

The event was held at the Turf Valley Golf Resort in Ellicott City, Maryland. All the participants enjoyed brunch and a chance to win Pro Bowl tickets that included airfare and hotel, numerous door prizes, sports memorabilia, gift cards, 50/50 drawing, etc.

"Thank You" to everyone who participated and supported the First Annual Patrick D. Finley Scholarship Fund – Golf Tournament. We look forward to seeing you next year – mark your calendars for Tuesday, OCTOBER 15, 2019.





(Left to right) AFL-CIO President Richard L. Trumka, International Representative Deven Johnson, U.S. Marine Corps Sergeant Taylor Brown, former U.S. Marine Corps Sergeant Jim C. Spencer and NABTU President Sean McGarvey.

Sponsors Toys for Tots

The Veterans program, Helmets to Hardhats, recently hosted their annual fund raiser for the Marine Corps Toys for Tots program in Washington, DC.

The OPCMIA was proud to help brighten Christmas morning for some children by donating to the event. OPCMIA International Representative Deven Johnson, a former U.S. Marine Corps Sergeant, presented a check to U.S. Marine Corps Sergeant, Taylor Brown.

Accompanying Sergeant Brown was James "Jim" C. Spencer, an 84-year old, former U.S.



Marine Corps Sergeant and proud member of Plumbers Local 5. Semper Fi Jim.

AFL-CIO President Richard L. Trumka and NABTU President Sean McGarvey were on hand and provided strong support for the Toys for Tots program.

10TH ANNUAL PATRICK D. FINLEY SCHOLARSHIP FUND

Continuing to Provide Educational Opportunities for the Sons and Daughters of the OPCMIA!

Eligibility for a scholarship under the Fund requires that an applicant must be a legal dependant of an OPCMIA member in good standing. The applicant must also be a full-time student or have been accepted to be a full-time student at an accredited college, university, vocational tech./trade or other such institutes of higher learning. The scholarship may be used for any field of study by undergraduate students only. Grandchildren of members are not eligible.

Awards are based upon the student's non-weighted GPA reported on an official high school or college transcript and an essay on the importance of the OPCMIA on the applicant's family.

Essays are judged blindly by a Selection Committee comprised of three members who will review all eligible applications. The decision of the Selection



Committee is final and is not subject to appeal. Points are deducted if an applicant fails to follow essay guidelines.

Eight (8) grants per year will be awarded one for each successful candidate for his/her education. Those who received the scholarship awards are not eligible to apply for additional scholarships under this program.

***Scholarship application form
available at www.opcmia.org***

OPCMIA Scholarship details and an application form are available at your Local Union. The deadline for essays to reach the International Headquarters is **April 1, 2019** and winners will be notified July 2019.

Please note: Dependents of OPCMIA International Staff and General Officers are not eligible to apply. The Selection Committee reserves the right to request additional information on any applicant.



Local Union 40 – Providence, Rhode Island

On August 30, 2018, Local 40 held an Informational Meeting and presented Brother Michael Pereira with his 30-Year Gold Card and Lapel Pin.



(Left to right) Northeast District Council Business Manager/ Financial Secretary/Local 780's Business Manager Gino Castignoli, Northeast District Council Vice President/Local 40's Business Agent David Gentile, proud 30-Year Gold Card recipient Brother Michael Pereira and Northeast District Council President/Local 262's Business Manager Dale Alleyne.

Local Union 111 – Erie and Niagara Counties, New York

A special day for Local Union 111's Business Manager Chuck LoCurto who was honored to present two special members with their 50 and 60-Year Gold Cards.

It was a family affair - two generations and it still continues (left to right) former Business Agent Brother Dennis LoCurto received his 50-Year Gold Card and Lapel Pin, Business Manager Chuck LoCurto (proud son) presented father, Brother Anthony LoCurto (retired Business Manager of Local 111) with his 60-Year Gold Card. Congratulations to the LoCurto family!



Local Union 478 – Pasco, Washington

At the October 25, 2018 Union Meeting for Local 478 Brother Larry Brewer was awarded 40-Year Gold Card, Lapel Pin and certificate.

Presenting the award from left to right, Business Manager of Local 478 Wayne Sumner, 40-year member Brother Larry Brewer and International Field Representative Brother BC Smith.



Local Union 478 – Pasco, Washington



These pictures are taken at Elementary School 16 in Pasco, Washington. Members of Local 478 are employees of Signatory Contractor: Rodan Concrete Construction Inc.



