



# Plasterer & Cement Mason

SPRING 2019



# Facing Our Challenges Together

**O**n August 12, 2019, the Operative Plasterers' & Cement Masons' International Association will convene for our 52nd International Convention. Delegates will gather at a pivotal time in our proud 155-year history — and they have important decisions to make about our great union's future.

As it always has, the OPCMIA enriches the lives of tens of thousands of members and their families each and every day. But we face unprecedented challenges, too. Though by some measures our current economy is booming, many men and women find themselves working harder for less, while others cannot work at all. The cost of health care devastates families and threatens to bankrupt many of our contractors, big and small. And greedy billionaires and the politicians they've bought off are trying to wipe our union and the entire labor movement completely out of existence.

Given these realities, here is where we are at as a union and here is how we are arming ourselves for the many battles to come:

First and foremost, we have a new home in Columbia, Maryland, we've reduced the databases at headquarters from four to one, and we've greatly increased our efficiency, our effectiveness, and our overall job performance. Our financial status has never been better. Our membership levels are back on the rise, too. We are doing what we need internally to have our house in order.

But if we don't change faster than the external changes pressuring us, what we lose is the battle

to give our members and their families a better way of life. That's why we cannot afford to accept the status quo. We cannot tread water.

Abraham Lincoln said it best: "The best way to predict your future is to create it." And that's what we must do at our Convention: create our own future.

Now more than ever, we need to face the hard truths, take the difficult steps and cast our differences aside, no matter what they are, in order to work together, collaborate and communicate effectively with each other.

In fact, we must do what no other generation of OPCMIA officers and members has had to do before. We must invest more in our own members, in their jobs, in their future, in their families through education and training. And we must do so in a world in which we must compete for every opportunity available to us.

That's why we continue to work on the International budget by being progressive and far-sighted in doing what we need to do to move our union forward.

That's why we have been working on improving collaboration and oversight in all our departments. Our Political Department is aggressively moving our agenda forward by drafting trade specific language in order to secure and provide work opportunities for our members.

That's why we established an Organizing Grant Program and set up the Patrick D. Finley Golf

*Continues on page 9*



**DANIEL E. STEPANO**

# Enfrentando Nuestros Retos Juntos

**E**n Agosto 12 del 2019, se convoca la 52 Convención Internacional del OPCMIA. Los Delegados se reunirán orgullosamente en muchos momentos decisivos con respecto a nuestros 155 años de historia – y ellos tienen decisiones importantes que hacer con respecto a el futuro de nuestro gran Sindicato/Unión.

Como siempre, el OPCMIA enriqueciendo de muchas formas la vida de miles y miles de agremiados/miembros y sus familias diariamente. Pero también enfrentamos retos extraordinariamente grandes. Aunque hasta cierto punto, nuestra economía actual esta creciendo, muchos hombres y mujeres se encuentran trabajando muy duramente por menos dinero, mientras que otros no están trabajando en absoluto. El costo del seguro medico devasta familias enteras y amenaza con destruir nuestras empresas, grandes y pequeñas. Y los billonarios ambiciosos y sus políticos comprados están tratando de destruir nuestros sindicatos y todo el movimiento obrero completamente fuera de existencia.

Dentro de esta realidad, así es como estamos, como sindicato/unión, y esta es la forma en que nos estamos preparando y armando para las muchas batallas por venir.

Primeramente y principalmente, tenemos un hogar nuevo en Columbia, Maryland, hemos reducido las bases de datos de cuatro a uno, y hemos incrementado nuestra eficiencia, nuestra efectividad, nuestro progreso en general, grandiosamente. Nuestro estado financiero nunca ha estado mejor. También, nuestro crecimiento de agremiados esta de regreso en aumento. Estamos haciendo internamente lo necesario para mantener nuestro hogar-gremio/unión en orden.

Pero si no cambiamos mas rápido de lo que la presión implicada por los cambios exteriores, lo que perderemos será la batalla para darles a nuestros agremiados/miembros y sus familias una mejor forma de vida. Es por eso que no podemos aceptar el quedarnos inmóviles. No podemos tropezar en el agua.

Abraham Lincoln lo dijo mejor: “La mejor manera de predecir tu futuro es creándolo tu mismo”. Y eso es exactamente lo que debemos hacer en nuestra Convención: Crear Nuestro Propio Futuro.

Hoy mas que nunca, tenemos que enfrentar nuestra dura realidad, emprender pasos difíciles y hacer a un lado nuestras diferencias, sin importar lo que estas sean, es preciso hacerlo para trabajar juntos, colaborar y comunicarnos efectivamente unos a los otros.

Así es, debemos hacer lo que ninguna otra generación de oficiales y agremiados/miembros en el OPCMIA han echo antes. Debemos invertir mas en nuestros agremiados/miembros, en sus trabajos, en su futuro, en sus familias por medio de educación y capacitación. Y debemos hacerlo en un mundo donde debemos competir para aprovechar todas las oportunidades disponibles ante nosotros.

Es por eso que continuamos trabajando en nuestro presupuesto financieras de esta Internacional siendo productivos y con una visión futurista en todos nuestros departamentos, haciendo lo necesario para sacar nuestro sindicato/unión adelante.

Es por eso que hemos estado trabajando e improvisando nuestra colaboración y visiones en todas nuestras áreas. Nuestro departamento político es agresivo, encaminando nuestra agenda hacia delante al redactar lenguaje específico de oficios, para así asegurar y proveer oportunidades de trabajo para nuestros miembros/agremiados.

Es por eso que hemos establecido un programa de reclutamiento con un fideicomiso, y establecimos la beca de estudiantes Patrick D. Finley por medio de un torneo de Golf, para ofrecer becas de estudio a los hijos de nuestros agremiados/miembros.

Es por eso que hemos agregado una área nueva a nuestro presupuesto – algo que no se había hecho nunca en el pasado – invirtiendo \$1 millón para promover nuestros agremiados/miembros, nuestros oficios, nuestros materiales, y a nuestras empresas, expandiendo de esta manera nuestra participación en el mercado.

Después de todo, si no salimos a ofrecer lo que somos, y promovernos en el mercado, entonces quien lo hará?

Nosotros tenemos un producto – un excepcional producto, de primera clase a nivel mundial – “Nuestros Miembros/Agremiados” y tenemos que promover su calidad dentro del mercado. Por que no queremos escuchar nunca mas a nadie decir, “O diablos, no sabia que su sindicato aun existía”.