Local Union 518 – Kansas City, Missouri

Local 518's member Brother Larry Gorham and his son, Dalton, were the Crappie Master National Champions in the Adult/Youth category. Crappie Masters is a national organization that puts on the different tournaments throughout the year and this was their National Championship tournament.

Congratulations to the 2018 Adult/Youth National Champions, Larry and Dalton Gorham..



Local Union 534 – Boston, Massachusetts

Local Union 534, Boston, Massachusetts, held their regular union meeting and presented Cement Mason members with their 40 and 30-Year Gold Cards.

40 YEAR CARD – Local 534, Boston, Massachusetts, (right) Business Manager Pete Stracuzzi presents and congratulates Plasterer Brother Brian Johnson on receiving his 40-Year Gold Card, Lapel Pin and Certificate.



Local Union 534 – Boston, Massachusetts



30 YEAR CARD – (Left to right) President/Business Agent/ Director of Training John P. Sweeney and Brother Jose F. Sousa proudly display their 30-Year Gold Cards, Lapel Pins and Certificates.

Local Union 577 – Denver, Colorado

During the week of November 5-9, 2018, Journeyman and Apprentice Plasterer and Cement Mason members of Local 577, Denver, Colorado, were given OSHA 10 and Silica Awareness Training by International Training Fund (ITF) Instructor Nick Demonte. The members are employed by Western States Construction Co., KHS&S and Elevated Structural Decks.



Journeyman and Apprentice Plasterer and Cement Mason members of Denver Local 577 pose for class picture at the conclusion of OSHA 10, Silica Awareness and Respirator Training classes. ITF Instructor Nick Demonte is on the end far right of picture, provided the instruction.



Local 577 members receiving OSHA 10 and Silica Awareness Training from ITF Instructor Nick Demonte.



(Left to right) International Vice President Richard A. Bailey, Brother Tesfay Tesfay and ITF Instructor Nick Demonte offering congratulations to Brother Tesfay. Brother Tesfay completed his Cement Mason Apprenticeship Classroom Training hours at the conclusion of the November 9, 2018 training session and is now a Journeyman. Local 577 members would like to thank the ITF for providing the necessary Training.

Local Union 599 – State of Wisconsin

Congratulations to the following proud members of Local Union 599/Areas 204 and 558 who were presented with their 30-Year Gold Cards and Lapel Pins at the regular monthly meetings.



Brother Daniel Streit, Local 599/Area 558 received his 30-Year Gold Card and Lapel Pin at the December 13, 2017 monthly meeting. (Left to right) Financial Secretary-Treasurer Matt Ganhs, Business Agent Bart Swearingen, Brother Daniel Streit and Sister Kilah Engelke.



Members of Local 599/Area 204 Brothers Steve Kerns and Raymond Lavallee received their 30-Year Gold Cards and Lapel Pins at the February 2018 monthly meeting. (Left to right) Brother Steve Kerns, Business Manager Todd Gray and Brother Raymond Lavallee.

One Of Our Own

Local 599, State of Wisconsin, retired Business Manager Dan Doperalski came across this article which was on the front page of the Kenosha, Wisconsin newspaper. During retirement our past Business Manager Tom Reiherzer, who retired over 10 years ago, has been a great Liaison for Union Labor and the community building strong bonds. Just recently, Tom was voted Outstanding Person. Here is the article and photo.

Tom Reiherzer, 68, leads a volunteer construction crew doing renovation work inside the Dublin School in preparation for housing the Pleasant Prairie Historical Society. At left is Jerry Modory, 68.



Pleasant Prairie man uses construction contacts to better the community

By MELINDA TICHELAAR
mtichelaar@kenoshanews.com
Sept. 10, 2018

Editor's note: This is the second in a 10-part series profiling the winners of the Kenosha News' 10 Exceptional People Award. We will profile one winner each day up to the date of the awards ceremony on September 20, 2018.

Tom Reiherzer, 69, of Pleasant Prairie, volunteers with several groups around Kenosha County, yet is a man who avoids the spotlight whenever possible.

His background in construction has allowed him to play a key role in projects such as the Dream Playground, the installation of new scoreboards for Lance Middle School and Tremper High School, the coordination of the construction effort for Tremper softball field dugouts at Anderson Park, and the pouring of concrete for the Boys & Girls Club CYC Park.

Dublin School renovations

Reiherzer is currently keeping busy with renovations at the Dublin School, located at 3875 116th Street. The school is the home of the Pleasant Prairie Historical Society. He admits he's been there working for at least 40 days since the beginning of the year but insists it's really local contractors and other retirees who should get the credit.

"(Local construction companies) are really great," he said. "Any tools we need — anything we have to have to do the project — they are there. They donate their time. They have been phenomenal. It's just not me."

When you talk with Reiherzer about his various volunteer efforts for even a few minutes, you find that the word "I" is hardly in his vocabulary. Everything he's helped with, he makes it clear, was a group effort.

A modest man

"He is modest," said Jean Werbie, secretary of the Pleasant Prairie Historical Society. "He is not someone that spends all his time volunteering to get accolades or recognition. He would rather just do the hard work and have someone else take the recognition."

Reiherzer spent his younger working years as a cement mason. He was also president of the Southeast Wisconsin Building and Construction Trades Council. After a brief retirement, he's back to working part-time for the Building Alliance. One of his strengths is networking with contractors and construction companies in Southeast Wisconsin to get them involved in charity work.

"He has a real talent in coordinating other people, and encouraging them, and saying, 'This will be fun, we can do this, we have the expertise,'" Werbie said.

Reiherzer has also helped with projects at St. Anne Catholic Church, of which he is a member. And he is on the board of Kenosha Human Development Services.

A good life

Reiherzer said he has enjoyed a good life in the Kenosha area thanks to the many people who hired union contractors over the past few decades, and it's his job now to reciprocate.

"This community gave me the lifestyle I have," he said. "They paid me great wages, health care, and benefits. I owe it to the community to give back. I am very fortunate."



KENOSHA NEWS PHOTO BY BILL SIEL

Local Union 600 – Los Angeles, California

PCMA Local 600 skilled union members on the job. The following article and photos on a concrete pour in Anaheim, California, ran in the magazine, *Building Trades News*.

ON THE JOB: Up All Night for Concrete Pour

Building Trades News, September 2018

By James Duffy V/ "Building Trades News,"
LA/OC Building Trades

Four years ago, the Wilshire Grand in Los Angeles set a world record for a continuous concrete pour. On Sept. 14, the Westin Anaheim Resort didn't beat that record, but it did stage one of the biggest concrete pours Orange County has ever seen, with 2,900 cubic yards coming in for the second half of the hotel's foundation.

With almost 300 trucks, it was a feat of logistics that required a 2 a.m. start time. A *Building Trades News* reporter and photographer were on hand to document the fact that local union workers will show up any time they're needed to get the job done.

"This is a beautiful area and it's nice weather," Cement Masons Local 600 journeyman Robert Alaniz said, standing within view of the Disney California Adventure rollercoaster. "Sometimes we go 10 hours, but I like that we don't get the heat."

In the wee hours of the morning, concrete mixer trucks had an open road as they came down the freeways. The streets of Anaheim were clear save for street sweepers and road repair crews.

Fortino Suarez of Cement Masons Local 600 commanded 20 Cement Masons that night in the 50-foot-deep pit. A couple of them wore gas-powered backpack vibrators that shake out air pockets out as the mixture dries.

"It's cool; no problem," Suarez said. "This is my love."

Temperature is a constant concern. Every five minutes, a Teamster drove a truck in containing 10 cubic yards of concrete. The substance can't get too cool or too warm. Kevin Bass, an inspector with Local 12 Operating Engineer, was performing quality control. "I'm sampling out of the pump, checking concrete to make sure it's not too hot."

The foundation will support eight luxurious stories containing 613 rooms, meeting space and high-end restaurants. The new hotel will open in 2020 and serve visitors at Disneyland as well as the Anaheim Convention Center and other area attractions. It is being built all-union under a Project Labor Agreement with the LA/Orange Counties Building and Construction Trades Council, and is the first of several four-diamond hotels planned for Anaheim.

Wincome Management CEO Paul Sanford came to watch the pour at 4 a.m.

"We wanted to invest in the community with this iconic



project,” Sanford said. “One of our goals on the Westin project was to have local hire and union labor. Workers wanted to work locally, and get home to their families.”

Sanford said he hoped the two four-diamond developments his company’s building will show it’s committed to Anaheim.

“We’re just very concerned about upgrading our profile in Anaheim and creating opportunities for hospitality workers,” Sanford said. “Employee satisfaction and community satisfaction are our core values.”

The Westin Anaheim is employing 2,000 Building Trades workers over the course of construction, and will have hotel staff of 500 after completion. A block away, on the east side of Disneyland, a second four-diamond Wincome development will create another 2,000 construction jobs.