Es necesario de expandir la noticia de que no solo aun existimos, sino que somos uno de los principales oficios dentro de la industria de la construcción con los mejores niveles de capacitación y educación dentro de nuestra industria “Albañilería general”. Trabajando con los materiales mas fuertes, mas durables, mas creativos y adaptados en el mundo!

Debemos abrazar la revolución tecnológica que nos envuelve en el proceso de trabajo de todos nuestros ofi-

*Continues on page 27*



## Mr. President, We Heard You Loud and Clear

**I**t only took a matter of minutes the morning of October 29, 2019, but President Trump showed the country just how he truly feels about organized labor. All it took was for one International Union to endorse someone besides him.

The International Firefighters Association in endorsing former Vice President Biden unleashed the inner anti-union Trump. And he unleashed as he usually does against those that don't support him, with vengeance and vitriol. "I'll never get the support of dues crazy union leadership..." A later tweet from him was more direct to the firefighters. "The dues sucking firefighters' leadership will always support Democrats, even though the membership wants me". He then added, "Some things never change". This last tweet was particularly telling of his anti-union bias, let alone his memory, as the IAFF did not endorse democrat Hillary Clinton in 2016. But then, he's never been too keen on getting his facts straight. His tweet continued, "But the members love Trump, they look at our record economy, tax and reg. cuts, military, etc. WIN."

Hmm. First, the "good" economy is basically a continuation of the rise of our economy since the "Great recession" of 2008 which began to recover before he took office. However, the wage gap between the poor, the middle class, the retired, as opposed to the wealthy, is at its worst in modern history, and growing wider at a staggering rate. Tax cuts? Well if

you make over 100 thousand a year, yes you might "love" his tax cuts. The middle class, the poor? I don't think so. Regs? I'm assuming he means in part the regulations regarding his labor department appointments made, and their stifling effect-particularly on labor unions these new pro-business "Regs" are creating. Military? I can only surmise this was a "throw-away" to finish a tweet for lack of anything positive "labor" related he could tweet.

Former Vice President Biden responded to the President's tweets. "I'm sick and tired of this President badmouthing unions". "Labor built the middle class in this country. Minimum wage, overtime pay, the 40-hour work week: They exist for all of us because Unions fought for those rights. We need a President who honors them and their work". Biden went on later in the day at rally's in Pennsylvania to take on the President directly again concerning union workers.

The good news for our members is that every democratic presidential hopeful has expressed their support of organized labor. There isn't a slacker in the bunch. It isn't just Joe Biden. And because of the support we are getting from the other candidates this will not be the last barrage of anti-union tweets and speeches the President will be giving. As each candidate vocalizes their support, and other labor organizations choose to endorse whom they will, the rhetoric from him will just build. His true colors have just been shown for the first time. We will hear from him again. And again. And again.

Thank you, Mr. President. We heard you the first time. Loud and clear.

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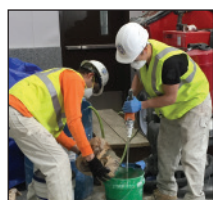
# Plasterer & Cement Mason

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## C O N T E N T S



p. 11

ITF Trainer . . . . . 10

State Conference. . . . . 12

Apprenticeship. . . . . 14

Training Class . . . . . 15

OPCMIA Outdoors. . . . . 17

Local News . . . . . 18

In Memoriam . . . . . 26



p. 13



p. 15



#### COVER PHOTO:

### 52nd International Convention

Las Vegas, Nevada, on August 12 – 16, 2019 at Caesars Palace

Daniel E. Stepano, Editor

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# The Loss Of “Love” for Discriminatees

In recent years, there have been a lot of corporate mergers and acquisitions. When one company purchases another, questions often arise about the workforce after the transaction is completed. These questions become complicated when the company that is to be purchased has a workforce represented by a union. Federal law provides that, when the buyer purchases a company with a unionized workforce, the buyer must recognize that union if there is a substantial continuity of operations and there is continuity in the workforce. With respect to the latter requirement, “continuity of the workforce” exists generally when a majority of the buyer’s new workforce consists of employees who worked for the old, unionized company.

However, many buyers don’t want to recognize the union that represented the old company’s employees. In an effort to avoid that obligation, some of those buyers discriminate against those employees, going so far as to keep track of how many are hired in an attempt to avoid having them constitute a majority of the new workforce. Such discrimination violates Section 8(a)(3) of the National Labor Relations Act. For many years, the National Labor Relations Board has held that the remedy for such a violation is that the buyer forfeits its right to set the initial terms and conditions of employment for the new workforce without first bargaining with the union. This remedy originated with a Board decision known as Love’s Barbecue. It also served as a significant deterrent, discouraging buyers from discriminating against employees in an effort to evade the buyers’ legal obligations under Federal law.

The current National Labor Relations Board, which is dominated by Republican members appointed by Donald Trump and confirmed by a Republican-controlled Senate, changed the remedies when it comes to a buyer who discriminates against the employees of the old company. In *Ridgewood Health Care Center, Inc.*, 367 NLRB No. 110 (Apr. 2, 2019), the Board held that an employer will no

longer forfeit the right to set the initial terms and conditions of employment for the workforce after a corporate acquisition or merger even though that employer discriminated against the union-represented employees of the old company. In other words, the Board’s long-standing Love’s Barbecue remedy is no longer available, or, at least it is not available unless the employer discriminates against all or substantially all of the union-represented employees of the old company.

The Trump Board based this decision upon its view that the initial terms and conditions of employment must be generally set by the “economic power realities” at the time the employer is purchasing another company. The fact that the employer is rigging those realities by discriminating against employees in an effort to avoid having to recognize a union did not matter to the Board. Instead, the Trump Board was more concerned about the “risk of job loss and consequent financial ruin for all employees” if the law-breaking employer were to lose the right to set initial terms and conditions of employment. By eliminating the consequence for the employer’s unlawful activity, the Republican members of the National Labor Relations Board believe that they are promoting “the survival of foundering businesses” and promoting jobs. In other words, the Board believes it is protecting jobs by eliminating a significant consequence for employers who intentionally deny jobs to employees because of their union status.

Such logic flies in the face of the very purpose of the National Labor Relations Act, which is to protect employees’ right to organize a labor union and to engage in collective bargaining through that union. This purpose is found in Section 1 of the Act; and, it represents the fundamental responsibility of the National Labor Relations Board. It also represents just another example of how the Board is continuing to undermine the rights and protections of working Americans during the Trump administration.



## NPIJATF Partnership with the Community

The NPIJATF prides itself in helping the community in the areas across the country we occupy. By participating in community service projects students gain valuable real-life training not only for their craft but also gain social skills, which are needed to succeed after graduation in the workforce.