The first workers to the site this morning were Laborers from Local 1309. They were setting a water line from the north.

“They wouldn’t be building, if they didn’t need this,” said journeyman Jose Sepulveda. “We need more hotels.”

Boom trucks also arrived early and extended their outriggering stabilizers. They transmit liquid concrete from mixer trucks through arched booms to the base of the 50-foot pit.

A Laborer called a hoseman balances on a rebar mat while guiding the boom. A hydraulic pump shoots the concrete through the boom in unpredictable spurts. The hoseman tries to keep up with the wild movement of the boom.

“It’s like a dancing partner; you’ve got to get a good rhythm,” said Jose Robles, a journeyman with Local 12 Operating Engineers.

Robles looked down into the pit for hand signals from the hoseman to adjust the movement of the boom. His pump was leading the pace of three others at 400 square feet per hour.

Crews of Cement Masons hurriedly smoothed concrete over the rebar mats before it solidified.

Iron Workers Local 416 journeyman Michael Arreola walked around the mat to inspect the rebar for irregularities.

He said he enjoyed the movement of the pour more than bending over and tying the rebar together.

“We’re doing all right,” Arreola said.



Local Union 630 – Honolulu, Hawaii

Local 630 plasterers, clockwise below, Noah Pasco, Joey Medrano, Gernani Yutob, Wranden Togia and Benedict Remo are part of the V&C Drywall crew completing the 424-unit

Ke Kilohana mixed-use condominium project at Ward Village. Nearly 90 percent of the project is reserved for

the local workforce who make between 100 and 140 percent of the area median income.

Nordic PCL Construction topped off Ke Kilohana's 43-story tower in August. The final steel beam was lifted into place and signed by representatives from the construction team. The project is scheduled to be completed in 2019.





Combining Transportation & Emergency Services – Cement finishers Jared Napoleon and Kenneth Omalza, Sr. and plasterers Jeffery Onza and Leonardo Bosas are working on the Joint Traffic Management Center for Watts Constructors. The project, slated to be completed next spring, will house the city's Transportation Services and police, fire and Emergency Services departments as well as the state's Department of Transportation.

Local Union 783 – State of Texas

Member of Local 783 working at the Pantex Job, in
Amarillo, Texas.

Proud son and father,
Santos Luna, Jr. and
Brother Santos Luna.



Local Union 222 – Edmonton, Alberta, Canada

Local 222's member Brother Dennis Bunko and General President Daniel E. Stepano visited the OPCMA's booth promoting "A Partnership That Works For You" at the World of Concrete in Las Vegas, Nevada.

Keeyask Dam Project is located in Northern Manitoba, Canada, in the Split Lake Resource Management Area



Intake Structure - Keeyask Dam.



(Left to right) General President Daniel E. Stepano and 40-Year member Brother Dennis Bunko of Local 222.



Brother Rick Swerbus at the Spillway Gate Keeyask Dam.



Basecube Intake – Keeyask Dam.



Intake Concrete Crew Brothers and Sisters (left to right) Rick Turtle, Tara Lewis, Lloyd Adams, Peter Harvey, Lee Whalen, Jeff Vincent, Mohamed Arab, Gheorghe Codrea and Richard Parsons.



First Stage Powerhouse - Keeyask Dam.



Overhead view of the Keeyask Dam.

Local Union 222 – Edmonton, Alberta, Canada

Light Rail Project in Edmonton, Alberta, Canada



Placing crew track slabs at Valley Line Light Rail Project.



Concrete Pouring for Light Rail Project.



Approach towers for Light Rail Project.

**Local 222 Members Fireproofing in Park Derochie
Coatings Prefabrication Shop in Edmonton, Alberta, Canada**



Brother Lukasz Mazurek installing profile forms in Prefab Shop.



Brother Moth Top detailing in Prefab Shop.



Sister Laura Prytulka installing lath in Prefab Shop.



Brother Mathew Vattamala preparing Pyrocrete in Prefab Shop.

NOTICE TO EMPLOYEES COVERED BY OPCMIA Union-Security Agreements

Generally, under the National Labor Relations Act (“Act”), employees working under collective bargaining agreements containing “union-security” clauses are required, as a condition of employment, to pay an amount equal to the union’s initiation fee (if applicable) and periodic dues. This is their sole obligation to the union, regardless of the wording of the clauses. This obligation does not apply where otherwise prohibited by law (such as in so-called “right to work” states). In the Operative Plasterers’ & Cement Masons International Association (“OPCMIA”), employees who choose to become members pay initiation fees (if applicable) and periodic dues, including monthly dues and working dues. Employees who decline to become members, i.e., who become “non-members,” meet their obligation by the payment of “agency fees” for representation that are equal to initiation fees (if applicable), and periodic dues, including monthly and working dues. Non-members have a legal right to file objections to funding expenditures that are “non-germane to the collective bargaining process.” Non-members who choose to file such objections should follow the procedures set forth below.

When considering these matters, employees should be aware that the OPCMIA and your Local Union negotiated the union-security clause, and your fellow co-workers approved that clause, to ensure that every employee who benefits from the collective bargaining process also shares in paying their fair share costs of the process. Through the collective bargaining process, the Union gains higher wages, better health care and pension benefits, fairness in the disciplinary system, overtime pay, vacations and other improvements for employees at the bargaining table. These improvements immeasurably enhance the working conditions of all employees, thereby enabling employees to better provide for themselves and their families. And while employees may choose to meet their financial obligations as non-members, the OPCMIA and your Local Union believe you should also know about the additional benefits and privileges of union membership that are not available to non-members.

Among the many benefits and privileges available to OPCMIA members include the right to attend and participate in union meetings; the right to nominate and vote for candidates for Union office; the right to run for union office and for delegate to the International Association’s convention; the right to participate in contract ratification and strike votes; the right to participate in the formulation of OPCMIA collective bargaining demands; and the right to participate in the development and formulation of OPCMIA policies. In addition, eligible and enrolled OPCMIA members are entitled to a wide range of benefits, including low-interest union credit cards, prescription drug cards, life insurance, legal services, travel services and other discounts, through the Union Privilege and Union Plus benefits programs.

Employees who nonetheless elect to be non-members may object to funding expenditures non-germane to the collective bargaining process and support only chargeable activities. Example of expenditures germane to the collective bargaining process for which objectors may be charged are those made for negotiation, enforcement and administration of collective bargaining agreements; meetings with employer and union representatives; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration; and litigation related to the above activities. Expenditures that are non-germane to the collective bargaining process and, thus, non-chargeable to objectors, are those which are not strictly related to collective bargaining. Examples of such expenditures are those made for political purposes; for general community service and legislative activities; and for certain affiliation costs.

The procedure for objecting and for obtaining a fee reduction is set forth in the **OPCMIA Agency Fee Policy**.

OPCMIA’s Agency Fee Policy

1. DEFINITION OF “NON-MEMBER.”

- (A) A “non-member” is an employee who works under a collective bargaining agreement containing a union security clause and who has elected to satisfy his or her financial obligations by foregoing union membership and paying only the agency fee.
- (B) A non-member will generally be charged an agency fee equal to the same initiation fee (if applicable), dues and assessments as members except where prohibited by law. The non-member may choose to pay the full amount of the agency fee or the non-member may object to the use of his or her fees for certain activities, as set forth in Paragraph 2.

2. NON-MEMBER’S RIGHT TO OBJECT TO NON-CHARGEABLE ACTIVITIES.

- (A) Any employee who is a non-member and who pays agency fees pursuant to a union-security clause in a collective bargaining agreement in the United States has the right to object to the use of his or her fees for activities that are not reasonably related to the collective bargaining process. For purposes of this Policy, such activities will be referred to as “non-chargeable activities.” Expenses incurred as a result of these activities will be referred to as “non-chargeable expenses.”
- (B) If a non-member elects to object to non-chargeable activities, then his or her agency fee will be reduced to reflect those activities that are reasonably related to the collective bargaining process. For purposes of this Policy, activities that are reasonably related to the collective bargaining process will be referred to as “chargeable activities.” Expenses incurred as a result of these activities will be referred to as “chargeable expenses.”
- (C) Chargeable expenses include, by way of illustration, charges incurred for negotiating and enforcing collective bargaining agreements, dealing with employers on employment related matters and union administration. Non-chargeable expenses include, by way of illustration, charges incurred for political support of candidates, community service activities, and legislative activities.
- (D) For the calendar year of 2017, an independent auditor determined that the percentage reduction in the agency fee is 9.56%. In other words, an independent auditor determined that 9.56% of the OPCMIA’s expenditures in the calendar year of 2017 were for non-chargeable activities and 90.44% of the OPCMIA’s expenditures during that same timeframe were for chargeable activities. These percentages are revised after each calendar year.
- (E) Because an equal or greater amount of an OPCMIA Local Union’s expenditures are spent on chargeable activities, Local Unions may exercise the option of presuming that the OPCMIA’s percentage of non-chargeable activities applies to the Local Union. Alternatively, the Local Union may calculate its own percentages of non-chargeable and chargeable activities.