In early April, the pre-apprenticeship trainees from the plastering trade at Treasure Island Job Corps Center in San Francisco participated in a community service project. This project was supervised by their instructor Juan Escobar. During this project the students patched and refurbished walls that needed attention at the Ambrose Community Center in Bay Point San Francisco. Throughout his time with the center Instructor Escobar has worked to build a community partnership with the Ambrose Community

Center, he felt that it would be mutually beneficial for the Plastering trainees and the Community Center to participate to work together to execute this outstanding project.

During this remodel the plastering trainees gained valuable experience in repairing damaged walls with plaster and translating skills learned in the classroom to a client site. The trainees identified areas that needed repair, found the cause of the damage, performed demolition to remove the existing plaster, and then replaced the plaster with new material. Throughout this project at the Ambrose Community Center these students were given the opportunity to display professionalism while working on a jobsite as well as the opportunity to work under a timeline provided by the community center.

*Continues on page 8*





*Continued from page 7*

Opportunities such as this “facelift” at the Ambrose Community Center give back to not only the communities around our training centers but help our students smoothly transition into a new career.

Throughout the United States we see instructors and communities teaming up to complete community improvement projects! Instructor Alan Brown of The Trapper Creek Job Corps in Darby, Montana recently completed a project with Habitat for Humanity in Hamilton, Montana.

The project consisted of performing dirt work to prepare the area for a concrete footing and stem wall, and later setting forms and pouring concrete walls. The wall forms were in no ordinary form. The trainees used (ICF) or insulated concrete forms, which is a system of formwork for reinforced concrete. These forms are usually enhanced with a rigid thermal insulation that stays in place as a permanent interior and exterior substrate for walls. This insulation helps immensely with the frigid winter temperatures in Montana. After the walls were completed a radiant heat concrete slab was poured and placed.

We are very appreciative of both instructor Juan Escobar and Alan Brown for taking the time to build meaningful relationships with community leaders to ensure our students have the opportunity to participate in projects such as the ones listed.



## GENERAL PRESIDENT

### DANIEL E. STEPANO

*Continued from page 2*

Scholarship Fund so we can offer scholarships to our members' children.

That's why we've also added another bucket to our budget — something we have never done in the past — investing \$1 million in marketing our members, our crafts, our materials and our contractors, so we can expand our market share.

After all, if we do not go out and sell, promote and market who we are, who will?

We have a product — an outstanding, world class product — and we absolutely need to market it. Because we never again want to hear someone say, "oh hell, I didn't know you guys were still around."

We must spread the message far and wide that we're not just still around — we are on the cutting edge of our industry with the best craftspeople in the world working with the strongest, most durable, most adaptable and most creative materials in the world!

We must embrace the technological revolution in all of our trade work processes, in all of our training, and in the way we do business in today's marketplace.

We must remember that the cost of NOT training isn't measured in dollars and cents — it is measured in the success or failure of our members and ultimately the OPCMIA.

That's why we now have a fully staffed International Training Fund (ITF), with Plasterer Coordinator Tim Nelson, and Instructor Anthony

Kerstens, Cement Mason Coordinator Tony Longbrake and Instructor Nick Demonte, and a state-of-the-art Training Classroom, all ably run by ITF Executive Director and Assistant to the General President Deven Johnson.

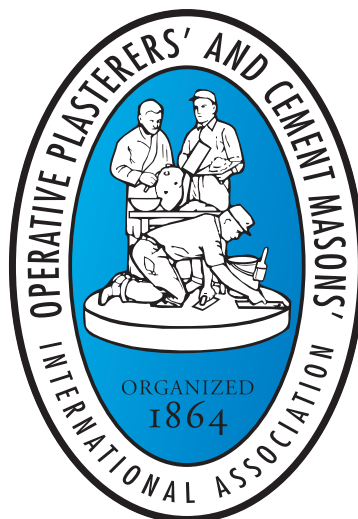
We need the ITF to stay on the cutting edge of new technologies in computerization, software developments, artificial intelligence, and virtual and augmented realities — to be on top of any new advances in equipment, machinery and materials, and any changes in our OPCMIA trade processes. Taking our training to these new levels will not be easy. It's going to require sacrifice. But none of us chose our crafts because they are easy. We did so because they are hard, they require sacrifice, and there is nothing we like better than a challenge to be overcome, a problem to be solved, and a fight to be won.

That's why I know it can be done, and done fairly, by not just choosing to sacrifice for its own sake, but for our own sake. All of us are our brothers' and sisters' keepers.

The Founders of our organization saw themselves in the light of posterity. We owe it to them to do no less. We must do what the OPCMIA does best: offer more opportunity to all and demand responsibility from all.

At our 52nd International Convention, let us all take more responsibility, not only for ourselves, our families and our union, but for our communities, our country and our future.

Wishing you and your family a safe and enjoyable summer.



## The Next Generation of OPCMIA Members

Most of us baby boomers had someone in the trades who took us under their wing when we were apprentices. It may have been a family member, a dad, uncle, brother or cousin. It may have been a Journeyman on the job.

More than likely we worked with them for extended periods of time and if we didn't screw up too badly, they would hire us back on their next job. They taught us not only about our craft, but how to navigate the construction industry and life. They taught us how to get along with our foreman and other workers. They taught us what to do and not to do. They taught us what it meant to be a union member. They showed us how to build a career and not just a job. They gave us encouragement and put us in our place when we needed it.

We have a new generation entering the workforce that needs that same type of support but make no mistake, they are very different from who we were back then. Most of them have never been exposed to the types of environments and stressors you find on a construction site. In most cases they have never taken a "shop class" in school, in the unlikely event one was even offered.

They have been told their entire lives that the only path to success is through college. School guidance counselors are unfamiliar or uninterested with the registered apprenticeship model of education. The construction industry is a foreign and uncomfortable area to many young people today. Yet it is these young



people that we must attract to grow our workforce, membership and union.

I sometimes hear our older members say that today's generation is soft, weak or lazy. If this is our perception of them, how likely are we to engage them in a way that will let them know that we want to help them master the skills of our trades and reach their full potential?

And we do have a vested interest in helping them reach their full potential. They are the ones who will keep our craft and employers strong.

Our JATC's and Locals spend a great deal of time and money recruiting and training apprentices. This investment can all be for nothing if we fail to retain these new members. The attrition rate in some programs can be as high as seventy percent. Once an apprentice has joined our ranks, we need to do everything we can to help him or her be successful. Obviously, there must be a job to employ them but there are other things that can help like mentoring programs within the local or JATC.