3. PROCEDURE FOR FILING OBJECTIONS

- (A) A non-member who wishes to object to funding expenditures that are not germane to the collective bargaining process must file an objection. Objections will be honored for one year unless the objection specifically states that it is continuing in nature.

Continuing objections will be honored for as long as the non-member remains in the bargaining unit. If the non-member leaves the unit (for example, to take an office position), he or she will have to make a new objection upon his or her return to the unit in accordance with Paragraph 3(B) through (D) of this policy.

- (B) Each non-member must file an objection in writing, addressed to the General Secretary-Treasurer at the following address:

Operative Plasterers' & Cement Masons' International Association
9700 Patuxent Woods Drive, 2nd Floor
Columbia, Maryland 21046

Objections must be filed with the General Secretary-Treasurer; objections filed with a Local Union will not be accepted. If a non-member files an objection with a Local Union, the Local Union shall timely notify the non-member that the objection has been misdirected. Thereafter, it is the non-member's obligation to file the objection in a proper and timely manner.

- (C) Each objection must contain the following information: the non-member's full name, the non-member's address, the local union to which the non-member pays agency fees, and the non-member's social security number. Each individual non-member must file an objection; no petition objections will be accepted.
- (D) Objections must be post-marked during the period of December 1, 2018 through December 31, 2018; provided, however:
- (1) An employee who was a member of the OPCMIA, but who subsequently resigns from membership and becomes obligated to pay agency fees under a union-security clause, may request objector status for the remainder of the year. Such a former member must submit an objection in accordance with Paragraphs (B) and (C) above within the first 30 days after the effective date of resignation.
 - (2) An employee who is hired or transferred into the bargaining unit covered by a union-security clause at any time and who becomes a nonmember and becomes obligated to pay agency fees under a union-security clause, may request objector status for the remainder of the year. Such a non-member must submit an objection in accordance with Paragraphs (B) and (C) above within the first 30 days after choosing to become a non-member.
- (E) Upon receiving a proper request from an objector, the General Secretary-Treasurer shall notify such objector that the request is perfected and shall provide a summary of the major categories of expenditures showing how the reduction is calculated. To obtain the summary and the reduction, the OPCMIA will retain an independent auditor to determine the OPCMIA's total operating expenditures for all purposes, the expenditures made for chargeable activities, and the expenditures made for non-chargeable activities. The independent auditor will then calculate the ratio of chargeable expenses and non-chargeable expenses. The General Secretary-Treasurer shall use this ratio to determine the reduction in the agency fee.

4. PROCEDURE FOR FILING CHALLENGES

- (A) Upon receiving the General Secretary-Treasurer's notice of the calculation of chargeable and non-chargeable expenditures, an objector shall have 30 days to file a challenge if he or she has reason to believe that the calculation of chargeable and/or non-chargeable activities is incorrect. An objector must submit the challenge in writing to the General Secretary-Treasurer at the following address:

Operative Plasterers' & Cement Masons' International Association
9700 Patuxent Woods Drive, 2nd Floor
Columbia, Maryland 21046

Challenges must be filed with the General Secretary-Treasurer; challenges filed with a Local Union will not be accepted. If an objector files a challenge with a Local Union, the Local Union shall timely notify the objector that the challenge has been misdirected. It is the objector's obligation to file the challenge in a proper and timely manner.

- (B) If an objector chooses to challenge the calculation of the percentages, there shall be an appeal before an impartial arbitrator chosen through the American Arbitration Association's Rules for Impartial Determination of Union Fees, as issued and amended.
- (1) Any and all appeals shall be consolidated and submitted to the American Arbitration Association ("AAA"). Appeals shall be heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing. If a hearing is held, any challenger who does not wish to attend may submit his or her views in writing by the date of the hearing. If the presentation will be made in writing, the arbitrator will set a date or dates by which all written submissions must be received and will decide the case based on the evidence submitted. The OPCMIA bears the burden of justifying its calculations.
 - (2) While the appeal is pending, the General Secretary-Treasurer will hold in escrow a portion of the fees paid by the objectors to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their payments than that calculated by the General Secretary-Treasurer, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.
 - (3) The Union shall pay the costs of the arbitration. Objectors shall bear all other costs in connection with presenting their appeals (travel, witness fees, lost time, etc.). Objectors may, at their expense, be represented by counsel or other representative of choice.
 - (4) A court reporter shall make a transcript of all proceedings before the arbitrator if a hearing is held. The transcript shall then be the official record of the proceedings.
- (C) An objector who has filed a timely objection and who believes that the reduction provided by the Local Union to which he or she pays agency fees is inaccurate, the objector may challenge that reduction through the procedures established by the Local Union. If the objector files challenges to the reductions determined by the OPCMIA and the Local Union, those challenges will be coordinated.