Mentoring can be described best as a professional relationship in which an



**Deven F. Johnson**  
Executive Director

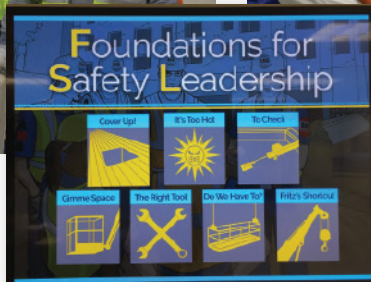
experienced person, the mentor, assists another person, the mentee in developing specific skills and knowledge that will enhance the less-experienced

person's professional and personal growth. There is certainly a commitment of time and effort needed on the part of the mentor and there is no guarantee of success, but the gains far outweigh the cost.

If we are to thrive as a union and an industry, we must recognize the fact that the young people coming into our union did not grow up the way we did. They grew up in a different time with different rules and different expectations placed on them.

Today, an eighteen-year-old joining one of our training programs would have been born in 2001. Let that sink in for a minute. We can insist on doing things the way we "always" have and watch more progressive unions and employers recruit our potential members away from us. Or we can recognize these differences and deal with them head on.

We don't have to change our value system, work ethic or lower our standards. **But we must change how we interact with today's youth.** These young people have grown up in a digital world. They



have never been without smart phones, tablets, computers or social media. It has shaped every aspect of their lives be it learning, communication, entertainment or work. They have come to expect instant gratification, praise and validation in nearly all aspects of their lives.

So how do we bridge this gap? First, we stop trying to pound a round peg into a square hole. They are not going to step backwards to accommodate us. They will simply walk past us to join another organization. Generation Z, those born between 1996-2012 often come to the union and employer using technology that is far ahead of what either party are currently using.

What does this mean for us? It means we must adapt our training programs to embrace the technology that this generation has grown up with and has

come to expect. It means we need to continually reevaluate the very definition of what it means to be a plasterer, cement mason or shop hand.

It means we need to reevaluate the tools of our trade beyond trowels and floats. We must embrace and master technological advances on the jobsite like, construction layout and management software, 3D printing of concrete structures, the use of drones for inspections and safety issues, and the list continues to grow.

We must identify processes, materials and tools that will change or replace our scopes of work, train diligently with them and then claim them as our rightful jurisdiction.

It means that our instructors must be willing to adopt new technology and

methods of instruction and evaluation.

Do our instructors consider smart phones a distraction in the

classroom, or do they recognize them as a learning tool and manage them as such? Do we see the value of virtual and augmented reality training? Are we prepared to change how we think about teaching? Are we willing to face the challenges the future brings?

As individuals and as a union we need to be flexible, progressive and proactive. I have every confidence that our OPCMIA leadership, the ITF staff and our entire training community will continue to meet the needs of our members, industry and employers.

In solidarity,  
Deven

## ITF Welcomes New Plasterer Coordinator

The International Training Fund (ITF) welcomes Tim Nelson as the new ITF Plasterer Coordinator. Tim is a fourth generation Plasterer. He was initiated into the OPCMIA on May 28, 1986. He is a member of Local 66 where he has served as a Trustee, Recording Secretary and Plastering Instructor. He has been the Director of the Northern California Plastering Industry Labor Management Cooperation Committee for the last 4 ½ years.



Tim Nelson

In 2007, Tim became the Plastering Instructor at Treasure Island Job Corps (TIJC) in San Francisco where he managed the program for 7 years, receiving multiple Top Ten Program Awards. While at TIJC Tim earned a Certificate in Labor Studies from the National Labor College and pursued his Career Technical Education Credential at UC Berkeley, receiving his Preliminary Credential in 2008 and his Professional Clear Credential in 2018 from the State of California.

Tim has been married to his wife Karen for 33 years and they have two grown children.

## 2019 TRAINING EVENTS

Event	Location	Dates
OSHA 510	Columbia, MD	March 26-29
Fireproofing	Merrillville, IN	April 16-18
OSHA 502	Columbia, MD	April 30-May 2
OSHA 500	Columbia, MD	May 19-23
2019 Instr. Training Pro.	Ann Arbor, MI	June 24-28
Safety/Training Week	Columbia, MD	July 22-27
Coordinators Meeting	Columbia, MD	September 10-12
Total Station	Arcadia, CA	October 1-3
Polishing	TBD	TBD
EIFS	TBD	TBD
Foreman Training	TBD	TBD



## East and West Coast Business Managers' Meetings

Working together, the East and West Coast Business Managers' Meetings were held on March 12-14, 2019, in Ft. Lauderdale, Florida. The scheduled meetings, along with guest speakers, were very informative and useful to the Locals.

Due to the success of former organizing classes offered prior to the East and West Coast Business Managers' Meetings, March 4-7, 2019, the OPCMIA conducted BTA Organizing Class 105 "Contract Negotiations for the

Construction Industry" for all International Officers and our Local Unions. The class was taught by instructors from the Building Trades Academy (BTA) in conjunction with Michigan State University.

According to feedback the participants felt this was the BEST Class of all – most informative and useful. Officers and Organizers participated in breakout sessions which included mock negotiations between labor and management.



Attendees at the Organizing Class 105.



East and West Coast Business Managers' Meetings.



## A SPECIAL "THANK YOU"

The Operative Plasterers' and Cement Masons' International Association extends a special "thank you" to The Union Labor Life Insurance Company (ULLICO Inc) for their continued support of the OPCMIA's Patrick D. Finley Scholarship Fund.



**ULLICO SUPPORTS OPCMIA** – On Tuesday, March 12, 2019, during the East and West Coast Business Managers' Meetings, Stephanie Whalen, President of Union Labor Life Insurance Company was honored to present General President Daniel E. Stepano with a \$10,000.00 donation from Ullico for the "PATRICK D. FINLEY SCHOLARSHIP FUND."



**THANK YOU – 30-Year Gold Card** – At the East & West Coast Business Managers' Meetings, General President Stepano proudly presented 30-Year Gold Card to International Representative Joseph Ciacchi.