5. PAYMENT OF THE REDUCED AGENCY FEE

Objectors shall pay an amount less than the percentage relating to non-chargeable expenses to both International and Local. If the objector has made a challenge to the reduction in agency fee, as set forth in Section 4 above, the portion of the fee subject to challenge shall be placed in an interest-bearing escrow account pending resolution of the challenge.

6. OTHER PROVISIONS

- (A) The OPCMIA will provide a copy of the NOTICE and the AGENCY FEE POLICY to each member once a year in The Plasterer & Cement Mason. This will constitute notice to members working under collective bargaining agreements with union-security clauses about their right to be a nonmember, to make objections and pay a reduced agency fee.
- (B) This policy shall be deemed automatically amended to conform to applicable federal laws.

I N M E M O R I A M

OCTOBER 1, 2018 THROUGH
October 31, 2018

JOSE S. BARAJAS

Local #400, Sacramento, CA

It is with deep sorrow and regret that the officers and members of Local Union 400 report the death of Brother Jose S. Barajas who passed away August 8, 2018. Brother Barajas was 74 years old and a member of the International since March 9, 1973 – 45 years.

The officers and members of Local Union 400 extend their sincere sympathies to his family members and friends. Resolved that the Charter be draped for thirty days in memory of our deceased brother.

MORTUARY CLAIMS

DEATH BENEFITS PAID IN AUGUST 2018

LOC	CITY, STATE	NAME
500	Santa Ana CA	Barton, Frank
891	Washington, DC	Blackwell, Willie Lee
592	Philadelphia PA	Boyle, John J
592	Philadelphia PA	Brackney Jr., Elwood
514	Detroit MI	Chronowski, Robert
222	Edmonton AB CN	Filbert, Clifford
592	Philadelphia PA	Gannon, Joseph V
404	Cleveland, OH	Griffin, Booker T
526	Pittsburgh PA	Gromley, Joseph
633	Minneapolis, MN	Heidelberger Sr., Robert
003	St Louis MO	Hults, Jack L
518	Kansas City, MO	James, Dale F
577	Denver, CO	Jensen, Clifford A
633	Minneapolis, MN	Johnson, Craig Wayne
502	Chicago IL	Kessler, Charles
502	Chicago IL	Mangin, Daniel P
394	Phoenix, AZ	Massey, Hugh
502	Chicago IL	McGrath, Michael
009	Buffalo NY	Nettles Sr., David L
528	Seattle WA	Olson, Gunnar
886	Toledo, OH	Oswalt Jr., Robert C
919	Vancouver BC CN	Parry, Victor L
500	Santa Ana CA	Pena, Salvador
919	Vancouver BC CN	Pensato, Ignazio
528	Seattle WA	Phillis, Warren
502	Chicago IL	Quebbeman, George T
528	Seattle WA	Rons, Arlen
797	Las Vegas, NV	Sena, Jose H

514	Detroit MI	Sullivan, Linda
400	Sacramento, CA	Torres, Tommy T
527	St. Louis, MO	Valenza, Thomas F
300	Oakland, CA	Young, Verbin
600	Los Angeles CA	Zaragoza, Juan

DEATH BENEFITS PAID IN SEPTEMBER 2018

LOC	CITY, STATE	NAME
502	Chicago IL	Andersen, Neil H
011	Northern, IL	Blomberg, Robert E
011	Northern, IL	Borga, Eugene J
592	Philadelphia PA	Chiarolanza, Paul M
592	Philadelphia PA	Cimini, Leonard J
527	St. Louis, MO	Ell, Lawrence Donald
886	Toledo, OH	Erswell, Craig A
886	Toledo, OH	Flick Sr., John D
891	Washington, DC	Harrell, Rickey Mccay
011	Northern, IL	Kirsch Jr., Baldur
011	Northern, IL	Kratowicz, Ernest J
592	Philadelphia PA	Mason Jr., Kenneth J
592	Philadelphia PA	Mozloom, Thomas J
018	Central, IL	Osborne, Virgil O
500	Santa Ana CA	Owens, Andrew

DEATH BENEFITS PAID IN OCTOBER 2018

LOC	CITY, STATE	NAME
400	Sacramento, CA	Barajas, Jose S
633	Minneapolis, MN	Boggetto, Donald
926	Charleston WV	Casto, Roy
780	New York, NY	Cirigliano, Anthony

592	Philadelphia PA	Copeland, Francis
200	Los Angeles, CA	Dreer, Stefan
514	Detroit MI	Flowers, Joseph R
526	Pittsburgh PA	Fusca, Antonio
300	Oakland, CA	Horne, Sidney
478	Pasco, WA	Kozachenko Jr., Harry L
018	Central, IL	Lawrence, Robert G
404	Cleveland, OH	Lucas, Bernard
600	Los Angeles CA	Luken, Jose
021	Des Moines IA	Morrison, Ronald D
891	Washington, DC	Moseley, Samuel M
018	Central, IL	Myers, Donald G
502	Chicago IL	Paprocki, Norbert
400	Sacramento, CA	Quadro, Elmer R
132	Ohio & Kentucky	Romick, Lawrence H
404	Cleveland, OH	Rondini, William
066	San Francisco, CA	Strawser, Donald
534	Boston, MA	Sullivan, John J
502	Chicago IL	Trentadue, Donato
502	Chicago IL	Vallera Jr., Urban

JOURNAL OF THE OPERATIVE PLASTERERS' AND
CEMENT MASONS' INTERNATIONAL ASSOCIATION
OF THE UNITED STATES AND CANADA
(ISSN 0032-0136) at 9700 Patuxent Woods Drive, Suite 200,
Columbia, MD21046.



Printed on Union-Made Paper
Printed with Union-Made Ink

WIN A BIG CEDAR LODGE EXPERIENCE



carhartt 

Carhartt, Union Sportsmen's Alliance, and Bass Pro Shops have teamed up to provide one lucky union member and a guest with a little piece of heaven on earth at the ultimate wilderness resort in the Ozark Mountains.

ENTER TO WIN

Deadline: January 31, 2019

www.unionsportsmen.org/bigcedarlodge

Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.



Cabela's



GRAND PRIZE PACKAGE – 1 WINNER

\$8,400 value

- Domestic roundtrip airfare for two
- Ground transportation
- 4 night stay at Big Cedar Lodge - Bass Pro Shops Cottage
- \$500 meals allowance
- Bass Pro Shops Shooting Academy sporting clays package for two
- Dogwood Canyon wildlife tram tour for two
- Guided fly fishing for two at Dogwood Canyon
- Round of golf for two at Buffalo Ridge OR spa service for two
- Wonders of Wildlife Museum & Aquarium tickets for two
- \$1,000 Carhartt gear package
- \$500 Bass Pro Shops gift card
- \$500 spending money

RUNNER-UP PACKAGE - 5 WINNERS

\$580 value each

- Carhartt Buckfield package (field jacket and pants)
- Carhartt Storm Defender® fishing package (angler jacket and bibs)





The Operative Plasterers' and Cement Masons'
International Association
9700 Patuxent Woods Drive, Suite 200
Columbia, MD 21046
www.opcmia.org

Nonprofit Org
US Postage
PAID
The Operative
Plasterers and Cement
Masons Int'l Assn



Printed in the USA

Scholarship Donations

**The Patrick D. Finley Scholarship Fund
accepts donations. If you would like
to help the youth of our International
continue their education,
please mail donations to the
Patrick D. Finley Scholarship Fund
c/o International Headquarters.**

**THANK YOU FOR YOUR
CONTINUED SUPPORT.**

Patrick D. Finley Scholarship Fund
9700 Patuxent Woods, Suite 200
Columbia, MD 21046



IF YOUR ADDRESS CHANGES, PLEASE USE THIS FORM TO NOTIFY US. CUT ON DOTTED LINE.

1 Print new
information: Reg. No. _____

Name _____

Address _____

City/State/ZIP _____

2 Cut out this
form with your
current address
label. Address changes
cannot be made without
label. Please allow eight
weeks for change to take
effect.

3 Mail this form in
an envelope
addressed to:

Editor,
PLASTERER &
CEMENT MASON,
9700 Patuxent Woods Drive,
Suite 200
Columbia, MD 21046