President of North America's Building Trades Unions Sean McGarvey



William "Giz" Kaczorowski, NABTU's Director of Field Services



Keith Bolek, Esq., O'Donoghue & O'Donoghue LLP



Local 599's Business Agent / Recording Secretary Kilah Engelke

## East and West Coast Business Managers' Meetings



**Pro Bowl Winners:** During the East & West Business Managers' Meetings a drawing was held for Pro Bowl tickets, airfare and 5-star hotel for two winners (party of four (4) each). Congratulations to the two lucky Pro Bowl Winners: (left to right) Local 90's Business Manager Shannon Foley and International Representative Christopher Mulloy



**THE GOLDEN YEARS** – (Left to right) Local 40's retiree Anthony D'Antuono, General President Daniel E. Stepano and Local 780's retiree Paul Mantia enjoying each other's company and catching up on old times.

## OPCMIA APPRENTICESHIP

### Local Union 599 –State of Wisconsin

Group photo of Local 599/  
Area 204, Madison, Wisconsin,  
Apprentices during training  
school in January 2019.

**Group photo of future Journeymen.**



## OSHA 502 Class

The International Training Fund (ITF) staff recently conducted an OSHA 502 class April 30 – May 2, 2019 at OPCMIA International Headquarters. The lead instructor was Brian Fierros who was complet-

ing his qualifications to be a master instructor for the OPCMIA OSHA 500 series classes. The OSHA 502 class reauthorizes instructors to teach the OSHA 10 and 30-hour classes to our members.



### OSHA 510 Class

**O**n March 26-29, 2019, the International Training Fund (ITF) conducted an OSHA 510 class at OPCMIA International Headquarters.

Eighteen OPCMIA instructors from across the U.S. were in attendance. This course of study is a prerequisite to the OSHA 500 which, when successfully completed, authorizes the instructor to teach OSHA 10 and 30-hour construction safety courses for our members.

The training was conducted by ITF instructors

Nick Demonte and Anthony Kerstens, they were assisted by ITF Cement Mason Coordinator Tony Longbrake and Director of Training, Health & Safety/ Assistant to the General President Deven Johnson. The attendees displayed a tremendous level of commitment in furthering their skills and becoming an even more valuable asset to their Locals and JATC's. They proved once again that OPCMIA instructors are second to none.





## Join OPCMIA's Great Outdoors

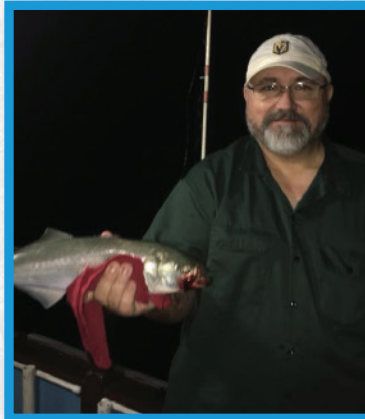
If you like to hunt or fish, shoot or just enjoy the great outdoors, we've got two great opportunities for you to connect with fellow OPCMIA outdoors enthusiasts.

First, go to the OPCMIA website's new outdoors page at [www.opcmia.org/outdoors/](http://www.opcmia.org/outdoors/) and share photos and stories of your hunting or fishing adventures. You can also see what your brothers and sisters have been up to and connect with one another.

Second, join the Union Sportsmen's Alliance (USA), the only labor-based organization where brothers and sisters of all trades can join together through a shared love of the outdoors and advocate for the conservation issues that affect all of us — outdoor recreation, public access, wildlife habitats and passing on America's outdoor heritage to future generations.

## LOCAL Union 797 — Las Vegas, Nevada

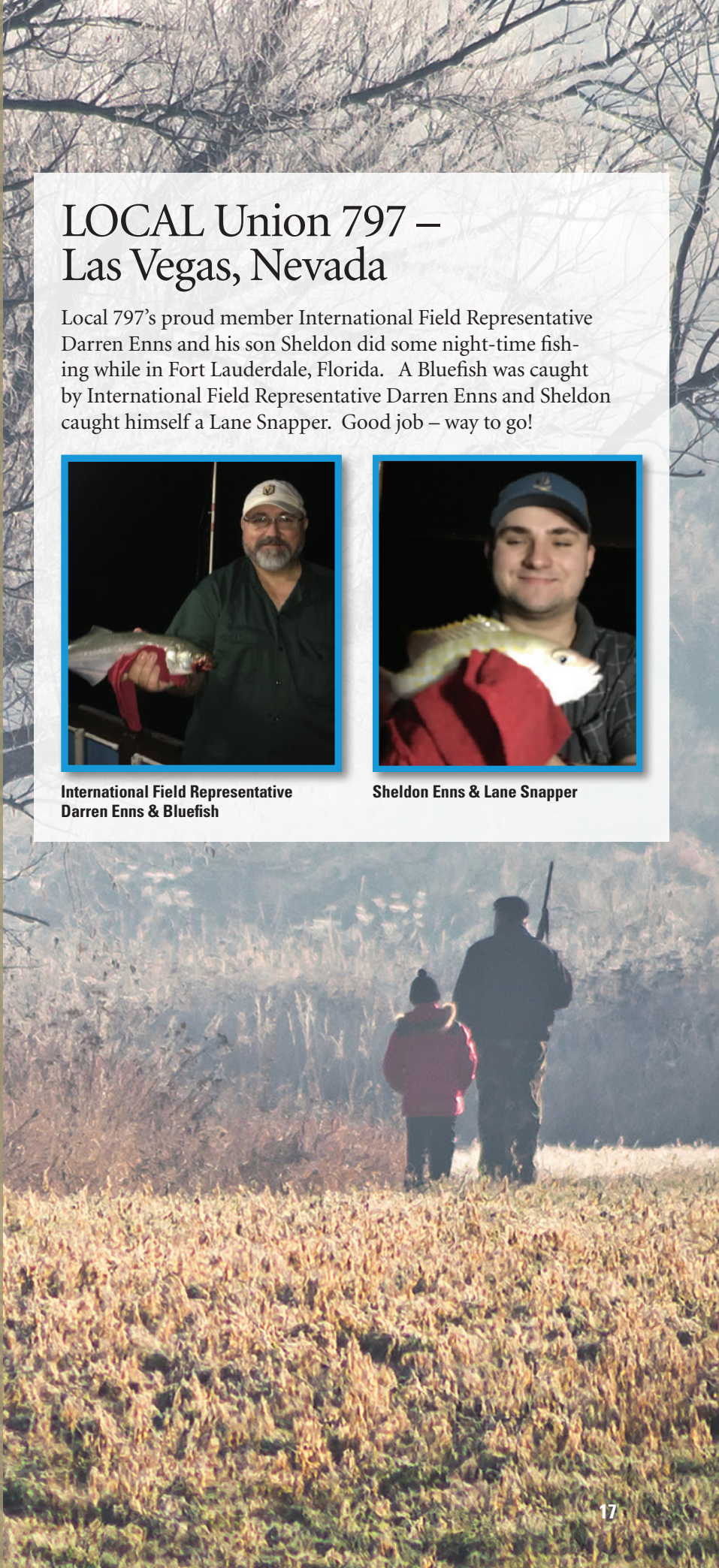
Local 797's proud member International Field Representative Darren Enns and his son Sheldon did some night-time fishing while in Fort Lauderdale, Florida. A Bluefish was caught by International Field Representative Darren Enns and Sheldon caught himself a Lane Snapper. Good job — way to go!



International Field Representative  
Darren Enns & Bluefish



Sheldon Enns & Lane Snapper



## Local Union 18 – Central Illinois

On April 6, 2019, during Local 18's general meeting in Rock Island, Illinois, new members were sworn in and recipients of 25, 40 and 50-year memberships were acknowledged for their years of service. Congratulations to all!



Rock Island Business Agent Montie Schell swearing in new Cement Mason members (right) Jason Schell (Montie's son) and (left) Ransom Carr.



(Center) Rock Island Business Agent Montie Schell being presented his 25-Year Lapel Pin by Business Manager Mark Winkler with newly sworn in Cement Mason Apprentice Jason Schell (Montie's son) looking on.



(Center) Plasterer Brother Dave Fuller being presented his 50-Year Gold Card, Lapel Pin and Certificate by (right) Business Manager Mark Winkler and congratulations from Plasterer Business Agent Curtis Harn.



(Center) Cement Mason Brother Al Nelson being presented his a 40-Year Gold Card, Lapel Pin and Certificate by Rock Island Business Agent Montie Schell and Business Manager Mark Winkler on the right.

## Local Union 72, Spokane, Washington

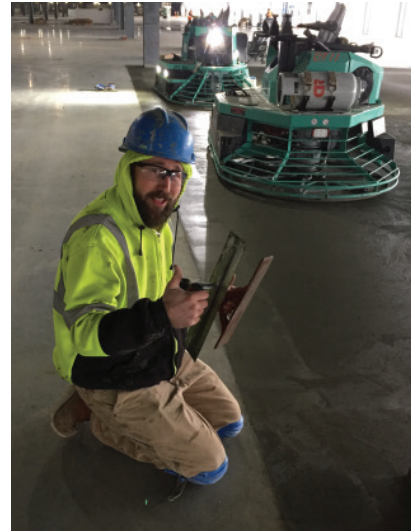
### Amazon Project, Spokane, Washington

Local 72's members and employees of Garco Construction and Cameron Reilly LLC, both long-time union contractors, are placing and finishing 1.7 million square feet of concrete on the new Amazon Center in Spokane, Washington. The project is nearing completion.



# Local Union 72, Spokane, Washington

## Amazon Project, Spokane, Washington



## Rock Carving Training Conducted at Local 72

Member of Local 72 and owner of Artistic Concrete Services, Scott Hogue, along with Jason Fuller recently conducted a rock carving class for 2nd and 3rd year cement mason apprentices at Local 72 in Spokane, Washington. Scott's work has been featured at the World of Concrete as well as in China, Japan and Korea. He is widely considered an expert in the artistic and decorative concrete industry.



## Local Union 143 – Champaign & Southern Illinois & Paducah, Kentucky

**L**ocal Union 143 presented 40-Year Gold Card and Lapel Pin to Sister Melinda S. Meeker for her 40 years of continuous service. Congratulations Sister Meeker on your achievement!

(Left to right) Business Manager Chris Butler,  
Sister Melinda Meeker and President Thomas Shubert.



## Local Union 148 – Atlanta, Georgia

**L**ocal 148, Nashville, Tennessee, Cement Masons' crew has been working at the Gallatin Steam Plant job in Gallatin, Tennessee. This work is a current addition to the existing Steam Plant. Our members have worked on this site off and on for many years. This project has seen our Tennessee members pour over 30,000 square yards of

concrete. The Cement Mason Foreman LaTroy Russ has done a great job working with his guys and the contractor AECOM, to get such a job completed on time and in a safe manner.

A big "thanks" goes out to this Cement Masons' crew for all their hard work.



Four (4) man crew patching walls in a holding tank at the Gallatin Steam Plant job.



Workers at the Gallatin Steam Plant job, (left to right) Brothers Jimmie Lee Tisdale, Terry Cross, Greg Cross and Foreman LaTroy Russ.



Gallatin Steam Plant job:  
Cement Masons' crew  
Brothers Eric Hankerson,  
Jimmie Lee Tisdale, Walter  
Gordon, Alvin Turner,  
Foreman LaTroy Russ,  
Terry Cross, Greg Cross,  
Cornelius Dover and  
Steward Christopher  
Comer.

NOTE: Not in picture  
Brothers Johnny Smith and  
Joseph Lauriston.

## Local Union 478 – Pasco, Washington

On March 28, 2019, at Local 478's Union Meeting Brother Robert E. Harvey was honored and presented his 40-Year Gold Card and Lapel Pin. Robert joined OPCMIA on March 5, 1979 and is enjoying retirement. Congratulations to Brother Harvey on his retirement!

(Left to right) Business Manager Wayne Sumner, Brother Robert Harvey and President Luis Uribe.



## Local Union 599 – State of Wisconsin

Congratulations to the following proud members of Local Union 599 who were presented with their service awards for 40 years.



Brother Joe Barton (left) receives his 40-Year Gold Card and Lapel Pin from Business Manager Todd Gray.



Brother Mark Makarovich (right) receives his 40-year Gold Card and Lapel Pin from Business Agent Bart Swearingen.

### 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.

## Local Union 600 – Los Angeles, California

On Saturday, April 27, 2019, Cement Masons Local 600 celebrated their members' achievements at the annual Awards Luncheon. Gold cards and Lapel Pins were presented to proud recipients of 25, 30, 40 and 60 years of continuous membership. "Man

of the Year" and "Apprentice of the Year" were also honored. This year Cement Masons Local 600 had the honor to present two (2) Man of the Year Awards, both with over 60 years of continuous membership.

No 50 Year recipients attended the Awards Luncheon.



**25 YEAR RECIPIENTS:** (Left to right) David Sanchez, Santiago Serrato, Business Manager Fitzgerald Jacobs, Marcos Perez and Antonio J. Fuentefria, Jr.



**30 YEAR RECIPIENTS:** Back row: (Left to right) Felipe G. Pinedo, Ralph Razo, Business Manager Fitzgerald Jacobs, Francisco Angel, Area 191 Business Representative Jaime Briceno, Gregorio Cano and Jose Luis Diaz; Front row: (Left to right) Manuel Blandon, Sergio Flores and Jorge Gomez



**40 YEAR RECIPIENTS:** Back row: (Left to right) Joseph Torres, Santiago Serrano, Howard Bias, Jr., Wallace Richardson, Jr., Business Manager Fitzgerald Jacobs, Gilberto Sandoval, Michael Gutierrez, Keith Lawless, Danny Hernandez, Charles R. Jones and Jeffery Sandeen; Front row: (Left to right) Gustavo Ochoa, Carlos Acosta, Gregorio H. Flores, Jesus Zuniga and Jose F. Jimenez



Annual Awards Attendees





**60 YEAR RECIPIENTS:** (In the back) Business Manager Fitzgerald Jacobs, Front row: (left to right) Larry Vanderhoofven, Jose T. Lopez and Dale S. Malm



**MAN OF THE YEAR AWARD:** Larry Vanderhoofven with Business Manager Fitzgerald Jacobs



**Congratulations to all the recipients.**



**MAN OF THE YEAR AWARD:** Nathaniel D. Millhouse with Business Manager Fitzgerald Jacobs



**APPRENTICE OF THE YEAR AWARD:** German Pacheco-Tostado with Business Manager Fitzgerald Jacobs

## Local Union 886 – Toledo, Ohio

On May 2, 2019, Local Union 886, Toledo, Ohio, celebrated their members' achievements at their Annual Recognition Meeting. Local Union Officers were on hand to present 25, 30, 40, and 50-year service awards. Congratulations and thank you to all the proud recipients!



**25 YEAR MEMBERS:** Back row: (Left to right) President Andrew Colter, Business Manager Kenneth Vierling, Sr., Board Member Robert Ramsey, Board Member Martin Pedro, Board Member Rick Tober, Cement Masons' Business Agent Garrett Buckles, Board Member Robert Figley III, Retired Vice President Daniel Rauch and Board Member Melvin Hall, Jr. Front row: (Left to right) 25 Year members: Donald Ryan, Ronald Crabtree, Todd Musch, Billy Helton, Jr., Board Member Jason Bodi and Plasterers' Business Agent Jeffrey Osterhout.



**30 YEAR MEMBERS:** Back row: (Left to right) President Andrew Colter, Business Manager Kenneth Vierling, Sr., Board Member Robert Ramsey, Board Member Martin Pedro, Board Member Rick Tober, Board Members Robert Figley III and Jason Bodi, Retired Vice President Daniel Rauch, Board Member Melvin Hall, Jr. and Plasterers' Business Agent Jeffrey Osterhout. Front row: (Left to right) 30 Year members: Garrett Buckles (Cement Masons' Business Agent), Gene Beltran, Ian Clark, Larry Hadding, Jr., Jeffrey Lowell and Larry Nicely.



**40 YEAR MEMBERS:** Back row: (Left to right) President Andrew Colter, Board Member Robert Ramsey, Business Manager Kenneth Vierling, Sr., Board Member Martin Pedro, Board Member Rick Tober, Cement Masons' Business Agent Garrett Buckles, Board Member Robert Figley III, Plasterers' Business Agent Jeffrey Osterhout, Board Members Jason Bodi and Melvin Hall, Jr. Front row: (Left to right) 40 Year members: Retired Vice President Daniel Rauch, James Neal Sr. and Michael Fowler.



**50 YEAR MEMBERS:** Back row: (Left to right) President Andrew Colter, Business Manager Kenneth Vierling, Sr., Board Member Robert Ramsey, Board member Martin Pedro, Board Member Rick Tober, Cement Masons' Business Agent Garrett Buckles, Board Member Robert Figley III, Board Member Jason Bodi, Retired Vice President Daniel Rauch and Board Member Melvin Hall, Jr. Front Row: (Left to right) 50 Year member Tanino Gaytan, Jr. and Plasterers' Business Agent Jeffrey Osterhout.



Left; 50 Year member: (Right) Michael Thourot with Plasterers' Business Agent Jeffrey Osterhout.

#### MEMBERS NOT IN ATTENDANCE:

#### 25 YEAR MEMBERS:

Brothers Jeffrey Hassen, Brian Kanavel, MaryAnn Lorton, Thomas Meesig, Richard Nowotka, Andre' Robinson, Ronald Smith, Jr., Benjamin Sommers II, Timothy Staley, Michael Turi and Robert Wolf.

#### 30 YEAR MEMBERS:

Brothers Eric Aquino, Kenneth Martin, Robert Mohr, Michael Rieger and Timothy Zedlitz.

#### 40 YEAR MEMBERS:

Brothers Nelson Cowdrey and Kevin Quinn.

## Local Union 891 – Washington, D.C.

**M**ember of Local Union 891, Washington, D.C., Brother Thomas Wood patching concrete at Naval Academy Project in Annapolis, Maryland.

### IN MEMORIAM

**JOHN HENRY HAGGINS**

**Celebration of Life**

**February 15, 1917 – March 14, 2019**

Member of Local 891 for 69 years!  
An extraordinary Life for 102 years!!

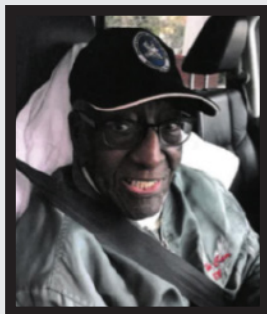


Photo of Brother Thomas Wood

## I N M E M O R I A M

**January 1, 2019 THROUGH  
March 31, 2019**

**RALPH G. AGUIRRE**

*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 Ralph G. Aguirre who passed away August 11, 2018. Brother Aguirre was 91 years old and a member of the International since February 16, 1953 – 65 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.

**JOSE M. CANO**

*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 M. Cano who passed away July 26, 2018. Brother Cano was 77 years old and a member of the International since August 16, 1979 – 39 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.

**April 1, 2019 THROUGH  
April 30, 2019**

**WILSON W. RAY**

*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 Wilson W. Ray who passed away March 22, 2018. Brother Ray was 75 years old and a member of the International since November 15, 1971 – 46 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. 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 February 2019

LOC	CITY, STATE	NAME
400	Sacramento, CA	Aguirre, Ralph G
200	Los Angeles, CA	Bailey, Morris Bernard
527	St. Louis, MO	Benson, James L
518	Kansas City, MO	Brown, Dennis R
400	Sacramento, CA	Cano, Jose M
502	Chicago IL	Decker, Alvin G
592	Philadelphia PA	Esposito, Samuel
780	New York, NY	Gatta, Oido
633	Minneapolis, MN	Hall, James J
300	Oakland, CA	Jackson, Bill
633	Minneapolis, MN	Judge II, Chris
111	Erie & Niag Co NY	Liberatore, Peter
200	Los Angeles, CA	Marquez, Gabriel
527	St. Louis, MO	Matejic Jr, Frank P
599	ST of Wisconsin	Miller, James A
886	Toledo, OH	Pedro, John A
780	New York, NY	Porretto, Louis
600	Los Angeles CA	Rodriguez, Frank M
400	Sacramento, CA	Rodriguez, Joseph R
592	Philadelphia PA	Rogers Jr, Robert
514	Detroit MI	Santo, John
633	Minneapolis, MN	Schultz, Michael A
526	Pittsburgh PA	Sciulli, Giacomo
514	Detroit MI	Skelcy, James

## DEATH BENEFITS PAID IN March 2019

891	Washington, DC	Birch, John
500	Santa Ana CA	Botello, John
502	Chicago IL	Busch, Robert J
526	Pittsburgh PA	Capezuto, John
919	Vancouver BC CN	Cerqueira, Franklin
518	Kansas City, MO	Chambers Sr., Jack L
200	Los Angeles, CA	Cleary, James M
600	Los Angeles CA	Cuevas, Andrew
040	Providence, RI	Dillon, Hugh T
132	Ohio & Kentucky	Dyer, Jerry G
502	Chicago IL	Flood, Malcolm P
600	Los Angeles CA	Floyd, James C
600	Los Angeles CA	Granvold, Sander
404	Cleveland, OH	Jones, Arthur
502	Chicago IL	Kantecki, Eugene G
518	Kansas City, MO	Langdon, John J
526	Pittsburgh PA	Lascola, John
500	Santa Ana CA	Macias, Ponciano Gonzalez
797	Las Vegas, NV	McKee, Floyd
592	Philadelphia PA	Milson, William J
300	Oakland, CA	Perkins, Robert
500	Santa Ana CA	Reyes, Charlie B
527	St. Louis, MO	Rowe, Howard L
011	Northern, IL	Schaeffer, Leon J
066	San Francisco, CA	Stinnett, Calvin
526	Pittsburgh PA	Trella, Frank
592	Philadelphia PA	Turissini, Donald S
526	Pittsburgh PA	Vesco, Reno
633	Minneapolis, MN	Wittern, Jack
780	New York, NY	Zeolla, Frank

## DEATH BENEFITS PAID IN April 2019

200	Los Angeles, CA	Aguilar, Gilbert
780	New York, NY	Albuquerque, Leonardo
200	Los Angeles, CA	Barkley, Douglas
132	Ohio & Kentucky	Cundiff, Jeffrey W
502	Chicago IL	D'Alessandro, Domenico
780	New York, NY	Guglielmetti, Natalino
502	Chicago IL	Guida, Ciro
265	Twin Cities, MN	Gustafson Jr, Dan William
891	Washington, DC	Haggins, John Henry
527	St. Louis, MO	Huellinghoff, Frederick
538	Omaha, NE	Lohmann, Clark Louis
886	Toledo, OH	Mack, Kenneth I
600	Los Angeles CA	Magdaleno, Rodolfo S
600	Los Angeles CA	Medrano, Oscar B
692	Indianapolis, IN	Morecraft, Harold
111	Erie & Niag Co NY	Nebelecky, Alfred
780	New York, NY	Piccolino, Giovanni
527	St. Louis, MO	Pinkston, Todd E
400	Sacramento, CA	Ray, Wilson W
132	Ohio & Kentucky	Regensburger, Thomas J
300	Oakland, CA	Scott, John James
514	Detroit MI	Swint, Edward
502	Chicago IL	Waters, Fred J

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Columbia, MD21046.



## GENERAL PRESIDENTE

### DANIEL E. STEPANO

*Continúa de la página 3*

cios, en toda nuestras áreas de capacitación, y en la forma en que conducimos nuestros negocios en el mercado de hoy.

Debemos recordar de que el costo de no capacitar nuestra fuerza laboral, no se mide en dólares y centavos, se mide en el fracaso o éxito de nuestros agremiados/miembros y sus familias, y al final, fracaso o éxito del OPCMIA.

Es por eso que ahora tenemos un fondo “fideicomiso” totalmente fuerte, financieramente en nuestra Internacional el “ITF”. Con un Coordinador para el oficio de Enjarrado/Plasteros, Tim Nelson, y un Instructor Anthony Kerstens, un Coordinador para CM Mampostero Tony Longbrake y un Instructor Nick Demote, y un aula de clases de lo mas moderno, y todo esta a cargo, del Director Ejecutivo del “ITF” y asistente del Presidente General Deven Johnson.

Necesitamos al “ITF” que se mantenga de inmediato y al tanto con los avances tecnológicos de la industria y computación, con el desarrollo de programas e inteligencia artificial, en una amplificada y virtual realidad – para mantenerse al margen de cualquier avance y equipo, maquinaria, materiales, y en cualquier cambio en el proceso del OPCMIA. Llevar nuestra capacitación y entrenamiento a

estos nuevos niveles no será fácil. Se requerirán muchos sacrificios. Pero ninguno de nosotros escogimos nuestros oficios por ser sencillos. Lo hicimos pro que eran difíciles, y el sacrificarse es necesario, y no hay nada como salir exitoso de un reto en nuestra industria, el resolver un problema y ganar una batalla.

Es por eso que yo se, que es posible justamente hacerlo, por medio de no solo escoger hacerlo por lo que es, sino por nuestra satisfacción propia de hacerlo correctamente. Todos nosotros somos los guardianes de nuestros hermanos y hermanas en la industria.

Los fundadores de nuestra organización se miraron en la luz del futuro. Les debemos el hace no menos que lo correcto. Debemos hacer lo que el OPCMIA hace mejor; ofrecer mas oportunidades para todos, y demandar mas responsabilidad para todos.

En nuestra 52 Convención Internacional, vamos todos a adoptar el ser aun mas responsables, no solo por nosotros, pero por nuestras familias y nuestro sindicato/unión, por nuestras comunidades, por nuestro país y nuestro futuro.

Me despido deseándoles a ustedes y sus familias un verano seguro y placentero.



The Operative Plasterers' and Cement Masons'  
International Association  
9700 Patuxent Woods Drive, Suite 200  
Columbia, MD 21046  
[www.opcmia.org](http://www.opcmia.org)

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